



Dunelm Group plc

Animal Welfare Policy

Introduction

AT DUNELM, WE RECOGNISE THAT IN ORDER TO GIVE OUR CUSTOMERS CHOICE, SOMETIMES THE MATERIALS USED IN THE PRODUCTS WE SELL WILL COME FROM ANIMALS.

As a responsible retailer, we believe that animals should be treated humanely and have their basic needs met. While developing our animal welfare policy we have used the Farm Animal Welfare Committee's Five Freedoms for guidance:

- **Freedom from Hunger and Thirst**, by ready access to fresh water and a diet to maintain full health and vigour.
- **Freedom from Discomfort**, by providing an appropriate environment.
- **Freedom from Pain, Injury or Disease**, by prevention or rapid diagnosis and treatment.
- **Freedom to Express Normal Behaviour**, by providing sufficient space, proper facilities and appropriate company of the animal's own kind.
- **Freedom from Fear and Distress**, by ensuring conditions and treatment, which avoid mental suffering.

Aim

Dunelm Group will only use humanely sourced materials which are a by-product of the food industry, no animal shall be slaughtered specifically for use in our products.

No products shall be derived from endangered species, defined as those that appear on the CITES or the IUCN red list

We will seek alternative materials if possible

Scope

This policy applies to all Dunelm Group companies and their own brand homewares and furniture products purchased for resale, plus third party branded homeware and furniture products purchased by us for resale and which are supplied to us on an exclusive basis. In some instances, Dunelm may also require assurances about the animal derived materials used in third party branded products.

This policy does not apply to products which we purchase for use in our business (and not for sale) or to our Pausa coffee shop products.

This policy must be used in conjunction with all current UK, EU and international animal welfare legislation and relevant import and trade regulations.

Policy

- No Dunelm Group own branded products shall be derived from endangered species, defined as those that appear on the CITES or IUCN red list (see Note).
- Dunelm will carry out a risk assessment of each animal based material based on the species and country of origin. The risk assessment will direct any following actions.
- Alternatives to animal based materials must be reviewed at time of product selection.
- All animal based materials must be verified by Dunelm before products ship.
- Due diligence testing of animal derived materials for compliance with this policy and relevant legislative requirement will be carried out by Dunelm and 3rd parties with random sampling of paperwork and factory visits along with laboratory tests. Test and visit frequency will depend on the risk assessment and volume of sales.

Material Specific Requirements

Down and Feathers:

Down and Feathers used in quilts, pillows, cushions and upholstery must only be derived from birds bred for meat production. Live plucking and force feeding of these animals is not acceptable.

We aim to move to RDS or TDS certified routes by June 2018.

Wool:

Merino Wool must only be sourced from farms using non-mulesing practices. This must be demonstrated with certification from AWEX (Australian Wool Exchange) or from WTB (Wool Testing Bureau South Africa).

We aim to move to fully RWS (Responsible Wool Standard) sources and traceability by 2025.

Animal Hair:

No rabbit hair, including angora rabbit hair and no hair from animals reared in cages (e.g. raccoon, fox, squirrel) may be used.

Any animal hair used must be humanely harvested without causing distress to the animal (e.g. cashmere, mohair).

Leather/Sheepskin:

All animal skins used must be by-products of the food industry from conventionally farmed animals. No cow, calf or ox leather from India shall be used and no leather from Bangladesh due to poor tannery processes.

No leather from new born or aborted animals (e.g. karakul, astrakhan, swakara) may be used.

It is our aim to be fully compliant with Leather Working Group standards by 2020.

Exotic Animals:

Skin and hair from Reptiles, Exotic or Domestic Animals e.g. Snake, Lizard, Crocodile, Ostrich, Cats, Dogs shall not be used.

Fur:

No real fur may be used. Synthetic material which looks like fur may be used and must be labelled as "Faux Fur" and must have a purchase invoice to clearly show synthetic materials have been sourced for that production.

Farming:

Animal products derived from farmed animals must come from farms that allow the animals the Five Freedoms and rear the animals primarily for meat production.

Slaughter:

All aspects of the slaughter of animals must comply with OIE Chapter 7.5, slaughter of animals standards e.g. pre-slaughter lairage and handling, methods of restraint, stunning and slaughter.

Animal testing:

All cosmetic and household products and ingredients must be approved by the BUAV/ Cruelty Free under the Humane Cosmetics Standard that has been in place since January 2006.

Implementation

We recognise that animal products are used in a range of products and supply chains across the Dunelm Group branded homewares and furniture products. Whilst the absolute requirements outlined above are effective now, we are planning to tighten them so that our products can be certified to recognised standards and are traceable. This will take time to implement across all brands and supply chains. To manage this complexity, we are taking a phased approach as outlined in the table below:

| Brand | Feather and Down | Leather | Wool |
|------------------------------------|--|---|---|
| Dunelm | Filled bedding, cushions: All RDS/TDS by AW 18 | Upholstery to meet Leather Working Group standards by 2020. | Filled bedding and rugs to be RWS compliant by 2025 |
| Dorma | Filled bedding, cushions: All RDS/TDS by AW 18 | Upholstery to meet Leather Working Group standards by 2020. | Filled bedding and rugs to be RWS compliant by 2025 |
| Fogarty | Filled bedding, cushions: All RDS/TDS by AW 18 | | Filled bedding to be RWS compliant by 2025 |
| Worldstores | Filled bedding, cushions: All RDS/TDS by Autumn 18 | | Filled bedding to be RWS compliant by 2025 |
| Kiddicare | Filled bedding, cushions: All RDS/TDS by Autumn 18 | | Filled bedding to be RWS compliant by 2025 |
| Dunelm - branded exclusives | Filled bedding, cushions: All RDS/TDS by Autumn 18 | | Filled bedding and rugs to be RWS compliant by 2025 |

Note:

CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora) is an international agreement which governs the trade in species threatened with extinction.

You can visit their website at: <https://www.cites.org/> for further details.

The CITES list can be searched on this website: <https://speciesplus.net/>

The IUCN red list shows the most endangered species on the planet. It is updated annually and the latest list can be found here: <http://www.iucnredlist.org>

Responsible down standard (RDS) is an independent certification standard that covers the breeding, rearing and slaughter of birds as well as the collection of f. their feather and down. More details can be found here: <http://responsibledown.org>

EDFA (European Down and Feather Association) offers traceability to farm level for feather and down products: <http://www.edfa.eu/en/daunen-und-federn/rueckverfolgbarkeit.html>

Downpass is a traceability standard used in the sourcing of down and feathers. More information about this can be found here: <http://www.downpass.com/en/downpass/standard.html>

Information about the Leather Working group and its audit standard can be found here: <http://www.leatherworkinggroup.com>

The Responsible Wool Standard is an independent standard that addresses the welfare of sheep and the land on which they graze. More information can be found here: <http://responsiblewool.org>

Information about OIE Slaughter standards can be found at: <http://www.grandin.com/OIE.Terrestrial.Animal.Welfare.Guideline.1.7.5.pdf>