



# EMP



EXCLUSIVE MERCHANDISE PRODUCTS

# ANIMAL RIGHTS POLICY



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## Animal Rights Policy



Animal welfare is important to us, and no animals should be harmed in the manufacture of our products. We are committed to improving animal welfare, including across our supply chains.

Animals should be treated with care, respect, and dignity, so we work according to the principles of the “*Five Freedoms animal welfare*”. We work intensively on this with our partners and suppliers to consolidate the principles as a standard. Special attention is paid to products with raw materials of animal origin.

### **The principles of “*Five Freedoms*”:**

#### 1. Freedom from Hunger and Thirst

All animals should be provided access to food and water appropriate to their physiological state, thus maintaining health and vigor and avoiding prolonged hunger, malnutrition, and thirst.

#### 2. Freedom from Discomfort

All animals should be kept in an environment that provides the condition and facilities needed for health, comfort, and normal behavior including movement, rest, and socialization. This is usually best achieved in conditions that closely resemble the natural environment, with appropriate shade, shelter, and prevention of predator attack as well as avoidance of other potential stressors.

#### 3. Freedom from Pain, Injury or Disease

A positive, proactive, preventive approach to planning of health care should be considered. When possible, animals should be selected, bred, and managed to maintain health and physical fitness, avoiding pain, injury, and disease, and treating these promptly when they occur.



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#### 4. Freedom to Express Normal Behavior

All animals should be able to express innate, non-harmful behaviors, including social behavior, while conditions that cause harmful or abnormal behavior should be avoided or corrected.

#### 5. Freedom from Fear and Distress

All animals should be managed to avoid fear and distress by appropriate design of facilities, careful treatment during handling and transport (where transport is necessary), and the use of humane methods for slaughter.

These five principles are our priority when products with animal components are to be produced or if animals are involved or affected in any way by the production process. With a lot of ambition, we try to source our products only from good farms and have strict requirements for, for example, leather, down or wool. You will not find fur in our assortment, because we do not support the use of this material. The use of exotic skins is also banned for us and our suppliers.

We wish to make our contribution towards ensuring that the entire industry sets high standards in this field as the norm, so that animal welfare as a whole is sustainably promoted.

We embrace the constantly changing challenges and welcome any criticism that can help us to implement animal welfare even better.