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APPENDICES

Supplier Code of Conduct

SCOPE, APPLICATION AND GOVERNANCE

SCOPE

This policy applies to all supply partners in the Forever New supply chain. This includes, but is not limited to, agents, direct suppliers, sub-contractors, suppliers of trims, accessories, raw materials and fabrics.

APPLICATION

This policy and the commitments herein should be read in conjunction with the Forever New Supplier Code of Conduct. If there is any doubt about acceptable or prohibited materials or concerns regarding compliance with this policy, it is the responsibility of suppliers to direct queries to ethicalsourcing@forevernew.com.au before sourcing any such material.

NON-COMPLIANCE

Forever New reserves the right to conduct audits of suppliers for compliance with this policy. Any breaches may be subject to Corrective Action Plans. We are committed to working with our Suppliers to resolve outstanding issues.

POLICY REVIEW

This policy will be reviewed on a regular basis in efforts to work with the industry on developments towards best practice animal husbandry and sourcing.

ANIMAL WELFARE PRINCIPLES

Forever New believes in achieving high ethical standards across our global supply chain and is committed to working with our suppliers to ensure any raw materials including animal-derived fibres are sourced responsibly.

At a minimum, Suppliers must comply with all local and national laws regarding labour standards as well as animal welfare and husbandry.

Suppliers must ensure all animals within the Forever New supply chain are treated humanely and with respect. Animals within our supply chain should be afforded the internationally recognised 'Five Freedoms' in their rearing, transportation and slaughter, and the science-based structure for assessing animal welfare at any given time, 'The Five Domains'.

The table below shows the Five Freedoms and Five Domains and how they are related:

THE FIVE FREEDOMS	THE FIVE DOMAINS
1. Freedom from hunger and thirst	1. Nutrition
2. Freedom from discomfort	2. Environment
3. Freedom from pain, injury or disease	3. Health
4. Freedom to express normal behaviour	4. Behaviour
5. Freedom from fear and distress	5. Mental state

Suppliers must ensure only animal-derived products that are by-products of the meat industry are used in Forever New products. Suppliers must ensure no fibres or skins are sourced using live plucking, skinning or boiling.

CONDITIONS OF SUPPLY OF ANIMAL DERIVED MATERIAL

NOTE

For all animal derived materials supplied to Forever New, the following information must be supplied at development stage.

- Country of Origin of rearing of animal
- Common and Scientific name
- Suppliers may also be asked to provide their animal welfare standards and any supporting certification documentation on request.

WOOL

Sheep and lamb's wool must be sourced from producers that exercise good animal husbandry practice. Forever New strongly encourages suppliers to source wool from suppliers that do not practice mulesing.

Forever New's preference is for wool to be sourced from certified chain of custody schemes such as The Responsible Wool Standard (RWS) and ZQ Merino.

Australian sourced wool

Forever New will not accept Australian wool from non-declared sources.

Suppliers of Australian sourced Merino wool must provide confirmation that the wool is either from Non Mulesed (NM) or Ceased Mulesed (CM) sources.

Forever New will accept the following certificates to validate the mulesed status of wool:

1. NWD – National Wool Declaration (only if audited by AWEX)
2. AWEX Mulesing certificate – Australian Wool Exchange
3. IWTO/AWTA Test certificate – International Wool Textile Organisation / Australian Wool Testing Authority

ANIMAL HAIR

Animal hair must be sourced from producers that exercise good animal husbandry practices. The following sources are permitted: Alpaca, Cashmere goat and Mohair from the Angora goat.

Cashmere

Cashmere used in Forever New products must be certified through The Good Cashmere Standard by AbTF when possible. The standard incorporates the Five Freedoms (p.3) and follow three main principles: promote animal welfare in cashmere production, support cashmere farmers to secure a sustainable source of income and protect the environment.

Alpaca

Forever New's preference is for alpaca to be sourced from The Responsible Alpaca Standard (RAS), a certified chain of custody scheme by the Textile Exchange. RAS farmers and ranchers must meet animal welfare, land management, and social requirements.

Mohair from the Angora goat

Mohair used in Forever New products must be certified to the Responsible Mohair Standard (RMS), a certified chain of custody scheme by the Textile Exchange. The certification ensures that goats are treated with respect to their Five Freedoms (p.3) and ensures best practices in the management and protection of the land.

PROHIBITED SOURCES OF ANIMAL HAIR

Angora rabbit hair

Angora rabbit hair must not be used in the manufacture of Forever New products.

Forever New joined 'People for the Ethical Treatment of Animals' (PETA) in the ban of Angora rabbit hair products, after it was identified in mid-December 2013 that Angora rabbit hair cannot currently be sourced ethically.

In December 2013 we ceased all future sourcing of any product containing Angora rabbit fibre. We have also made a commitment to PETA and our customers that we will not use Angora rabbit hair in any future products, unless an ethical source is identified.

Other prohibited sources

Animal hair must not be sourced:

- From rabbit, badger, mongoose, otters, racoon, sable and squirrel. Note: This list is not exhaustive.
- By live plucking or boiling
- From endangered, vulnerable, exotic, culled or wild caught species including any species listed on either list below.

Convention of International Trade in Endangered Species (CITES) <https://www.cites.org/>

International Union for the Conservation of Nature (IUCN) <http://www.iucnredlist.org/>

REAL FUR & FAUX FUR

Real Fur

Real animal fur is defined as animal skin or part of skin with fur fibres attached. Real fur must not be used in the manufacture of Forever New products.

Real animal fur includes both farmed fur and fur which is a by-product of any other industry.

It includes, but is not limited to, fox, mink, sable, rabbit, chinchilla, muskrat, racoon dog, astrakhan, karakul and Mongolian lamb hair or any materials from foetal or newborn lambs as well as fur from animals caught in the wild.

Fur from cats and dogs is also prohibited in accordance with the Regulation of the European Parliament and of the Council banning the placing on the market and the import of or export from the Community of cat and dog fur and products containing such fur (EU 2006/0236).

Faux Fur

Forever New accepts faux fur from synthetic sources.

Faux fur is defined as any material made of cellulose or synthetic fibres designed to resemble real animal fur.

Forever New is aware of instances of substitution of real fur for fibres that are marketed and sold to Forever New as 'faux fur'.

Forever New will not tolerate any real animal fur in any product, including trims and accessories. It is the responsibility of all Suppliers to ensure that faux fur being supplied is synthetic.

If suppliers to Forever New have concerns around the content of faux fur they have been supplied, it is recommended they conduct fibre tests on bulk material using ISO1833-1:2006 (Part 1). A simple test might also allow detection of real fur:

ACTION	FAUX	REAL
Examine backing	Uniform knitted or mesh backing, one layer of lining	Soft suede-like leather base, often two layers of lining
Pierce base with a pin	Easy to push a pin through base	Difficult to push a pin through base
Examine hair	Uniform in colour and length, synthetic feeling fibres	Varying length soft tapered hair

Forever New reserves the right to conduct ad hoc tests of finished product to ensure any items marketed as containing 'faux fur' do not contain any real animal fibres. If any real animal fibres are discovered, Forever New is committed to working with Suppliers to resolve the issue and investigate the source to prevent recurrence.

LEATHER AND SKINS

Forever New does not allow leather or skins.

FEATHERS

Feather and down must be sourced from producers that exercise good animal husbandry practices and be a by-product of the food industry (see traceability below), with the exception of ducks or geese used in the production of Foie Gras which are not allowed. All feathers must be sterilised with a recognised agency and documents submitted to Forever New.

Prohibited sources of feathers and down

Fibres must not be from:

- Ducks or geese used in the production of Foie Gras
- Sourced from live plucking or live boiling
- From endangered, exotic or wild caught animals, including any species on either list below.
Convention of International Trade in Endangered Species (CITES) <https://www.cites.org/>
International Union for the Conservation of Nature (IUCN) <http://www.iucnredlist.org/>

DOWN

Down must be sourced from suppliers certified to the RDS (Responsible Down Standard). Valid scope and transaction certificates from feather/down suppliers must be supplied with each order.

SHELL AND BONE

SHELL

All shells must, where possible, be from a farmed or managed source or be a by-product of another industry. Where this is not possible, shells must be sourced in accordance with Country of Origin and international shell and fishery regulations and restrictions.

Traceability of shells required:

Suppliers must provide the following details for all shells used in products supplied to Forever New:

- Common and Latin name
- Country of Origin of the shell
- Confirmation of how the shells are collected - i.e. farmed or collected from a managed source/a by-product of another industry/collected from the wild
- A Declaration of Conformity for each shell type - Confirmation that the Country of Origin and international shell and fishery regulations and restrictions have been adhered to (Copies of any relevant permits should be held by the supplier)

Prohibited sources of shell:

- Turtle and Tortoise shell
- Shells must not be from an endangered species on either of the following:
Convention on International Trade in Endangered Species of Wild Flora and Fauna (CITES)
www.cites.org
All lists except 'Least Concern' on the International Union for Conservation of Nature and Natural Resources (IUCN) Red List
www.redlist.org

BONE

Bone, horn, ivory, and musk must not be used in the manufacture of Forever New products, even if they are a by-product of the food industry.

ANIMAL TESTING

Forever New prohibits any animal testing in any beauty or cosmetic products and we will not conduct or be party to any animal testing of ingredients of raw materials used in these products.

Suppliers must have a system in place to trace back all raw materials and provide third party certification or accreditation that their products and ingredients are not tested on animals.