

## ANIMAL WELFARE POLICY – PWT GROUP

### **Our Commitment**

PWT Group is committed to ensuring that all animals used in our products are treated with dignity, respect, and in accordance with up-to-date animal welfare laws and international standards. This policy integrates the Animal Five Freedoms as well as new approaches to ensure optimal care.

### **The Five Animal Freedoms**

All animals used in our products must be provided with:

- Freedom from Hunger and Thirst by ready access to fresh water and diet to maintain health and vigor
- Freedom from Discomfort by providing an appropriate environment including shelter and a comfortable resting area
- Freedom from Pain, Injury or Disease by prevention or rapid diagnosis and treatment
- Freedom to Express Natural Behavior by providing sufficient space, proper facilities and company of the animal's own kind
- Freedom from Fear and Distress by ensuring conditions and treatment which avoid mental suffering

### **Specific Product Guidelines**

#### **Wool**

PWT Group does not accept wool sourced from suppliers practicing mulesing. Certified wool (RWS) is preferred.

#### **Fur**

PWT Group prohibits the use of animal fur in the production of all our products.

#### **Leather**

PWT Group only accepts the use of leather from animals bred for the food industry.

Tanneries must be members of the Leather Working Group and hold at least a bronze rating, ensuring ethical and environmental best practices.

#### **Down and Feathers**

PWT Group does not accept down or feathers obtained through live plucking or from farms where live plucking is practiced.

Only products sourced from birds bred for the food industry, will be accepted. Certified down and feathers (RDS) is preferred.

### **Supplier Compliance**

Suppliers and their sub-suppliers are required to meet these animal welfare requirements.


Suppliers must sign this form confirming their commitment to this policy and collect corresponding signatures from their relevant sub-suppliers.

It is the supplier's responsibility to collect signatures from sub-suppliers of PWT Group, and to keep the signed documents for own record and assurance in case of any finding on violation of this policy.

**Review and Continuous Improvement**

PWT Group will periodically review and update this policy to ensure it reflects new scientific insights, legislative changes, and industry best practices. Our commitment is to continuous improvement in animal welfare across our supply chain.

AALBORG, MAY 2025



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Ole Koch Hansen  
CEO

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Supplier date & signature