

DAVID JONES

DAVID JONES ANIMAL WELFARE POLICY

David Jones recognises the importance of protecting the welfare of animals during the production of our Private Label products. We are committed to ensuring that all animals in our Private Label supply chain are treated with respect in the most humane way possible. This Animal Welfare Policy has been developed to help meet this commitment. It complements David Jones Supplier Code of Conduct and has been developed in line with international best practice and our partners in the Woolworths Holdings Group.

David Jones expects that in supplying goods to David Jones, Private Label Suppliers will employ all reasonable efforts to ensure that animals under their care (or the care of their supply chain partners) are treated in a humane manner that meets the reasonable expectations of David Jones' stakeholders. Private Label Suppliers must also ensure that they comply with any local and national laws related to animal welfare.

Application of this Policy to Private Label Suppliers:

David Jones requires that Private Label Suppliers ensure compliance to the standards set out in this Policy within their own operations and that they actively work with David Jones to assess and manage compliance in their supply chain, for all Private Label merchandise, both food and general merchandise, including supplying factories and raw material producers.

Compliance with & implementation of this policy:

Compliance with this Policy will be assessed in line with the processes and systems for compliance set out in the David Jones Supplier Code of Conduct.

Consequences of failing to comply with this policy:

- Possible termination of supplier agreement;
- Rejection of goods delivered to David Jones;
- Retrieval of goods supplied to David Jones and costs to be covered by the supplier.

In case of questions regarding compliance with this policy, you may contact: ethicalsourcing@davidjones.com.au

1.0 SUPPLIER COMMITMENTS

1.1 ENSURE ANIMALS ARE TREATED HUMANELY AND WITH RESPECT

David Jones expects our suppliers to treat all animals in our Private Label supply chain humanely and with respect. The welfare of animals within our supply chain should meet the Five Freedoms:

- **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 including shelter and a comfortable resting area
- **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 company of the animal's own kind
- **Freedom from fear and distress** by ensuring conditions and treatment which avoid mental suffering

1.2 ENSURE SPECIFIC HARMFUL PROCESSES ARE NOT EMPLOYED

David Jones expects our Private Label Suppliers to implement and adhere to processes that ensure all animals in the Private Label supply chain are treated humanely and with respect. This includes ensuring that animals are:

- Not slaughtered inhumanely¹
- Not subject to routine mutilation, including teeth clipping, tail docking, de-horning, de-budding, beak trimming, castration, face-branding
- Not subject to mulesing unless the Supplier has committed in writing to adhere to our Responsible Wool Strategy and is transitioning away from mulesing
- Not used for product testing, including Private Label skincare and cosmetics and their raw materials, unless explicitly required to meet statutory and/or regulatory requirements
- Not transported for more than 8 hours (from loading to unloading) or in a state of discomfort during transportation

And that when animal products including skins are used they are:

- By-products of the meat industry or other industries when used in general merchandise
- Not to be obtained by live skinning or plucking or a product of induced abortions
- Not the by-products of prohibited products as outlined in 1.3².

In addition, David Jones only sells fresh hen eggs that are free range. Preferentially these eggs should come from hens housed at an outdoor stocking density of 10,000 or less birds per hectare. Where possible, the same policy should be applied to egg used as an ingredient in David Jones prepared foods

1.3 ENSURE PROHIBITED PRODUCTS ARE EXCLUDED

Suppliers should ensure that products supplied to David Jones do not contain any of the following:

- Fur, including farmed fur, from any animal. Shearling and hair on leather, which are by-products of other industries, may be used.
- Angora Rabbit, including in wool blends containing angora
- Astrakhan or Karakul, types of foetal or new-born lamb fleece
- Foie gras
- Exotic skins such as snake, alligator, crocodile, and lizard
- Endangered species which appear on the Convention on International Trade in Endangered Species (CITES) (All Appendices I,II,III) or the IUCN Red List of Threatened Species³

1.4 ENSURE PRODUCTS ARE LABELLED ACCURATELY

Suppliers should ensure that products supplied to David Jones are labelled correctly with an accurate composition.

Synthetic materials made to look like animal products must be clearly labelled as faux on the product description and care label to avoid confusion.

¹ The RSPCA's definition of humane killing is: 'an animal must be either killed instantly or rendered insensible to pain until death supervenes. When killing animals for food (termed slaughter), this means they must be stunned prior to bleeding out so they immediately become unconscious'
http://kb.rspca.org.au/what-do-we-mean-by-humane-killing-or-slaughter_115.html

² For example, feathers or goose fat from geese reared for foie gras

³ Convention on International Trade in Endangered Species <https://www.cites.org/> and The IUCN Red List of Threatened Species <http://www.iucnredlist.org/>