

KERING
ANIMAL WELFARE
STANDARDS

KERING



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EXECUTIVE SUMMARY



Kering is deeply committed to embedding sustainability across our business activities and we have undertaken a leadership role to encourage innovative and sustainable supply chains in the Luxury and fashion industry. A fundamental aspect in doing so is the promotion of responsible, sustainable and regenerative production systems for all of the Group's raw materials. Underpinning this approach is Kering's clearly defined standards that encourage sustainable agricultural systems that encompass the welfare of farmers and farming communities, stewardship of the land, protection of biodiversity and care for animals. A key pillar in animal care is ensuring that the highest standards of animal welfare are in place. To ensure care and respect for animals in Kering's supply chains, Kering has developed a suite of animal welfare standards for the Group's suppliers at farms and processing facilities.

The Kering Animal Welfare Standards have been developed with input from animal welfare experts and from farmers and herders, who have already tested them on the ground in pilots in different regions around the world. They are based on the latest scientific research as well as legislation, comparative standards, best management practises and guidelines from different sectors.

Fundamental to Luxury is the creation of beautiful products that are made with the highest standards of care and quality in all aspects of their production. This prerequisite must extend to all animal-based raw materials and, accordingly, Kering is focused on implementing and verifying the highest standards of animal welfare across our supply chains. We are on a strategic and operational step-by-step journey to achieve this. At the same time, we are working to address any remaining issues around traceability, as this is one of the main challenges in the fashion industry and an obvious barrier to verifying animal welfare. Overall, the fashion industry needs to recognize that the status of animal welfare in fashion's global supply chains is an imperative and that any inhumane and unethical practices must be addressed and rectified. Consequently, Kering is also aiming to drive tangible improvement in industry practices beyond our own supply chains and, with this in mind, we are open-sourcing our Kering Animal Welfare Standards. Sharing these standards will provide a baseline of knowledge and awareness on animal welfare practices in the industry, with the aim to catalyze collaboration for widespread improvement within fashion and also across sectors.

The Kering Animal Welfare Standards encompass all the species in all the regions around the world that are part of Kering's supply chains. This first publication of the Kering Animal Welfare Standards includes an overview of each species-specific standard, including key facets of the standards' requirements. For the livestock animals which provide fiber and leather materials for the Group's products there are also comprehensive standards available within each overview. They include:

- Cattle: leather that is mostly sourced from Europe
- Calf: leather that is mostly sourced from Europe
- Sheep: wool, leather and shearling that are sourced globally
- Goat: leather, cashmere, mohair and shearling that are sourced globally

Additionally Kering has separate standards for best practice in abattoirs. The remaining comprehensive species-specific standards will be made available later on once current industry level research and standard development for these species have been finalized so that the Kering Animal Welfare Standards reflect the latest data and recommendations.



METHOD AND TIERS FOR ANIMAL WELFARE

The Kering Animal Welfare Standards, while based on the best existing welfare standards, guidance and practices across the world, aim to improve upon these and be among the most stringent. This reflects our commitment to catalyze and drive industry improvement with more just, humane and safe practices. We started this important work three years ago and the standards have been developed with external experts who have extensive experience in animal welfare and they have also been verified by third parties. However, we also recognize that knowledge is continually evolving around best practices and we consider our standards to be 'dynamic documents' that will be reviewed and, if necessary, updated regularly. Furthermore, for the last five years Kering has been working directly with farmers and producers in our supply chains to pilot test the animal welfare standards. This proactive engagement has been essential to ensure that the standards are pragmatic and appropriate to the context of the different regions and farming practices as it has enabled these key stakeholders within Kering's supply chain to provide comment and input for the development of the final standards. In total, eighty-two farms in sixteen different countries were visited and all aspects of management and welfare reviewed for tens of thousands of animals across thirteen species.

The Kering Animal Welfare Standards focus primarily on the welfare of animals and are designed to be specific to particular species as well as specific to the type of production, such as farm or wild harvest and, in some cases, geographic location. They are also structured in three tiers (Bronze, Silver and Gold) to provide clear guidance on critical compliance and with the goal of driving continuous improvement to the very best standards in animal welfare by our suppliers, and beyond.

- **Bronze:** entry-level and the minimum level of compliance for Kering suppliers. Bronze level equals or goes beyond best practice implementation of European regulations on animal welfare. At the Bronze level the good practices that are enshrined in these regulations are put into practice on farms globally.
- **Silver:** offers more stringent standards that include the best practices in animal welfare in the industry.
- **Gold:** is considered "best in class" practices that go beyond best practices and have the ability to transform the industry.

Kering has made an extensive review of existing regional and international standards and consequently we have an approach for the verification of our suppliers that can be based on a number of existing standards and certifications. Therefore, not every supplier will need to be verified against the Kering Animal Welfare Standards if other certifications and verification procedures recognized by Kering are in place. Furthermore, Kering brands may decide that the minimum compliance level is actually at the Silver or Gold levels. Kering recognizes that these standards are setting a new precedent for animal welfare and, as such, will take time and effort to implement. Accordingly, we are approaching the implementation of the standards in a collaborative manner with our suppliers, with the expectation that all our suppliers commit to the Kering Animal Welfare Standards and make continuous improvements. Furthermore, Kering is developing an extensive audit and verification program which will include third party auditors to review the standards and its requirements.

In line with our holistic approach to sustainability, Kering has additional requirements that are not included in the Bronze, Silver and Gold levels. These are outlined in our [Kering Standards for Raw Materials and Manufacturing Processes](#) which have been designed to help Kering assess whether supply chain operations contribute to our goal of minimizing negative environmental impacts, promoting biodiversity and conservation and creating benefits for local communities and people, alongside the highest standards of animal welfare. These additional requirements fall into the following categories:

- Environmental management at farms and facilities
- Biodiversity and landscape conservation and wildlife friendly practices around farming locations
- Social, labor conditions and health and safety practices



FUNDAMENTAL PRINCIPLES FOR ANIMAL WELFARE

Kering's commitment to animal welfare and the Kering Animal Welfare Standards are based on fundamental principles. Globally, the most commonly cited animal welfare principles are the Five Freedoms which were originally developed and outlined in the 1965 UK government report and amended and formalized by the UK Farm Animal Welfare Council in the late 1970s. The Five Freedoms originated from a review of the intensive livestock sector but are now applied more broadly to aspects of animal welfare that is under human control. In short, the Five Freedoms are as follows: freedom from hunger and thirst, freedom from discomfort, freedom from pain, injury and disease, freedom to express normal behaviors and freedom from fear and distress. The Five Freedoms are a useful basis for a statement of animal welfare principles, however, the interpretation of what is required to provide each freedom varies widely and especially relating to the caveat regarding freedom to express normal behaviors.

In part because of the limitations of the Five Freedoms, in recent years animal welfare scientists have built on the principles of their principles to create the Five Domains. The domains are listed below and broadly align with the Five Freedoms listed above:

- Nutrition
- Environment
- Health
- Behavior
- Mental state

The Five Domains have a greater focus on delivering positive outcomes for animal welfare, rather than simply avoiding negative outcomes. The first four domains are sometimes described as the 'physical' domains which together impact on the fifth domain – the mental state of the animal.

The way that different farming systems can deliver the outcomes of the Five Domains can vary. As such, it is critical to have detailed requirements based on the needs of different species under different management regimes. Therefore, the Five Freedoms and Five Domains underpin the entire Kering Animal Welfare Standards but the standards also provide additional details about what Kering expects from suppliers who are managing animals and the production systems for the collection of fibers from livestock animals and the production of leather and precious skins. Kering believes that animal welfare is synonymous with quality of life and the Kering Animal Welfare Standards strive to provide animals with the following:

- Room to move around freely
- Handled carefully and calmly with no mistreatment or abuse
- Managed to promote good health and treated immediately should disease or injury be discovered
- Free access to clean, fresh water
- Fed a diet that is nutritionally appropriate to their species and age
- Cared for by competent stock people
- Humane handling at end of life
- Enrichments in their environment appropriate to their species
- Health, welfare and thermal comfort maintained and additional conditions for when fibers are collected
- The ability to perform their normal behaviors, being managed in herds or flocks, and given the opportunity to graze, browse and forage during their lives



COLLABORATING FOR ANIMAL WELFARE

While Kering is committed to ensuring the Five Freedoms and Five Domains for animals across the Group's supply chains, there is also a commitment to broader principles when sourcing animal-based raw materials. There has been recent work in this area and these principles were developed through a collaborative initiative with Luxury stakeholders, including Kering, in order to apply them throughout the animal sourcing supply chain, including the farming, maintaining, breeding, raising, transporting, managing, and humane handling at end of life of animals. Kering also recognizes that in order to ensure the highest standards of animal welfare this involves ongoing research, science and collaboration. As such, Kering has been proactively engaging with a range of stakeholders in different areas of expertise and across different Kering Animal Welfare Standards:

- Fondation Nicolas Hulot pour la Nature et l'Homme (FNH)
- Compassion in World Farming
- Royal Society for the Prevention of Cruelty to Animals
- South African Ostrich Business Chamber
- International Crocodile Farmers Association
- IUCN Boa & Python Specialist Group
- IUCN Crocodile Specialist Group
- South East Asian Reptile Conservation Alliance (SARCA)
- Welfarm
- L'Œuvre d'assistance aux bêtes d'abattoirs (OABA)



STAKEHOLDER STATEMENTS

“Kering’s robust animal welfare standards are instrumental in advancing this important work, and the company demonstrates vision and leadership in making them public. This transparency and focus is essential to driving positive change for animal welfare in fashion’s global supply chains and will hopefully lead to further collaboration for other sectors in these same supply chains.”

Aron Cramer, President and CEO, BSR

“We warmly welcome Kering’s new animal welfare standards which will undoubtedly help drive best practices in animal-based supply chains around the world. Where the abattoir guidelines are concerned in particular, they require that all animals are killed humanely with pre-slaughter stunning that renders the animals insensible and insensitive to pain until the point of death which is a major step forward in protecting the welfare of animals that are used in the fashion industry, as well as other sectors which share the same supply chains.”

Philip Lymbery, CEO of leading international farm animal welfare organisation, Compassion in World Farming (CIWF)

“The greatness of a nation and its moral progress can be judged by the way its animals are treated’, said Gandhi. Our society is more and more concerned by livestock animal welfare and it is the responsibility of governments and private sector to answer to this very positive societal demand. Moral and humane treatment of animals should take place in the entire chain - from farm to transport to death. Voluntary standards, as the Kering Animal Welfare Standards, are an important mean to improve traceability and transparency on the methods employed at each step, and will, hopefully, lead to a comprehensive uptake of the standards by the entire fashion industry.”

Cécile Ostria, CEO, Fondation Nicolas Hulot pour la Nature et L’Homme (FNH)

“I applaud Kering’s leadership in trying to better understand and improve the role of science-based animal welfare practices within their global supply chains. It is a complex topic to address, because it depends on the latest findings in current research, not historically considered core business by fashion corporations. This has changed, and Kering’s leadership is greatly appreciated by many. It positions Kering as a responsible leader in its industry. Where crocodiles are concerned, science-based animal welfare has become a key consideration in modern production practice. It adds a new tier of responsible corporate focus over the very significant conservation benefits already being accrued through sustainable use programs, that ensure species and habitats are conserved, and that the livelihoods of local communities who rely on the trade, are not disadvantaged.”

Professor Grahame Webb, Chair, IUCN-SSC Crocodile Specialist Group

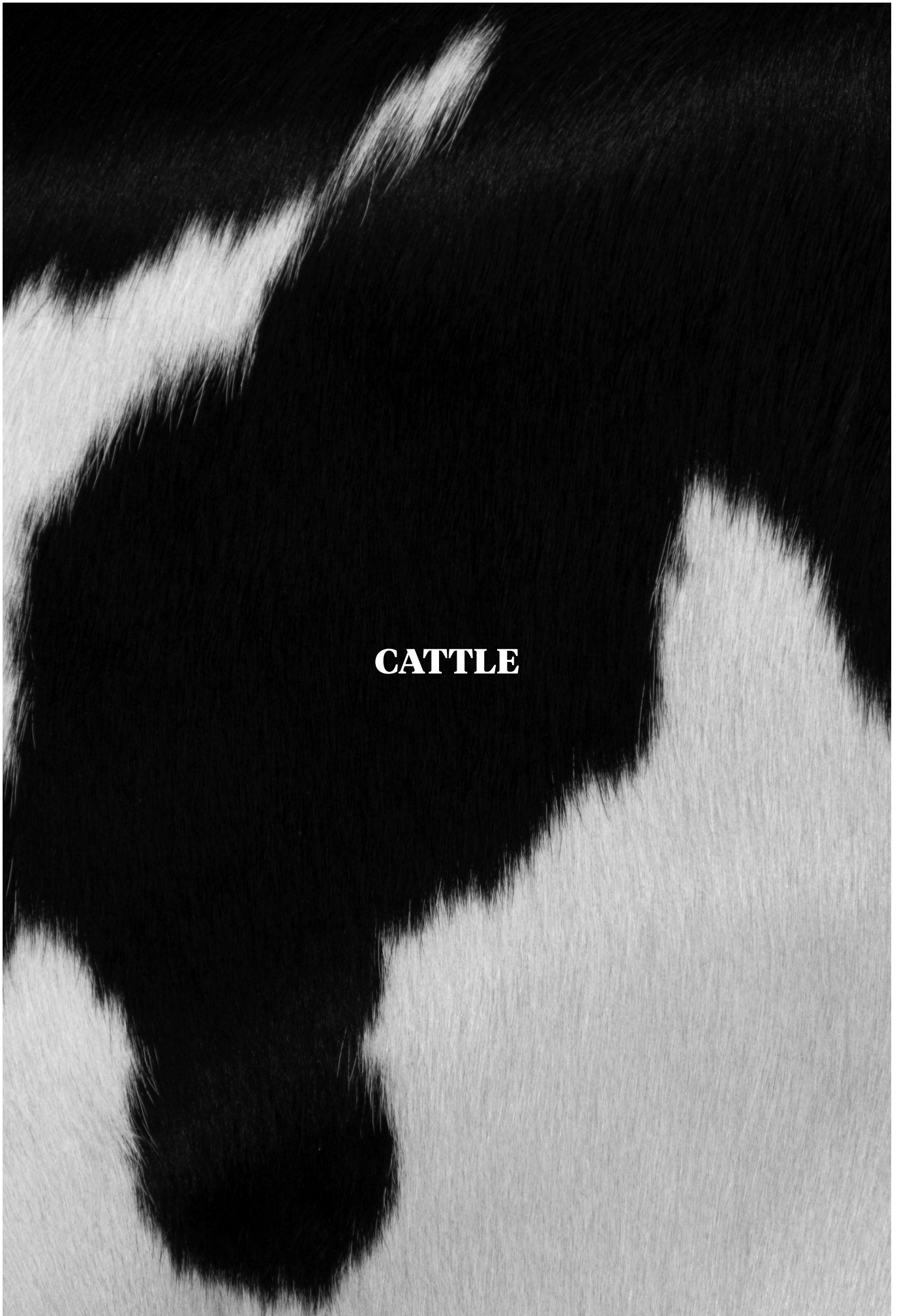
“The fashion industry and its supply chains are directly linked to the degradation of landscapes on a global scale through mismanagement of soil, conversion of natural ecosystems and biodiversity loss. Kering has taken a strong leadership role in playing their part in solving that problem and by developing the Kering Animal Welfare Standards they are helping to lead the way towards improved animal welfare around the world as well. Animal welfare is a fundamental step in the journey towards regenerative agriculture and we at the Savory Institute are extremely proud to work with Kering on these bold initiatives and deeply appreciate their resolute commitment to creating positive change.”

Chris Kerston, Director of Market Engagement and Public Outreach, Savory Institute



OVERVIEWS





As part of its suite of species-specific animal welfare standards, the **Kering Animal Welfare Standard for cattle** is aligned with Kering's commitment to ensure the highest standards of management, respect and care for the animals that are part of the Group's supply chain. The Kering Animal Welfare Standard for cattle focuses on farms where cattle are primarily reared for beef. There is a separate Kering Animal Welfare Standard for calves, which focuses on animals that originate from dairy herds and are reared for veal. The standard for cattle and the standard for calves each stand alone, one does not follow the other, as the systems of management and the age at which animals are reared are very different between beef and veal. The standard covers all aspects of the lives of cattle and there are minimum requirements that all suppliers must adhere to at all levels (Bronze, Silver, Gold) and additional requirements within each category.

The following outlines the minimum requirements for cattle welfare in the Group's supply chain:

- access to clean, fresh water;
- fed a diet that is nutritionally appropriate to their species and age;
- room to move around freely;
- ability to perform normal behaviors, being managed in groups or herds, and given the opportunity to graze;
- cared for by competent stock people and handled carefully and calmly with no mistreatment or abuse;
- managed to promote good health and treated immediately should disease or injury be discovered;
- transported for the minimum possible time in suitable vehicles with sufficient space and where thermal comfort is protected;
- humane handling at end of life.



The Kering Animal Welfare Standards as a whole are structured in three tiers (Bronze, Silver, Gold) to provide clear guidance on critical compliance and with the expectation of continuous improvement by the Group's suppliers. The following is a brief summary of the Kering Animal Welfare Standard for cattle highlighting some examples of what the standard covers at different levels in addition to the basic requirements outlined above.



Bronze level

- The Kering Animal Welfare Standard for cattle ensures good welfare outcomes for young cattle. There are minimum ages for calves to be weaned, whether they come from beef or dairy systems. It also limits when young heifers can be bred for the first time.
- If any potentially painful management tasks need to be carried out on cattle, the Kering Animal Welfare Standard for cattle stipulates requirements about the maximum ages, acceptable methods and provision of pain relief. Additionally hot iron branding and dehorning are prohibited.



Silver level

- The Silver level requires that the system of management for cattle is based on allowing them to range freely unless weather extremes mean that their welfare would be adversely affected.
- If cattle are removed from pasture, the requirements for housing are stricter than Bronze level with expanded space and flooring requirements.
- Feedlots for finishing the cattle are prohibited.
- There must be appropriate and clear justification for any potentially painful management tasks and there are stricter time limits than at the Bronze level if these are agreed to be necessary.



Gold level

- The Gold level requires that cattle obtain the majority of their nutrition from grazing, whereby this is supported by pasture management planning to demonstrate nutritional needs are met.
- Requirements for health outcomes (i.e. lameness) and those for potentially painful management tasks are further increased and disbudding is prohibited.
- The Gold level is set to more closely mimic the situation if calves were reared for a longer time with their mothers. For example, dairy calves must be offered milk in their diets for a longer period and beef calves must stay with their mothers for longer.



ANIMAL WELFARE PROGRAMS AND CERTIFICATIONS

There has been significant work over the years around animal welfare and there are a number of other credible animal welfare programs and certifications that Kering recognizes for its supply chains. Kering will revise these as necessary based on any new, relevant scientific findings, programs or certifications. For cattle, there are programs that meet Kering's requirements, however, additional information on environmental management, biodiversity, conservation and social welfare and human health and safety aspects would be required to meet the [Kering Standards for Raw Materials and Manufacturing Processes](#).

Certifications that meet the Kering Animal Welfare Standard for cattle at least at the Bronze level:

Beter Leven

beterleven.dierenbescherming.nl



RSPCA Assured

www.rspcaassured.org.uk



Label Rouge Viandes

www.label-rouge-viandes.fr



Certified Animal Welfare Approved by A Greener World

agreenerworld.org/certifications/animal-welfare-approved



Certified Humane

certifiedhumane.org



Pasture for Life Certification

www.pastureforlife.org



American Humane Certified

www.humaneheartland.org/our-farm-programs/american-humane-certified



Regenerative Organic Certified

regenorganic.org



New Zealand SPCA Certified

www.spcacertified.nz/standards/farmed-animals/beef-cattle



CReNBA Classyfarm

www.classyfarm.it



EU Organic certification



To access the comprehensive Kering Animal Welfare Standard for cattle please email [here](#).



CALVES



As part of its suite of species-specific animal welfare standards, the **Kering Animal Welfare Standard for calves** is aligned with Kering's commitment to ensure the highest standards of management, respect and care for the animals that are part of Kering's supply chains. The Kering Animal Welfare Standard for calves focuses on farms where calves are primarily reared for veal. There is a separate Kering Animal Welfare Standard for cattle which focuses on animals that are reared for beef. The standards for cattle and the standards for calves each stand alone, one does not follow the other, as the systems of management and the age at which animals are reared are very different between veal and beef. The standard covers all aspects of calves' lives and there are minimum requirements that all suppliers must adhere to at all levels (Bronze, Silver, Gold) and additional requirements within each category.

The following outlines the minimum requirements for welfare for calves in the Group's supply chains:

- access to clean, fresh water;
- fed a diet that is nutritionally appropriate to their species and age;
- room to move around freely;
- able to perform their normal behaviors, given the opportunity to interact, groom and play with other calves;
- cared for by competent stock people;
- handled carefully and calmly with no mistreatment or abuse;
- managed to promote health and treated immediately should disease or injury be discovered;
- transported for the minimum possible time in suitable vehicles with sufficient space and where thermal comfort is protected;
- humane handling at end of life.



The Kering Animal Welfare Standards as a whole are structured in three tiers (Bronze, Silver, Gold) to provide clear guidance on critical compliance and with the expectation of continuous improvement by the Group's suppliers. The following is a brief summary of the Kering Animal Welfare Standard for calves highlighting some examples of what the standard covers at different levels in addition to the basic requirements outlined above.



Bronze level

- Calves reared for veal are often fed a diet based on milk with very little forage (hay, silage or other fibrous feeds) and this can lead to calves developing anaemia. The Bronze level ensures calves are fed milk for at least six weeks, but alongside and after this period, calves are offered fibrous feed to ensure proper digestive function, a diet that is suitable for the age of the calf and one that prevents anaemia and other deficiencies.
- If any potentially painful management tasks need to be carried out on calves, the Bronze level stipulates requirements about the maximum ages, acceptable methods and provision of pain relief.
- There are requirements about the type of flooring that can be used.



Silver level

- The Silver level has requirements on calf housing that are stricter than the Bronze level. There are additional requirements about the type of flooring that can be used and the amount of space allowed for different sized calves.
- The dietary requirements for calves focus on ensuring that there are verified measures to show that calves are healthy and not anaemic.
- After weaning calves must have day-time access to an outdoor area.



Gold level

- The Gold level requirements are set to more closely mimic the situation if calves were reared for a longer time with their mothers. For example, they must be offered milk in their diets for a longer period of time. There are also requirements for extensive space and bedding for each calf.
- Disbudding is prohibited.
- After weaning calves must have day-time access to pasture.



ANIMAL WELFARE PROGRAMS AND CERTIFICATIONS

There has been significant work over the years around animal welfare and there are a number of other credible animal welfare programs and certifications that Kering recognizes for its supply chains. Kering will revise these as necessary based on any new, relevant scientific findings, programs or certifications. For calves, there are programs that meet Kering's animal welfare requirements, however, additional information on environmental management, biodiversity, conservation and social welfare and human health and safety aspects would be required to meet the [Kering Standards for Raw Materials and Manufacturing Processes](#).

Certifications that meet the Kering Animal Welfare Standard for calves at least at the Bronze level:

Le Veau sous la mère

www.veausouslamere.com/gourmets/gourmets-le-veau-sous-la-mere



Beter Leven

beterleven.dierenbescherming.nl



RSPCA Assured

www.rspcaassured.org.uk



Label Rouge Viandes

www.label-rouge-viandes.fr



Certified Animal Welfare Approved by A Greener World

agreenerworld.org/certifications/animal-welfare-approved



Certified Humane

certifiedhumane.org



EU Organic certification



Pasture for Life Certification

www.pastureforlife.org



Regenerative Organic Certified

regenorganic.org



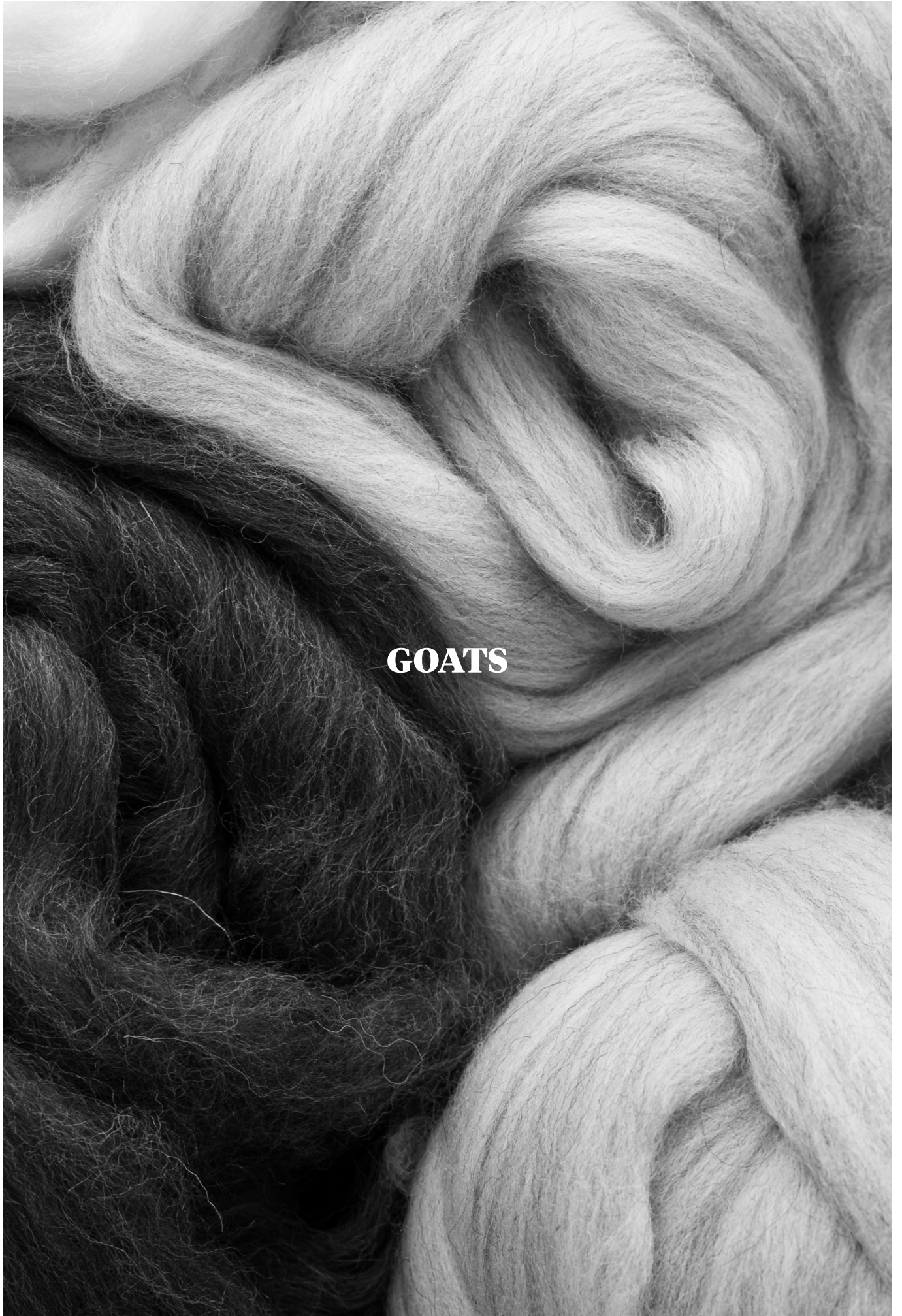
CReNBA Classyfarm

www.classyfarm.it



To access the comprehensive Kering Animal Welfare Standard for calves please email [here](#).





As part of its suite of species-specific animal welfare standards, the **Kering Animal Welfare Standard for goats** is aligned with Kering's commitment to ensure the highest standards of management, respect and care for the animals that are part of the Group's supply chains. The Kering Animal Welfare Standard for goats covers the welfare of goats in relation to leather, mohair and cashmere production. The standard covers all aspects of goats' lives in farms and ranches and there are minimum requirements that all suppliers must adhere to at all levels (Bronze, Silver, Gold) and additional requirements within each category.

The following outlines the minimum requirements for goats' welfare in the Group's supply chains:

- access to clean, fresh water;
- fed a diet that is nutritionally appropriate to their species and age;
- room to move around freely;
- ability to perform normal behaviors including being managed in herds and given the opportunity to graze, browse and forage;
- managed to promote good health and treated immediately should disease or injury be discovered;
- cared for by competent stock people who handle the animals carefully and calmly with no mistreatment or abuse;
- have their health, welfare and thermal comfort maintained when they are shorn or combed;
- transported for the minimum possible time in suitable vehicles with sufficient space and where thermal comfort is ensured;
- humane handling at end of life.



The Kering Animal Welfare Standards as a whole are structured in three tiers (Bronze, Silver, Gold) to provide clear guidance on critical compliance and with the expectation of continuous improvement by the Group's suppliers. The following is a brief summary of the Kering Animal Welfare Standard for goats highlighting some examples of what the standard covers at different levels in addition to the basic requirements outlined above.



Bronze level

- Shearing or combing must only be carried out by trained personnel and any injuries that occur must be treated immediately.
- The Bronze level ensures good welfare outcomes for young goats including a minimum age for weaning kids and a minimum age for breeding for first time mothers.
- If any management tasks need to be carried out that may be potentially painful the Bronze level has requirements about the maximum ages, acceptable methods and provision of pain relief.
- Herding dogs must be well trained and their welfare must also be protected.



Silver level

- The Silver level requires that the system of management for goats is based on allowing them to range freely. If goats are removed from pasture, the requirements for housing are stricter than the Bronze level with larger space and flooring requirements.
- There must be appropriate and clear justification for any potentially painful management tasks and there are stricter time limits than at Bronze level if these are agreed to be necessary.
- If goats are removed from pasture they must be provided with environmental enrichments so that they can practice their natural climbing behaviors.



Gold level

- The Gold level requires that goats obtain the majority of their nutrition from grazing. This must be supported by the planning of pasture management to demonstrate that the nutritional needs of goats are met.
- Requirements for health outcomes are stricter and there are more limits on potentially painful management tasks.



ANIMAL WELFARE PROGRAMS AND CERTIFICATIONS

There has been significant work over the years around animal welfare and there are a number of other credible animal welfare programs and certifications that Kering recognizes for its supply chains. Kering will revise these as necessary based on any new, relevant scientific findings, programs or certifications. For goats, there are programs that meet Kering's requirements, however, additional information on environmental management, biodiversity, conservation and social, human health and safety aspects would be required to meet the [Kering Standards for Raw Materials and Manufacturing Processes](#).

Certifications that meet the Kering Animal Welfare Standard for goats at least at the Bronze level:

Global Animal Partnership

globalanimalpartnership.org



Certified Animal Welfare Approved by A Greener World

agreenerworld.org/certifications/animal-welfare-approved



Certified Humane

certifiedhumane.org



EU Organic certification



Pasture for Life Certification

www.pastureforlife.org



Regenerative Organic Certified

regenorganic.org



Responsible Mohair Standard

textileexchange.org/standards/responsible-mohair

MOHAIR ONLY



The Good Cashmere Standard

thegoodcashmerestandard.org

CASHMERE ONLY



THE GOOD CASHMERE STANDARD
by ABTF

Certification that meets Kering's biodiversity standards but additional information would be needed on animal welfare practices.

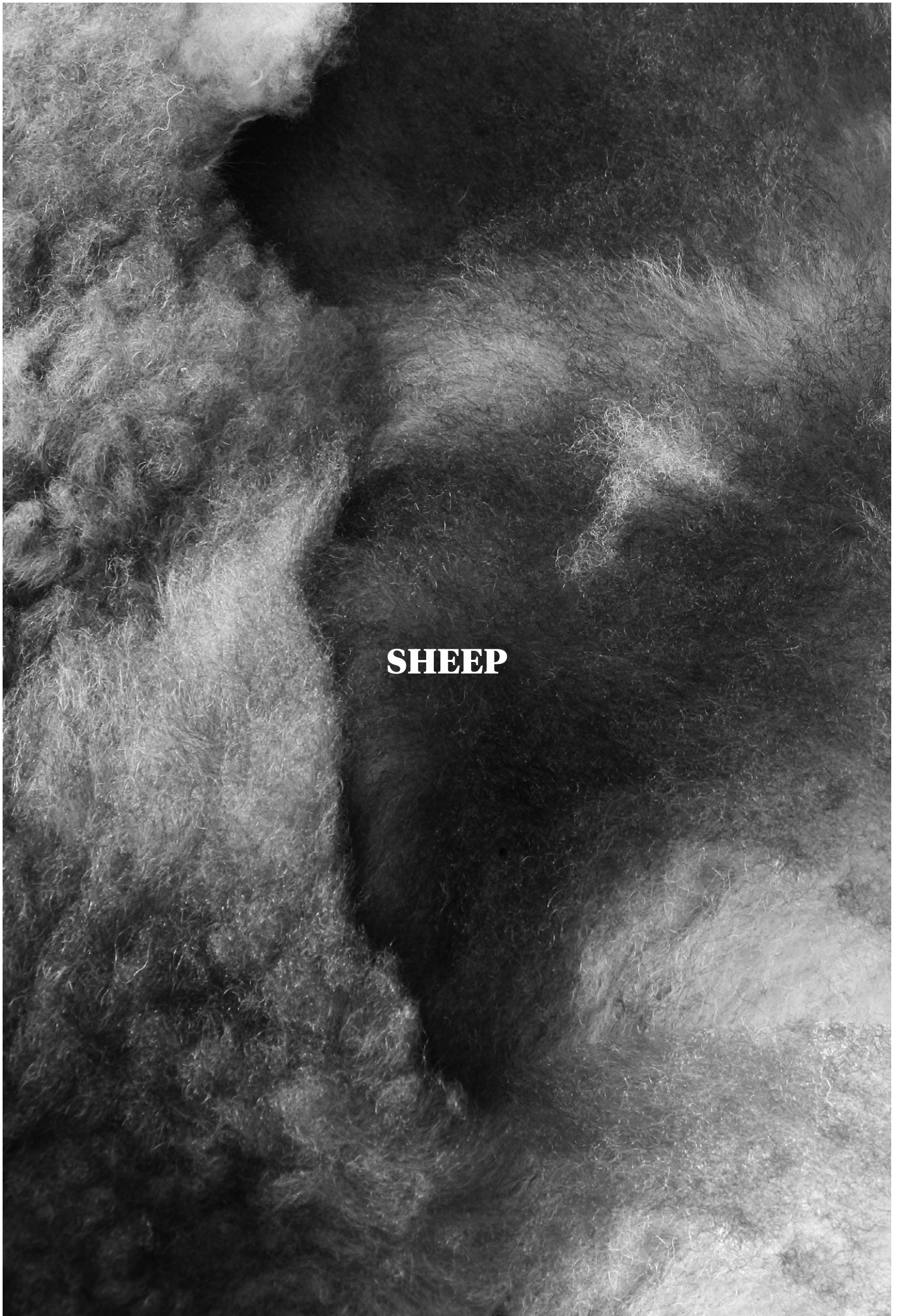
Certified Wildlife Friendly

wildlifefriendly.org/criteria



To access the comprehensive Kering Animal Welfare Standard for goats please email [here](#).





As part of its suite of species-specific animal welfare standards, the **Kering Animal Welfare Standard for sheep** is aligned with Kering's commitment to ensure the highest standards of management, respect and care for the animals that are part of the Group's supply chains. The Kering Animal Welfare Standard for sheep covers sheep in relation to wool, leather, shearling and Swakara (from Namibia) production. The standards cover all aspects of sheep's lives in farms and ranches and there are minimum requirements that all suppliers must adhere to at all levels (Bronze, Silver, Gold) and additional requirements within each category.

The following outlines the minimum requirements for sheep welfare in the Group's supply chains:

- have access to clean, fresh water;
- fed a diet that is nutritionally appropriate to their species and age;
- room to move around freely;
- ability to perform their normal behaviors, managed in flocks and given the opportunity to graze, browse and forage;
- managed to promote good health and treated immediately should disease or injury be discovered;
- cared for by competent stock people and handled carefully and calmly with no mistreatment or abuse;
- have their health, welfare and thermal comfort maintained when they are shorn;
- transported for the minimum possible time in suitable vehicles with sufficient space and where thermal comfort is protected;
- humane handling at end of life.



The Kering Animal Welfare Standards as a whole are structured in three tiers (Bronze, Silver, Gold) to provide clear guidance on critical compliance and with the expectation of continuous improvement by the Group's suppliers. The following is a brief summary of the Kering Animal Welfare Standard for sheep highlighting some examples of what the standard covers at different levels in addition to the basic requirements outlined above.



Bronze level

- Shearing must only be carried out by trained personnel and any injuries that occur must be treated immediately.
- The Bronze level ensures good welfare outcomes for young sheep with minimum ages for weaning lambs and the breeding of ewes that are first time mothers.
- If any potentially painful management tasks need to be carried out the Bronze level has requirements about the maximum ages, acceptable methods and provision of pain relief.
- If mulesing is practiced due to environmental conditions and associated animal welfare issues, there must be a commitment to phase it out within a specified timeframe in order to avoid any abrupt change that will adversely affect the animals' welfare.
- Sheep dogs must be well trained and their welfare must also be protected.



Silver level

- The Silver level requires that the system of management for sheep is based on allowing sheep to range freely. If sheep are removed from pasture, the requirements for housing are stricter than the Bronze level and it has more space and flooring requirements.
- Mulesing is prohibited.
- Lameness can be an issue for sheep, especially in wetter climates. The Silver level requires proactive measures for foot health.
- There must be good justification for any potentially painful management tasks and there are stricter time limits than at the Bronze level if these are agreed to be necessary.



Gold level

- The Gold level requires that sheep get the majority of their nutrition from grazing. This must be supported by pasture management planning to demonstrate nutritional needs are met.
- Requirements for health outcomes (i.e. lameness) and those for potentially painful management tasks are further increased and tail docking is prohibited.



ANIMAL WELFARE PROGRAMS AND CERTIFICATIONS

There has been significant work over the years around animal welfare and there are a number of other credible animal welfare programs and certifications that Kering recognizes. Kering will revise these as necessary based on any new, relevant scientific findings, programs or certifications. For sheep, there are programs that meet Kering's animal welfare requirements, however, additional information on environmental management, biodiversity, conservation and social, human health and safety aspects would be required to meet the Kering Standards for Raw Materials and Manufacturing Processes.

Certifications that meet Kering Animal Welfare Standard for sheep at least at the Bronze level:

Global Animal Partnership

globalanimalpartnership.org



RSPCA Assured

www.rspcaassured.org.uk



Label Rouge Viandes

www.label-rouge-viandes.fr



Certified Animal Welfare Approved by A Greener World

agreenerworld.org/certifications/animal-welfare-approved



Certified Humane

certifiedhumane.org



Pasture for Life Certification

www.pastureforlife.org



Regenerative Organic Certified

regenorganic.org



New Zealand SPCA Certified

www.spcacertified.nz/standards/farmed-animals/beef-cattle



EU Organic certification



Karoo Meat of Origin

www.karoomeatoforigin.com

LEATHER ONLY



Certification that meets Kering's biodiversity standards but additional information would be needed on animal welfare practices.

Certified Wildlife Friendly

wildlifefriendly.org/criteria



ANIMAL WELFARE PROGRAMS AND CERTIFICATIONS

Certifications that meet Kering Animal Welfare Standard for sheep at least at the Bronze level for **WOOL ONLY**:

ZQ Merino

www.zqmerino.co.nz



Sustainable Cape Wool Standard

www.capewools.co.za/assets/sustainable_wool_standard/sustainablecapewoolsstandardv10.pdf



Nativa

www.nativapreciousfiber.com



New Merino (Australia)

newmerino.com.au/standards-description

NewMerino®

Abelusi Wool

www.abelusiwool.com/en



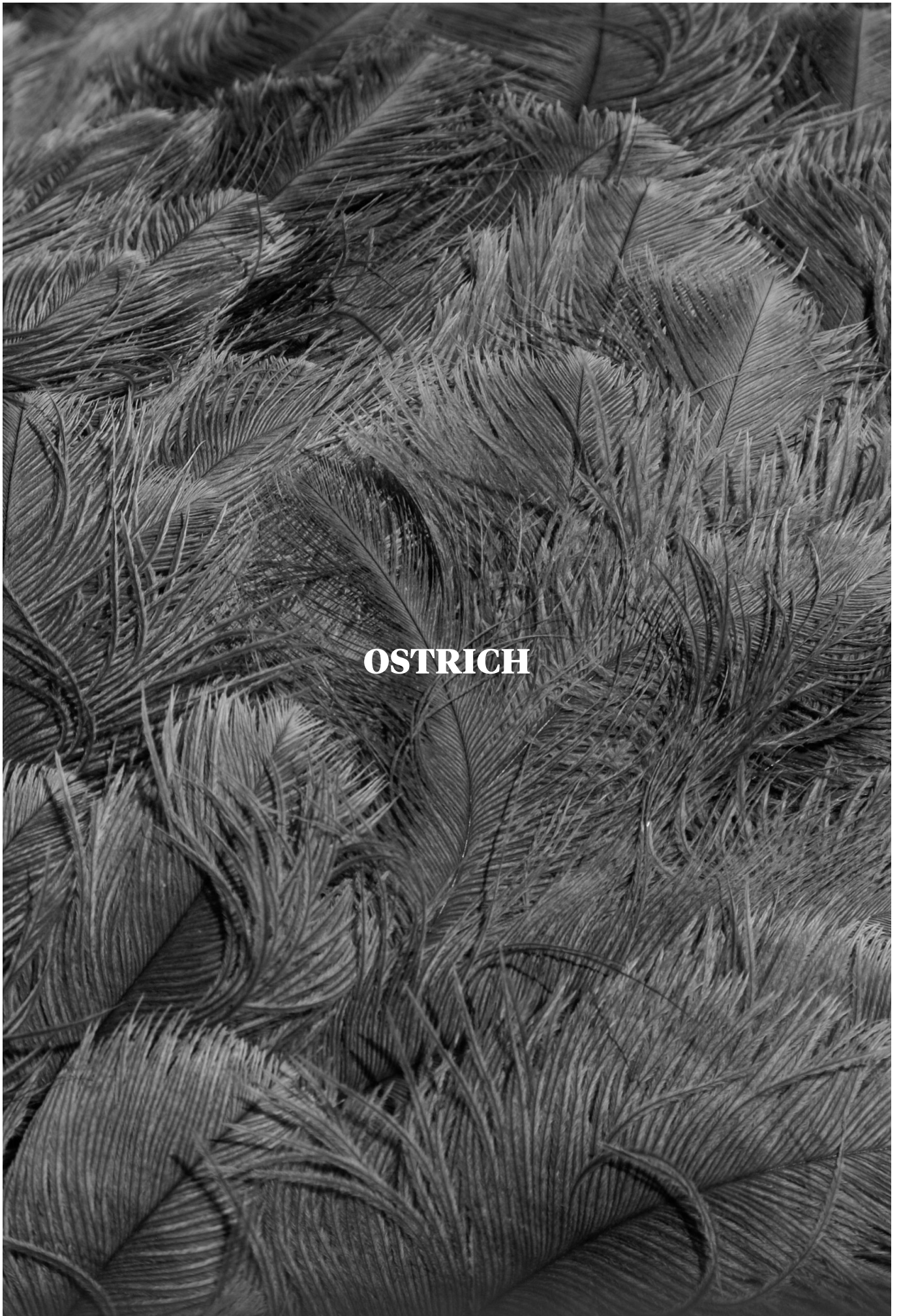
Responsible Wool Standard

responsiblewool.org



To access the comprehensive Kering Animal Welfare Standard for sheep please email [here](#).





As part of its suite of species-specific animal welfare standards, the **Kering Animal Welfare Standard for ostrich** is aligned with Kering's commitment to ensure the highest standards of management, respect and care for the animals that are part of the Group's supply chains. The Kering Animal Welfare Standard for ostrich covers all aspects of the lives of ostriches in farms and ranches and there are minimum requirements that all suppliers must adhere to at all levels (Bronze, Silver, Gold) and additional requirements within each category.

The following outlines the minimum requirements for ostrich welfare in the Group's supply chains:

- access to clean, fresh water;
- fed a diet that is nutritionally appropriate to their species and age;
- room to move around freely;
- can perform their normal behaviors, managed in flocks and allowed to live in free range situations where they can forage, dust bathe and explore/forage in their environment;
- managed to promote good health and treated immediately should disease or injury be discovered;
- cared for by competent stock people and handled carefully and calmly with no mistreatment or abuse;
- transported for the minimum possible time in suitable vehicles with sufficient space and where thermal comfort is ensured;
- humane handling at end of life.



The Kering Animal Welfare Standards as a whole are structured in three tiers (Bronze, Silver, Gold) to provide clear guidance on critical compliance and with the expectation of continuous improvement by the Group's suppliers. The following is a brief summary of the Kering Animal Welfare Standard for ostrich highlighting some examples of what the standard covers at different levels in addition to the basic requirements outlined above.



Bronze level

- Ostriches must be protected from harm during its life. For example, ostrich feathers must never be plucked from live birds and ostriches must never be ridden or raced.
- Ostrich chicks must have access to an outdoor run by the time they are two weeks of age.
- Beak tipping or trimming is prohibited and careful toenail clipping is only permitted for chicks when there is a commitment to phase this out within a specified time limit and when appropriate pain relief is used.
- Ostriches are large birds, balancing on two legs, so the Bronze level around handling and transport of ostriches ensures this is carried out particularly carefully with stock people travelling with the ostriches to make sure that they don't fall over and come to harm.



Silver level

- The Silver level requires that the system of management for ostriches is based on allowing them to range freely with access to natural grazing. Outside of quarantine periods ostriches can only be taken off pasture for more than 24 hours at times when there are extreme weather events that would otherwise impact their welfare.
- The Silver level prohibits toenail clipping.



Gold level

- The Gold level requires that from six weeks of age ostriches have access to vegetated outdoor areas and older birds have access to trees and shrubs to graze and browse, which is supported by a pasture management plan.
- If ostriches are kept in pens on pasture these must be large enough to enable the birds to run.
- Requirements for health outcomes and veterinary input to promote positive health are increased.



ANIMAL WELFARE PROGRAMS AND CERTIFICATIONS

Until recently there have been only best management guidelines and no third party animal welfare certifications for ostrich. However, national regulations, extensive research and best management practices and guidelines have provided important guidance for the species' welfare standards. The only standards currently available have been developed by South African Ostrich Business Chamber (SAOBC) – see below.

Certifications that meet Kering Animal Welfare Standard for ostrich at least at the Bronze level:

South African Ostrich Business Chamber (SAOBC)

ostrichsa.co.za/about-saobc

OSTRICH PRODUCTION – REQUIREMENTS



The comprehensive Kering Animal Welfare Standard for ostrich will be made available later on once this current industry level research and standard development for these species, including the work by the South African Ostrich Business Chamber (SAOBC), have been further piloted on farm and in order for the Kering Animal Welfare Standards to reflect and be coherent with the latest data and recommendations gathered by these initiatives.





CROCODILES & ALLIGATORS



As part of its suite of species-specific animal welfare standards, the Kering Animal Welfare Standard for crocodiles and alligators is aligned with Kering's commitment to ensure the highest standards of management, respect and care for the animals that are part of the Group's supply chains. The Kering Animal Welfare Standard for crocodiles and alligators covers all aspects of their lives in farms and ranches. There are minimum requirements that all suppliers must adhere to at all levels (Bronze, Silver, Gold) and additional requirements within each category.

The following outlines the minimum requirements for crocodile and alligator welfare in the Group's supply chains:

- access to clean, fresh water both to drink and for behavioral needs;
- fed a diet that is nutritionally appropriate to their species and age;
- room to move around freely;
- cared for by competent stock people;
- handled carefully and calmly with no mistreatment or abuse;
- managed to promote good health and treated immediately should disease or injury be discovered;
- transported for the minimum possible time in suitable containers that protect welfare;
- humane handling at end of life according to specific requirements.



The Kering Animal Welfare Standards as a whole are structured in three tiers (Bronze, Silver, Gold) to provide clear guidance on critical compliance and with the expectation of continuous improvement by the Group's suppliers. The following is a brief summary of the Kering Animal Welfare Standard for crocodiles and alligators from farms and ranches highlighting some examples of what the standard covers at different levels in addition to the basic requirements outlined above.



Bronze level

- Eggs must be collected carefully and handled and incubated to optimize the hatching success.
- Animals must be kept in environments that allow them to maintain an appropriate body temperature. They must also always have access to water for their behavioral needs and the water must be maintained in hygienic conditions for crocodilians.



Silver level

- Some crocodiles may spend some time in their lives in their own enclosures in order to reduce aggression between animals and injury. However, the Kering Animal Welfare Standard for crocodiles and alligators has set requirements around the space and layout of such enclosures as well as requirements around the amount of time that the animals spend in these enclosures.
- The requirements for planning the health management of the animals are increased at the Silver level.



Gold level

- For crocodiles, animals must be in extensive enclosures with access to water, shade and land for the entirety of their lives.
- Crocodile and alligator farms must contribute proactively to wild crocodilian conservation efforts.



ANIMAL WELFARE PROGRAMS AND CERTIFICATIONS

Until recently there have been only best management guidelines and no third party animal welfare certifications for crocodiles and alligators. However, national regulations, extensive research and best management practices and guidelines have provided important guidance for the species' welfare standards. The only standards currently available have been developed by the International Crocodile Farmers Association (ICFA) – see below. There is also ongoing research to ascertain and verify the appropriate requirements for captive crocodilians. Kering is actively engaged in and supporting these initiatives.

Certifications that meet Kering Animal Welfare Standard for crocodiles and alligators at least at the Bronze level:

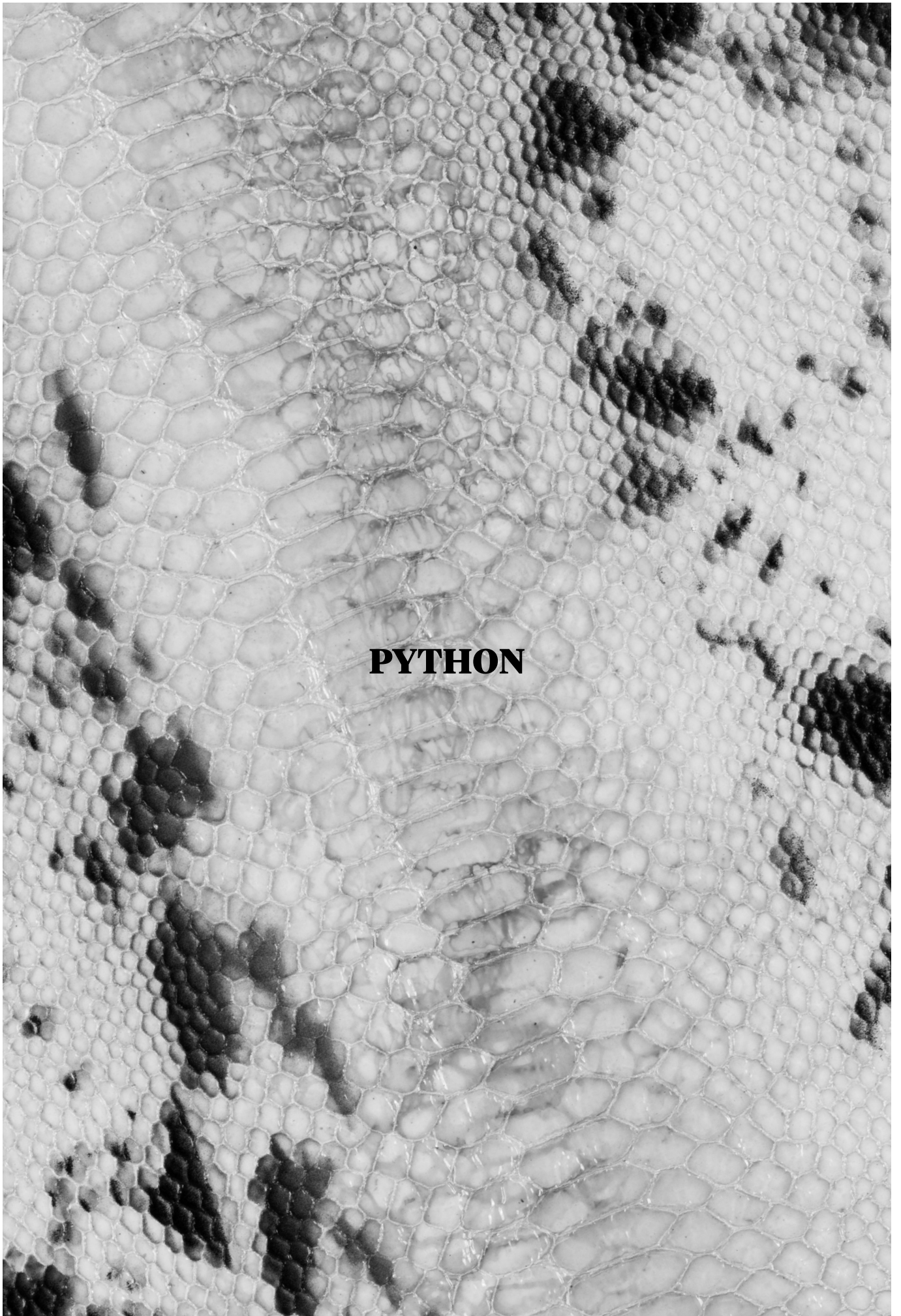
International Crocodilian Farmers Association

www.internationalcrocodilian.com/about



The comprehensive Kering Animal Welfare Standard for crocodiles and alligators will be made available later on once this current industry level research and standard development for these species, including the ICFA, have been further piloted on farm and in order for the Kering Animal Welfare Standards to reflect and be coherent with the latest data and recommendations gathered by these initiatives.





As part of its suite of species-specific animal welfare standards, the Kering Animal Welfare Standard for python is aligned with Kering's commitment to ensure the highest standards of management, respect and care for the animals that are part of the Group's supply chains. The Kering Animal Welfare Standard for python covers pythons bred and raised on farms and is based on the latest research from scientific organizations and best practice guidance. As such, they are not tiered but simply represent the expected requirements of farms. In the future, with further research, the Kering Animal Welfare Standard for python may include Bronze, Silver and Gold levels.

The following is a brief summary of the Kering Animal Welfare Standard for python highlighting the basic requirements for the animals:

- room to move around freely with continual access to clean, fresh water;
- fed a diet that is nutritionally appropriate to their species and age;
- managed to promote good health and treated immediately should disease or injury be discovered;
- cared for by competent stock people who handle the animals carefully and calmly with no mistreatment or abuse;
- transported for the minimum possible time in suitable containers that protect welfare;
- humane handling at end of life according to specific, internationally recognized requirements.

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The following are some details about the Kering Animal Welfare Standard for python highlighting further examples of what the standard covers in addition to the basic requirements outlined above:

- Python farmers must be authorized to keep pythons in captivity and comply with requirements in accordance with the current relevant national legislation.
- Animals must be able to move between microclimates to regulate their metabolism and body temperature.
- Enclosures must be kept clean and free from leftover food.
- Pythons are potentially dangerous and the farms must have written safety and hygiene protocols to protect both the staff and the animals.



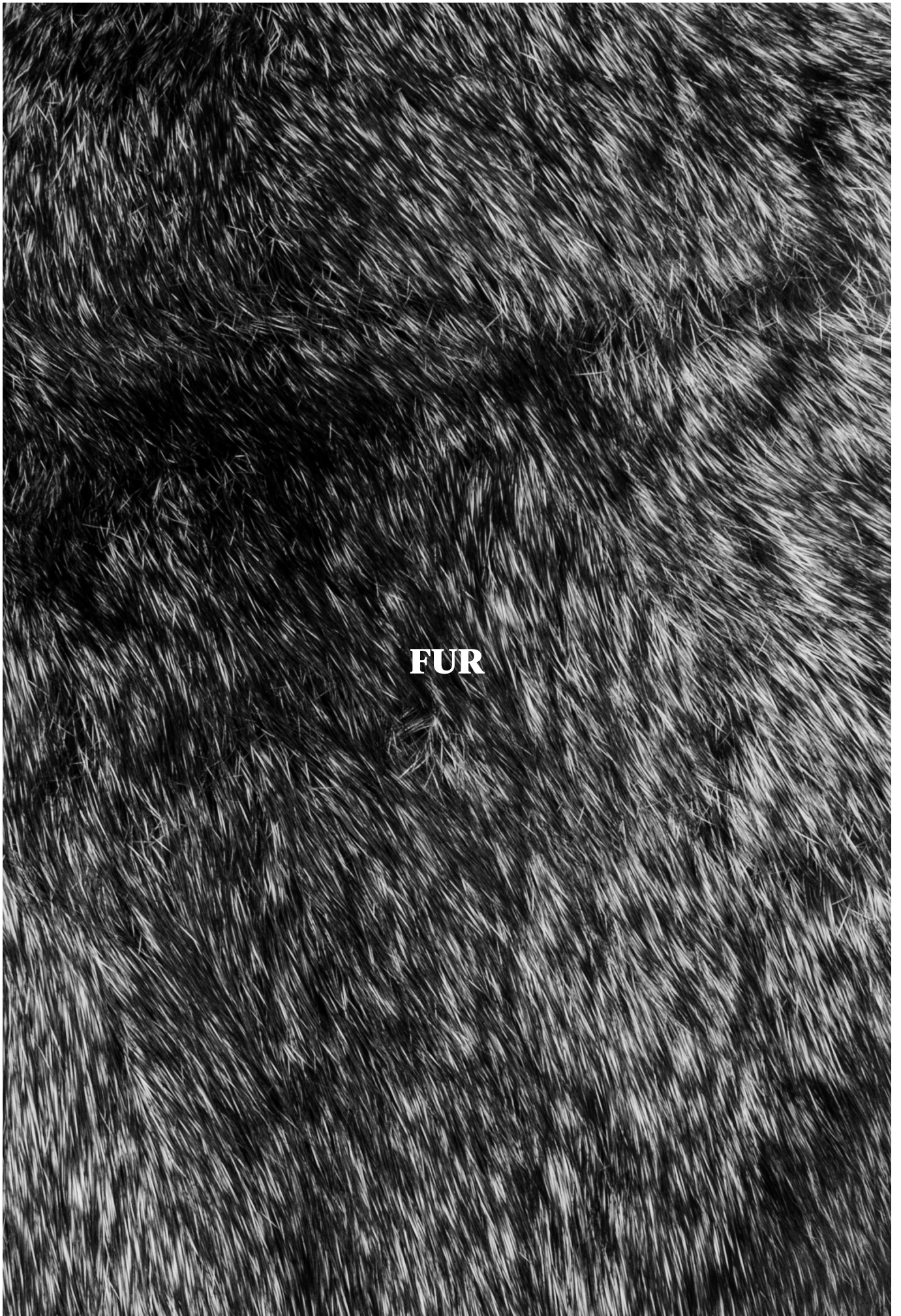
ANIMAL WELFARE PROGRAMS AND CERTIFICATIONS

There are currently no animal welfare certifications that cover python that meet the Kering Animal Welfare Standard for python, however, there are science-based guidelines for best management practices. Kering is a leader in the development of auditable standards for python farms and a number of these have been developed through the Python Conservation Partnership (PCP), which Kering founded with the International Union for Conservation of Nature (IUCN) and the International Trade Centre (ITC). Overall, they are being enhanced and piloted-tested currently through the South East Asian Reptile Conservation Alliance (SARCA). The Kering Animal Welfare Standard for python is also being drawn from the following expert work:

1. Aust, P. W., Tri., N. V., Truyen, T., Lyons, J. A., and Natusch, D. J. D. (2016) Best Practice Standards for Python Captive Breeding and Rearing Facilities – First Edition. Compiled by the IUCN/SSC Boa & Expert Panel (2013)
2. Analysis of humane killing methods for reptiles in the skin trade, ed. Swiss Federal Veterinary Office (FVO).
3. Merck Manuals. Disorders and Diseases of Reptiles. Last reviewed/revised July 2011.
www.merckmanuals.com/pethealth/exotic_pets/reptiles/disorders_and_diseases_of_reptiles.html
4. Merck Manuals. Providing a Home for a Reptile. Last reviewed/revised July 2011.
www.merckmanuals.com/pethealth/exotic_pets/reptiles/providing_a_home_for_a_reptile.html

The comprehensive Kering Animal Welfare Standard for python will be made available later on once the standard has been tested further and coherent with SARCA recommendations and in order for the Kering Animal Welfare Standards to reflect the latest data and recommendations gathered by these initiatives.





Kering brands are no longer using fur in their collection. By “fur” we mean animal pelts where the hair is left on the animal’s processed skins, from animals being raised, trapped or hunted for their pelt. It includes – without being restricted to – foxes, mustelids (e.g. mink, weasel, ermine, etc.), rodents (e.g. orylog, rabbit, beaver, nutria, etc.), kangaroo, deer, possum. Note that shearling and other fur from livestock are covered in the Kering Animal Welfare Standard for cattle, calves, goats and sheep.



ABATTOIRS



The Kering Animal Welfare Standards encompass farms in relation to humane handling for end of life procedures. However, Kering aims to improve animal welfare beyond farms and as such there are separate guidelines for abattoirs that are based on EU regulations, with an aim to drive best practices around the world for verification and implementation in the industry. To develop the **Kering Animal Welfare Guidelines for abattoirs**, eighty-two farms were visited in Kering's supply chain and four on-farm end of life scenerios and ten abattoirs were assessed by external experts.

To access the comprehensive Kering Animal Welfare Guidelines for abattoirs please email [here](#).



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Contact

Any questions regarding the **Kering Animal Welfare Standards**
and their use should be directed to sustainability.standards@kering.com

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Empowering Imagination