
TED BAKER ANIMAL WELFARE
&
RESPONSIBLE MATERIALS POLICY

INTRODUCTION

Ted Baker Plc and its subsidiaries ('Ted Baker') are committed to conducting business in a responsible and ethical manner. Our Animal Welfare and Responsible Materials Policy is intended to respect our commitment to responsible sourcing and fair treatment of animals, by setting a standard for Suppliers to uphold in relation to our own operations and supply chain. In this policy, the term 'Suppliers' refers to all factories, suppliers, licensees, partners, agents and, if approved by Ted Baker, subcontractors.

Ted Baker expects all Suppliers to uphold this policy as a minimum or to have a similar policy of their own whichever affords the greater social, environmental or animal welfare protection. Suppliers are responsible for communicating this policy, ensuring compliance and carrying out due diligence in any factories or subcontractors making goods for Ted Baker.

ANIMAL WELFARE POLICY

Ted Baker is committed to promoting the humane and responsible treatment of animals. For all animal-derived materials or products Suppliers must adhere to the standards and requirements set out in this policy. Additionally, all Suppliers must at a minimum comply with national laws and industry standards related to animal welfare.

Ted Baker requires all Suppliers to adhere to the Policy throughout the animal sourcing supply chain, including the catching, maintaining breeding, raising, transporting, handling, and slaughtering of live animals.

All animal derived fibres used in Ted Baker products must be sourced in accordance with the international accepted 'Five Freedoms'¹ and provisions for animal welfare:

- Freedom from hunger or thirst, by ready access to fresh water and diet for full health and vigor;
- Freedom from thermal or physical discomfort, by providing an appropriate environment including shelter and a comfortable resting area;
- Freedom from pain, injury and disease, by preventing or rapid diagnosis and treatment;
- Freedom to indulge in normal behaviour patterns, by providing sufficient space, proper facilities and company of the animal's own kind; and
- Freedom from fear and distress, by providing conditions and treatment that avoid mental suffering.

TRANSPORTATION

Ted Baker expects good human-animal relationships to be in place and that animals are handled and transported around and off the farm in a way that protects their welfare. Animals should not be transported in a way that is likely to cause injury or undue stress, and should not be transported live across long journeys or borders. All necessary arrangements should be made to minimise the length of journey and to meet the animals needs whilst in transit.

¹ <https://www.animalhumanesociety.org/health/five-freedoms-animals>

ANIMAL TESTING

Ted Baker has zero tolerance on animal testing for cosmetic products and supports the work that is being undertaken to end animal testing for cosmetic products globally.

LEATHER AND HAIR-ON-HIDE SPECIFIC REQUIREMENTS

Ted Baker does not condone the use of leather which is not a by-product of the food industry. We expect animals to be stunned (rendered unconscious and insensible to pain) pre-slaughter to prevent or minimise pain and distress.

No leather from non-domesticated animals shall be used; only bovine, caprine, cervine or ovine leathers will be accepted in our collections.

Leather used in Ted Baker products shall not come from regions where land has been converted to agriculture at the expense of ancient or otherwise endangered forests. Due to the heightened risk of deforestation in Amazonian rainforest, we require Suppliers of Brazilian hides to have traceable and transparent systems in place to provide credible assurances that materials or products are not originating from this area. Traceability documentation highlighting the sourcing area must be available upon request

Ted Baker places a preference to source from Suppliers using tanneries which have undergone third-party independent audit assessing their environmental performance, such as Leather Working Group or ISO14001.

BANNED MATERIALS

Due to the reported unethical treatment of animals in the extraction, Ted Baker has banned the following materials and has zero tolerance for these being used in our collections:

- Fur
- Alpaca
- Angora
- Mohair
- Down and feathers*
- Bone, Horn, Shell and Teeth , including pearls and coral
- Any materials from endangered, threaten or exotic species
- Any animal derived product where the animal has been slaughtered specifically for Ted Baker products

**Third-party suppliers are permitted to use responsibly sourced feather and down products, providing they have been certified to the Responsible Down Standard (RDS). Please refer to Ted Baker's Third Party policy for more details.*

RESPONSIBLE MATERIALS POLICY

Ted Baker is committed to ensuring that all raw materials used in our products are obtained in a responsible and sustainable way, and that social and environmental impacts are taken into account during the sourcing process. Due to Ted Baker's commitments to responsible sourcing, Suppliers must adhere to the requirements set out in this Policy while respecting human rights, preserving natural resources and helping maintain biodiversity.

Our minimum requirements are that:

- Suppliers must comply with our raw material requirements found in this document and can provide all relevant information needed about the origin of these materials
- Suppliers must comply with the applicable environmental, health & safety, labour and social laws and regulations
- No endangered and vulnerable species² are used in the production of our materials

MATERIAL REQUIREMENTS

Cashmere

Cashmere fibres must be obtained from animals where good animal welfare practices are used, as defined by the Five Provisions/Freedoms stated in the Animal Welfare Policy. These must only be procured from producers with ecologically sustainable farming practices with a focus on avoiding land degradation. Ted Baker places a preference for cashmere fibres sourced through an approved responsible Standard³,

Conflict Minerals

It has been widely reported that tin, tungsten, tantalum and gold (collectively known as 3TG) are major drivers of violence in the Democratic Republic of Congo (DRC) and surrounding countries. Because of this Ted Baker will not tolerate the use of 3TG sourced from these regions. We are fully committed to the responsible sourcing of Ted Baker's raw materials and strive towards a supply chain free from conflict minerals.

Cotton

Ted Baker prohibits the use of cotton sourced from Uzbekistan and Turkmenistan in all products. This is as a result of documented human rights concerns, including the occurrence of child labour and forced labour in the harvesting of cotton.

Endangered, Threatened or Exotic Species

In accordance with the CITES⁴ (Convention on International Trade in Endangered Species) and IUCN (International Union for the Conservation of Nature) list, Ted Baker prohibits the use of materials from endangered species in our products.

² As defined by CITES (Convention on International Trade in Endangered Species), and the IUCN (International Union for Conservation of Nature) Red list <https://www.iucnredlist.org/>

³ Get in touch with your PC or design representative for more information on Ted's requirements for this material

⁴ <https://cites.org/>

Man-Made Cellulosic Fibres

Ted Baker does not allow any ancient or endangered forests to be used in man-made cellulosic fibres (MMCF's), such as acetate, lyocell, modal or viscose. As such, all MMCF's shall originate from FSC or PEFC certified sources. Additionally, Ted Baker requires Suppliers to only source from MMCF's fibre producers who have attained a green shirt rating in the Canopy Hot Button Report⁵

Silk

Ted Baker require all silk used in our products to be derived from production practices with high standards in terms of environmental protection, animal welfare and health and safety.

Wood and Paper Based Product

Ted Baker does not allow any ancient or endangered forests to be used in any of our wood-based products, including in packaging and trims. All Ted Baker wood-based products should originate from FSC or PEFC certified sources. For packaging Suppliers should give preference to paper-based packaging with high-recycled content, specifically post-consumer waste content.

Wool

Ted Baker requires that all sheep and lamb wool is sourced from producers with good animal husbandry, as defined in the Five Freedoms/Provisions within the Animal Welfare Policy. The wool shall not be sourced from farmers who practice mulesing. Ted Baker encourages suppliers to source from farmers certified according responsible wool standards⁶.

TRANSPARENCY AND MONITORING

Suppliers are expected to be transparent with Ted Baker on their sourcing practices, the fibres composition of all materials provided and the country of origin. Suppliers are expected to keep up-to-date and accurate records of how materials have been sourced and all accreditations, where known across their supply chain as well as carrying out their own due diligence to verify that sourcing information is correct. Where requested, Suppliers should provide information on the traceability of the materials and all relevant certifications. Where requested, Suppliers should provide information on the traceability of the materials and all relevant certifications.

All materials which can be certified according to relevant responsible sourcing standard need to be accompanied with full chain of custody certification. Ted Baker will not accept any falsified documentation or misleading claims of more responsible sourcing.

SUSTAINABLE MATERIAL REQUIREMENTS

Ted Baker is working towards minimising the environmental impact of our products by prioritising sustainable fibres which have a reduced impact on the environment.

To help Ted Baker meet sustainability commitments and ensure accurate reporting on sustainable fibres, Suppliers are required to confirm the percentage of Sustainable material in each product in Ted Baker's 'Sustainable Fibre Form' and provide accurate and relevant certificates to evidence the authenticity of these

⁵ Meaning producers indicating low risk of sourcing from ancient and endangered forests in the Canopy Style Audits and/or have attained a green shirt in the Hot Button Report <https://hotbutton.canopyplanet.org/>

⁶ Get in touch with your PC or design representative for more information on Ted's requirements for this material

fibres. The Supplier's Production contact at Ted Baker will request this Form when the information is due. Please refer to the Sustainable Fibre Form appendix for more information on the process. For more information on Ted Baker's sustainable fibre guidelines and certification requirements see appendices: 'Sustainable Fibre Sourcing Guide', 'Sustainable Certification Guide'.

REMEDIATION

Ted Baker recognises that the ability to uphold this policy throughout our supply chain will vary according to the level of traceability in place and therefore expect Suppliers to be committed to continuous improvement. Where possible Ted Baker will provide support and advice to Suppliers who fully disclose their sourcing practices, are open, honest and cooperative with us and are facing genuine difficulties complying with this Policy.

The Supplier must take responsibility in keeping up-to-date with all sourcing requirements and banned products to ensure all materials supplied to Ted Baker comply with the full animal and material requirements stated in this Policy. The Supplier agrees to indemnify and hold Ted Baker harmless from any claims, loss, damage, or other detriment, resulting from any supplier non-compliance.

If the Supplier becomes aware of a breach of the policy, in any part of the supply chain, the Supplier must immediately notify Ted Baker and disclose any details that are deemed necessary in order to accurately assess the problem. If we discover standards which do not adhere to this policy Ted Baker will set out a corrective action plan and the Supplier is expected to implement all measures necessary in order to resolve the issue at their own expense.

Failure to comply with the terms of this Policy will be considered a material breach of this Policy and without limiting or affecting any other right or remedy available to it, Ted Baker may terminate any Supplier agreement at any time if Supplier is in breach of this Code.

Shipment of goods not complying with this Policy is a material breach and, in addition to the above, may result in: chargebacks to the Supplier, and/or return of goods.

Ted Baker shall in its sole discretion determine which action to take, but will confer with Supplier where possible. Any such remedial actions will be at Supplier's sole expense.

If you have any questions about this Policy contact:
ethical.sustainable@tedbaker.com