Ethical Animal Welfare Policy

Reformation believes all animals should be treated humanely and is committed to ensuring a high level of animal welfare within our supply chains. All our suppliers must respect humane animal welfare practices and work continuously towards implementing a best practice process that includes maintaining, breeding, raising, transportation, handling and slaughter to ensure ethical conditions and treatments of animals. The following policy is broken down into generic animal welfare requirements, responsible land requirements, and requirements for specific animal products.

Animal Welfare Requirements

All suppliers should follow the Five Domains model, a best practice animal welfare assessment framework, and ensure to fulfill the associated Five Provisions and Aligned Animal Welfare Aims (see table below). The Five Domains Model is designed to assess the mental and physical states of animal welfare at a given time.

The Five Domains Model incorporates four physical or functional domains and one mental state. The Five domains are expressed as follows:
- ➔ Nutrition
- ➔ Environment
- ➔ Physical Health
- ➔ Behavior
- ➔ Mental

The table below shows a simplistic version of how the Five Freedoms & Five Domains are related.

Five Freedoms	Five Domains
1. From hunger and thirst	1. Nutrition
2. From discomfort	2. Environment
3. From pain, injury and disease	3. Health
4. To express normal behavior	4. Behavior
5. From fear and distress	5. Mental State

Responsible Land Requirements

All suppliers must actively work to protect the land, particularly from deforestation, through responsible management practices. These practices must cover the four main land management components: soil, fertilizers, pesticide use, and biodiversity. Some of these practices include but are not limited to:
- ➔ Minimizing or eliminating the use of pesticides, herbicides and synthetic fertilizers.
- ➔ Protecting soil health, biodiversity, and native species.
- ➔ Protecting natural ecosystems from ecological disturbances to maintain the ecosystem's native species, structure, or function.
- ➔ Protecting areas that are vulnerable to land degradation and desertification.
- ➔ Implementing grazing plans to prevent overgrazing.

Traceability Requirements

Reformation's goal is to have traceability into all levels of our supply chain so we can confidently stand by our sustainable product claims, including animal products. We expect our direct suppliers to accurately record and

report all required information to Reformation to ensure a high level of traceability regardless of the factory level or production process.

Our Prohibited List
When sourcing animal products we prohibit the use of:
  ➔ Animal fur (excluding bovine hair)
  ➔ Animal feathers and down
  ➔ Angora & other rabbit hair
  ➔ Mohair
  ➔ Wool from farms that practice mulesing
  ➔ Exotic skins including (but not limited to) alligator, crocodile, lizard, snake, cheetah, elephant, rhinoceros, leopard, lion, ostrich, shark, rays, and marine mammals.
  ➔ Horn and bone
  ➔ Any wildlife, including protected, threatened or endangered species
  ➔ Leather or skin taken while the animal is alive or from aborted animals.
  ➔ Leather from anywhere in the Amazon Biome
  ➔ Any material that comes from domesticated or feral dogs or cats
  ➔ Any animals raised in cages
  ➔ Any animals caught or hunted in the wild

When sourcing animal products we prohibit any practices that cause unnecessary pain and suffering.
We allow the use of some animal fibers with certain conditions. The following exceptions are listed below.

Leather
We are committed to sourcing traceable leather to ensure animal welfare and protection from deforestation. We are also committed to encourage and support the development and enhancement of animal welfare certification schemes for leather. In addition, we have strict requirements associated with the environmental impact of leather during the pre-tanning & tanning processes. We've also joined the Materials Innovation Initiative, a next-generation materials accelerator, to support the development of non-plastics-based leather alternatives that can not only be used in future Ref collections but be made available to the entire industry.

  ➔ Cow, goat, sheep hides
  ➔ Leather Working Group (LWG) certified (rated Gold or Silver)
      ◆ We are committed to sourcing leather from tanneries that have achieved Gold or Silver Leather Working Group (LWG) certification. LWG aims to improve the environmental impact of the leather industry by assessing and certifying leather manufacturers. The LWG has defined environmental best practices in the tanning industry relating to chemical usage, water management, greenhouse gas emissions and hide traceability between stakeholders.
      ◆ Tanneries and pre-tanneries must source 100% of hides from slaughterhouses and farms outside Amazon biome. Leather cannot be sourced from the following States of origin:
          ● Amazonas
          ● Roraima
          ● Amapa
          ● Acre
          ● Para
          ● Rondonia
          ● Mato Grosso
          ● Tocantins

- ● Maranhao
- ◆ For leathers sourced outside of Brazil these leathers must not come from: deforested or converted lands in Eastern Paraguay, Columbia or Indonesia in accordance with Leather Impact Accelerator DCF protocol A2.3.1
- ◆ As we track back to slaughterhouse and farm level, priority will be given to operations documenting compliance towards the Animal Welfare Standards Benchmark and Deforestation and Conversion Free (DCF) Protocol as outlined by LIA, directly or through approved partner programs.
- → Tannery must agree to Ref traceability audit & corrective action plan process.
  - ◆ Check out our full requirements for traceability here.

Wool

We are committed to sourcing **non-mulesed sheep wool**. We allow the use of recycled wool, Responsible Wool Standard certified wool, organic wool with responsible wool standard certification, and regenerative/transitional wool. Please see below for specific requirements for these different types of wool.

- → Responsible Wool
  - ◆ We require responsible wool to be Responsible Wool Standard (RWS) certified. RWS ensures that wool comes from farms with a progressive approach to managing their land, addresses animal welfare of the sheep and respects the Five Freedoms of animal welfare.
  - ◆ If responsible wool needs to be blended with another fiber, it must be blended with a certified recycled content fiber.
- → Organic Wool with RWS
  - ◆ We require organic wool to be Global Organic Textile Standard (GOTS) certified. GOTS is the leading textile processing standard for organic fibers, including ecological and social criteria, backed up by independent certification of the entire textile supply chain.
  - ◆ We require all GOTS certified organic wool to also be Responsible Wool Standard (RWS) certified.
- → Recycled Wool
  - ◆ We require recycled wool to be Global Recycled Standard (GRS) certified. GRS sets requirements for third-party certification of recycled inputs and chain of custody. In addition, GRS includes additional criteria for social and environmental processing requirements and chemical restrictions.
- → Regenerative Wool
  - ◆ We define regenerative wool as having:
    - ● Verified implementation of holistic grazing and regenerative land management techniques, with focus on soil health and biodiversity.
    - ● Verified improvement in soil health parameters like: soil carbon, soil organic material, water holding capacity, microbial biodiversity, native perennial vegetation, and flora/fauna biodiversity.
    - ● Verification conducted by a third party on an annual basis at minimum.
    - ● Following our Responsible Land Requirements.
    - ● Following our Animal Welfare Requirements.
    - ● Must also be Responsible Wool Standard (RWS) certified.
- → Transitional Regenerative Wool
  - ◆ We define transitional regenerative wool as having:

- Verified implementation of holistic grazing and regenerative land management techniques, with focus on soil health and biodiversity.
- Verification conducted by a third party on an annual basis at minimum.
- Following our Responsible Land Requirements.
- Following our Animal Welfare Requirements.
- Must also be Responsible Wool Standard (RWS) certified.

Alpaca

We are committed to achieving traceability to the farm to follow the Five domains model. We allow the use of Responsible Alpaca Standard certified alpaca and organic alpaca with responsible alpaca standard certification. Please see below for specific requirements:

➜ Responsible Alpaca Standard
 ◆ As the [Responsible Alpaca Standard](#) (RAS) is being implemented at the farm level we will begin to scale the adoption of this certification and require conventional alpaca to be Responsible Alpaca Standard certified as it becomes available. The standard has been developed to address farm-level animal welfare practices as well as land management and social welfare at the farm. It will also ensure that the fiber is coming from certified farms and can be identified and tracked. If any of our suppliers are already working with this standard please let us know.

➜ Organic Alpaca with RAS
 ◆ We require organic alpaca to be [Global Organic Textile Standard](#) (GOTS) certified. GOTS is the leading textile processing standard for organic fibers, including ecological and social criteria, backed up by independent certification of the entire textile supply chain.
 ◆ We will require all GOTS certified organic alpaca to also be Responsible Alpaca Standard (RAS) certified as the RAS certified material becomes available.

Cashmere

We are committed to sourcing recycled cashmere to aid in reducing overgrazing, which has a significant impact on the environment. For all conventional cashmere, we require certification to ensure animal welfare, protection of the environment and that farmers are supported.

➜ Recycled Cashmere
 ◆ We require recycled cashmere to be [Global Recycled Standard](#) (GRS) certified. GRS sets requirements for third-party certification of recycled inputs and chain of custody. In addition, GRS includes additional criteria for social and environmental processing requirements and chemical restrictions.

➜ Conventional Cashmere
 ◆ We require all conventional cashmere fibers to be certified through [The Good Cashmere Standard](#) by AbTF or be in the process of certification/ able to provide the equivalent assurances. The Good Cashmere Standard follows three main principles: promote animal welfare in cashmere production, support cashmere farmers to secure a sustainable source of income and protect the environment.

Animal Testing

Reformation does not accept animal testing on any products, either during production or on finished goods.

Implementation

Reformation believes that having a policy is only one step in ensuring the humane treatment of animals. We are committed to the dissemination and implementation of our policy through our supply chain to the farm level. The responsibility for the implementation of our policy is shared internally across multiple teams, including the Sustainability, Product Development, and Supply Chain teams, to ensure that animal welfare considerations are embedded throughout our company decision making. See below for the roles in our organization tasked with implementation.

- ➔ Sustainability
    - ◆ Director of Sustainability - Oversight of Animal Welfare Policy & Roadmap Implementation
    - ◆ Product Sustainability Manager - Animal Fiber Roadmap Implementation (i.e. wool, alpaca, silk, cashmere)
- ➔ Product Development
    - ◆ Footwear Materials Manager - Leather Policy & Roadmap Implementation and development/purchasing decisions based on Fiber Standards and Fiber/Fabric Approval Process
- ➔ Supply Chain
    - ◆ Purchasing Director, and Production Managers - Purchasing decisions based on Fiber Standards and Fiber/Fabric Approval Process
    - ◆ Raw Materials Director, Product Development Associates/Managers -Development/Purchasing decisions based on Fiber Standards and Fiber/Fabric Approval Process
- ➔ Design
    - ◆ Designers- Sourcing decisions based on Fiber Standards

Monitoring

We require our vendors to provide all available traceability information and scope certificates throughout the supply chain for review and verification by the Sustainability team prior to the approval of purchasing and development of new certified fibers. For our animal derived fibers, we require a scope certification for all animal welfare certifications at the fiber producer and spinner level at a minimum. For all organic certifications, we require a scope certification up to the textile mill level. Once a fiber/fabrication is approved and delivered, we require the receipt of a transaction certificate, issued by the certifying body to reconcile what was ordered and what was received as an added step of due diligence. However, we are exploring and piloting more efficient ways of traceability to improve transparency within the certification and verification system through the use of physical and digital tracers, like block chain technology.

Reporting

Reformation will report on our progress in the implementation of our Animal Welfare policy on an annual basis in our public facing Sustainability Report, which is available on our website.

Review/Consultation

This policy will be reviewed internally and externally on an annual basis to ensure continuous improvement and effective management. Reformation has consulted Four Paws during the development of our animal welfare policy.