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APPENDICES

Supplier Code of Conduct

SCOPE, APPLICATION 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 fibre 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:

1. Freedom from hunger and thirst
2. Freedom from discomfort
3. Freedom from pain, injury or disease
4. Freedom to express normal behaviour
5. Freedom from fear and distress

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 QZ 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: Cow, Alpaca, Camel, Cashgora, Cashmere goat, Buffalo, Yak, Pig

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.

Mohair from the Angora goat

Mohair from the Angora goat must not be used in the manufacture of Forever New products.

In September 2018, Forever New committed to ceasing all future sourcing of any product containing mohair from the Angora goat until such time as a source is identified that upholds the animal welfare standards Forever New expects.

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 ISO18333-1:2006 (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

Leather and skins must be sourced as a by-product of the food industry and from producers that exercise good animal husbandry practices.

The following sources are permitted: Buffalo, Goat, Pig, Sheep, Cow

Prohibited sources of leather and skins:

Leather, skins and pelts must not be sourced:

- From reptile skins such as snake, alligator, crocodile, lizard and bird skins such as ostrich.
- Note: This list is not exhaustive.
- By live plucking or boiling
- From endangered, vulnerable, exotic or wild caught species or those farmed solely for their skins 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/>

Leather and skins with fibre or fleece attached

The use of skins with fibre, eg hair or fleece, still attached is only permitted if they are by-products of the food industry from the following species:

- Buffalo, Goat, Pig, Sheep, Cow
- Sheepskin and Shearling must only be used if the skin has been sheared to obtain a uniform depth of fibre/fleece.

Prohibited sources of sheepskin:

Sheepskin must not be sourced from aborted animals such as Karakul or Mongolian lambs, whilst an animal is still alive or from calves or lambs.

Traceability of tanning and re-tanning required:

Leathers must be tanned in LWG (Leather Working Group) facilities only. Any level of certification will be accepted – bronze, silver or gold.

Suppliers must provide the following details for all leather, skins and sheepskins used in products supplied to Forever New:

- Common and scientific name of species
- Country of origin of hide before tanning, including province
- Confirmation that the leather/skin is a by-product of the food industry
- Purchase date of leather
- Name and address of tannery of finished leather/skins, where possible
- Name and address of tannery of wet blue leather/skins, where possible
- Name and full address of the slaughterhouse, where possible. Forever New considers physical stamping of the material as the most robust method at this time
- The process each tannery has in place to verify species of hides.

FEATHERS AND DOWN

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
- Peacocks or ostriches
- 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/>

Traceability of feathers and down required:

Feathers and 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.

Responsible Down Standard (RDS) Labeling:

Please note the following certification requirements depending on whether the final product is to carry the RDS label – this must be confirmed at time of order.

Forever New’s minimum requirement is the certified source of feather and down. It is preferred the CMT production facility is certified also, however this is not a minimum requirement.

Product made with RDS certified feather and down a non-RDS certified CMT production facility must not make any RDS labelling claims.

RDS labels are only allowed on garments/products when the whole supply chain has been audited, including CMT production facility and the product contains 100% RDS Certified feather and down. Scope certificates for all facilities must be provided.

Final Product	Feather and Down	CMT Facility
No product labeling or marketing claims made	RDS certified	Not certified
Products labeled with the RDS logo & marketing claims made	RDS certified	RDS certified

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.