

ANTIBA ANIMAL WELFARE POLICY

Scope

Antiba tannery produces high-quality chrome/ chrome free and vegetable-tanned goat and half-calf skins for the luxury market. Our joint venture, ART Antiba Russo Together srl, produces lamb skins for the same market. These animal derived materials (ADMs) are the focus of our business, although we acknowledge that other ADMs occasionally be found across the organisation within production and office locations.

We acknowledge that there are inherent risks to animal welfare when sourcing animal derived materials and are committed to implementing our Animal Welfare Policy to safeguard the animals within our supply chains. Our expectation is that our suppliers will support Conceria Antiba Spa's commitment to these animals.

Definition

Antiba aligns with the World Organisation for Animal Health (WOAH)¹ definition of animal welfare: the physical and mental state of an animal in relation to the conditions in which it lives and dies.

An animal experiences good welfare if it is healthy, comfortable, well nourished, safe, is not suffering from unpleasant states such as pain, fear and distress, and is able to express behaviours that are important for its physical and mental state.

Good animal welfare requires disease prevention and appropriate veterinary care, shelter, management and nutrition, a stimulating and safe environment, humane handling and humane slaughter or killing. While animal welfare refers to the state of the animal, the treatment that an animal receives is covered by other terms such as animal care, animal husbandry, and humane treatment.

Visions and Goals

Our vision is to improve animal welfare throughout our supply chains by increasing transparency, understanding animal management and methods of production to further promote best practice, whilst eliminating unacceptable behaviours.

Our goal is only to use by-products of animals that have lived a good life, with those responsible for their care during breeding, rearing and slaughter demonstrating a commitment to continuous improvement.

Governance

Governance of our Animal Welfare Policy lies with the Executive Committee, whilst day to day responsibility for implementation lies with the Raw Material Purchasing Team and ESG Manager.

Progress towards our vision and goals will be reported on an annual basis, with the policy reviewed at least every two years to take account of emerging issues, customer expectations and to update action plans where challenges arise.

¹ WOAH Terrestrial Animal Health Code, Chapter 7 https://www.woah.org/en/what-we-do/standards/codes-and-manuals/terrestrial-code-online-access/?id=169&L=1&htmlfile=chapitre_aw_introduction.htm

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Commitments

The Five Freedoms have been very influential in improving animal welfare however their focus is predominantly on the removal of negative experiences and states. We believe animal welfare management should also include the promotion of positive experiences and states. We support the Five Provisions and Welfare Aims, which provide clear guidance on beneficial objectives for animal welfare management.

Provisions	Animal Welfare Aims
<i>Good nutrition:</i> Provide ready access to fresh water and a diet to maintain full health and vigour	Minimise thirst and hunger and enable eating to be a pleasurable experience
<i>Good environment:</i> Provide shade/shelter or suitable housing, good air quality and comfortable resting areas	Minimise discomfort and exposure and promote thermal, physical and other comforts
<i>Good health:</i> Prevent or rapidly diagnose and treat disease and injury, and foster good muscle tone, posture and cardiorespiratory function	Minimise breathlessness, nausea, pain and aversive experiences and promote the pleasures of robustness, vigour, strength and well-coordinated physical activity
<i>Appropriate behaviour:</i> Provide sufficient space, proper facilities, congenial company and appropriately varied conditions	Minimise threats and unpleasant restrictions on behaviour and promote engagement in rewarding activities
<i>Positive mental experience:</i> Provide mental experience: Provide safe, congenial and species-appropriate opportunities to have pleasurable experiences	Promote various forms of comfort, pleasure, interest, confidence and a sense of control

Minimum Requirement: Suppliers of animal derived materials must comply with applicable local, regional and national animal welfare laws and regulations at all stages of the animal’s life, up to and including slaughter. Where no such laws or regulations apply, then local good industry practice must be followed.

Core Commitments: Additionally, we require our suppliers to agree to follow our core commitments to improving animal welfare:

- 1) To reduce the use of **close confinement** including, but not limited to the use of crates, tethers, excessively high stocking densities, concentrated animal feeding operations (feedlots) and restricting grazing access.

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- 2) To increase the provision of **stimulating and complex environments** that enable species-specific behaviours across all our supply chains.
- 3) To increase the likelihood that **growth promoting** or **production enhancing substances**, containing (or simulating the action of) hormones, antibiotics and beta agonists are not used within our supply chain.
- 4) To reduce the reliance on **antibiotics** by avoiding their routine prophylactic use and by limiting the use of critically important antibiotics across our supply chains.
- 5) To recognise that **body alterations** (e.g. tail docking, castration) are carried out within some farming systems, to prevent a perceived greater harm. To seek alternative farming systems which reduce the need for **routine mutilations** and to ensure that where mutilations are deemed strictly necessary, they are carried out against robust procedures by qualified staff, ideally under anaesthesia and providing pain relief.
- 6) To recognise that for slaughter to be humane, it is essential to render an animal immediately **unconscious**, ensuring it is insensible to pain, discomfort and stress, until death occurs. To increase the likelihood of animals being effectively stunned before slaughter.
- 7) To recognise that **live transportation** is a necessary step in our supply chain and that it poses one of the greatest welfare challenges. To minimise the **duration and incidence** of live transport throughout the supply chain.

Implementation and Reporting

We acknowledge that the hides / skins that we source are a by-product of the meat industry with little value to the producer. It may therefore be difficult to influence the farming practices directly. Collaboration with customers and other industry stakeholders will be key to initiating any change needed to fulfil our commitments.

Implementation of our animal welfare policy and reporting against our objectives will not, in the first instance, include our joint venture ART.

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Transparency

Key to making an impact, is establishing a greater visibility of where our hides / skins are sourced. We will work with our supplying slaughterhouses and collectors to improve traceability to establish core supply chains, where implementation of our animal welfare policy will have the greatest impact.

All supplying traders and tanneries of wet-blue, fresh-salted hides or vegetable tanned skins must be certified to LWG or ICEC_TS_SC410 – Traceability.

By the end of 2023 we will establish a baseline to identify the % of hides sources from EU approved slaughterhouses and aim to increase it year after year.

By the end of 2023 we will establish a baseline to identify the % of calf hides traceable back to farm supply and aim to increase on a yearly basis.²

Certified Farms

Certified farms have demonstrated conformance, through independent audit, to a set of requirements within a standard. The standard, the rules for certification and the labels or claims are described within an assurance scheme. To achieve our Vision and Goals, we will source from farms that are certified to assurance schemes, originating from either the food or textile industry, which have an animal welfare theme.

By the end of 2023 we will establish a baseline to identify the % of hides sourced from certified farms and aim to increase the % each year.³

Non-certified Farms

Our core goat skins supply is sourced from India, where animal welfare legislation is weak, slaughterhouses are not EU approved (for ruminants) and assurance schemes are not available. China has also been identified for goat skin supply.

The first step to implementing our animal welfare policy is to conduct assessments of the supply chains in high risk countries, to establish the nature and diversity of farming methods (through desk top review and supplier visits).

This will allow us to identify where our commitments are most at risk and an action plan will be drawn up to mitigate these risks.

Our position in India is strengthened through the support of Marchino Tannery (100% owned) and Prime International (25% ownership) providing a local presence which can drive change and provide oversight of our supply chain.

² We reserve the right to adopt alternative methods of reporting, where disclosure of farm details is protected by our suppliers' data protection policies.

³ Future improvements are subjected to the conditions mentioned in the transparency section.

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By the end of 2023 we will identify the high-risk supply chains and establish a programme for completing these assessments.

Education

To achieve our Vision and Goals, we will raise the awareness of animal welfare across our business. We will do this by providing an understanding of how our animal derived materials are farmed and the inherent risks to good animal welfare arising from specific farming systems.

By the end of 2023 we will establish a programme for completing initial training.

Caveats

Legacy materials: We reserve the right to use hides and skins acquire and held on inventory by our current suppliers prior to **1/1/2023**, which may fall outside our Animal Welfare Policy.

Ponte a Egola, 1/03/2023

Chief Executive Officer

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