



Pasubio recognizes that animals are sentient beings. Beef and dairy cattle are essential to our business and those of our supply chain partners. While Pasubio does not raise or slaughter cattle, and even though cattle are slaughtered for meat and skins are a by-product of the food industry, we recognize that we have a duty of care to safeguard their welfare from farm to slaughter. Poor animal welfare presents a material risk to our industry, and it has direct implications for our clients and their supply chain partners. It is therefore a strategic priority for Pasubio to ensure that our finished products derive from raw materials that represent the highest possible standards of animal welfare.

SCOPE

Pasubio, in the manufacture of its products, uses the skins of beef and dairy cattle reared for food. While we do not raise or slaughter animals, we have a duty of care to safeguard their welfare at all stages of their life, on-farm, during transport and at slaughter. This policy therefore covers all animals in our supply chain across our global operations.

GUIDING PRINCIPLES

Pasubio's animal welfare approach uses the definition of animal welfare found in the Office International des Epizooties (OIE; the World Organisation for Animal Health) Terrestrial Animal Health Code (OIE TAHC)¹. The OIE TAHC has been adopted by 180 countries as the foundation of their national farm animal welfare regulations. As such, it represents a globally accepted minimum standard for care and treatment of animals on farms.

Following the OIE TAHC, Pasubio defines animal welfare as:

The physical and mental state of an animal in relation to the conditions in which it lives and dies.²

That is:

(A)n animal experiences good welfare if the animal is healthy, comfortable, well nourished, safe, is not suffering from unpleasant states such as pain, fear and distress, and is able to express behaviours that are important for its physical and mental state.

The OIE TAHC describes our expectations for the lives of animals whose skins by-product of the food industry are the raw material to produce our products.

Pasubio takes guidance from the internationally accepted "Five Freedoms" on Animal Welfare and their associated provisions.

- Freedom from hunger or 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 (most) 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.

The Five Freedoms focuses our attention on how animal care can reduce or eliminate unnecessary suffering.

For Pasubio, good welfare means more than reducing or preventing suffering; it means that an animal has had a "good life" and a "good death". While we expect that an animal will have positive and negative

¹ That is, Section 7.0, [Introduction to the Recommendations for Animal Welfare](#), and the general principles found in *Section 7.1.2 General Principles* and *Section 7.1.5 General Principles for the Welfare of Animals in Livestock Production Systems*, *Section 7.5 Animal Welfare and Beef Cattle Production Systems* and *Section 7.11 Animal Welfare and Dairy Cattle Production Systems*

² https://www.oie.int/en/what-we-do/standards/codes-and-manuals/terrestrial-code-online-access/?id=169&L=1&htmlfile=chapitre_aw_introduction.htm



experiences over time, where the balance is positive, and the care provided follows best practice, that animal can be said to have had a good life. To ensure that the animals in our supply chain have good lives, we look to the Five Domains Model.

The Five Domains model provides a systematic and structured way to describe and manage an animal's welfare based on its physical and mental (or "affective") states. It looks to understand how an animal responds to the care that we provide. The Five Domains Model moves beyond the Five Freedom's focus on reducing and eliminating suffering to consider how positive factors and experiences can promote positive mental states. That is, how we can ensure that animals in our supply chain have good lives.

Our ambition is to work with our customers, our suppliers, the wider leather industry, and other stakeholders to ensure that cattle in our supply chains have good lives.

OUR COMMITMENTS

Pasubio recognizes that improving the lives of beef and dairy cattle will require the combined efforts of the entire value chain and the wider leather industry. Pasubio is committed to partnering with suppliers, customers, civil society organizations, peer companies, industry associations and other stakeholders to pursue our ambition to uphold the highest standards of animal welfare.

Pasubio will work with its supply chain partners to ensure that all animal skins are sourced from suppliers that:

- At a minimum meet all legislative and regulatory requirements for animal welfare.
- Are audited to a recognised third-party on-farm animal welfare certification scheme.³
- Publish animal welfare policies that are aligned with the objectives of the OIE definition of animal welfare and the "Five Freedoms" as a minimum.
- Are committed and working towards a fully traceable supply chain.

Pasubio will not accept skins from animals raised in production systems that do not meet the provisions of the Five Freedoms. We will work with our current suppliers to ensure they meet these expectations.

Pasubio wants to work with suppliers that share our commitment to continuous improvement and ambitions to ensure the positive animal welfare outcomes described below:

- Animals are bred so that they experience good health and welfare in addition to good productivity outcomes and that the breeds used are adapted to the environment and production system in which they live.
- Animals are provided sufficient quality and quantity of feed and water so they can experience good health and the pleasure of satiety and do not suffer from prolonged hunger or thirst, dehydration, or malnutrition.
- Animals are kept in production systems designed and maintained to reduce stress, prevent injuries and disease, and contribute to positive mental and physical states. They are provided with sufficient space, shelter, enriched environments, and the company of their own kind so that they can experience good health, comfort, safety, and express species-specific behaviour.

³ Pasubio would prefer to source from suppliers that are compliant with the management systems in ISO 34700:2016.



- Animals are handled using low-stress methods. Animals are inspected regularly to ensure good health and welfare and allow them to experience positive interactions with the people who care for them.
- Animals are left intact to reduce the experience of pain, injury, and stress. Where castration, disbudding or other invasive procedures are necessary for the health and welfare of the animal or the safety of the handlers, the procedure is performed by trained personnel, and the animals are provided sedation or pain control.
- Animals experience good health. Animal health plans are developed and implemented to help prevent, control, and treat disease. Antibiotics are not administered to healthy animals (i.e., they are not used prophylactically). Sick or injured animals are treated as soon as possible to reduce suffering from pain and distress. When animals do not respond to treatment, they are humanely euthanised by a trained and competent handler.
- Animals are transported only if they are fit for travel. The duration of travel is minimised where possible.
- All animals are effectively stunned prior to slaughter.

These commitments outline our expectations for the benefit of our suppliers, customers, stakeholders, and our industry peers. They provide focus and direction for our animal welfare work and describe our ambition for farm animal welfare within the leather industry.

We commit to being transparent. We will map our supply chain and set animal welfare-related objectives and targets for each of our sourcing regions.

Animal welfare is one of the key points of Pasubio's strategy for the years to come and for this we will implement adequate training for our employees involved in our supply chain.

We will support our suppliers in ensuring they meet the expectations contained in this policy.

We commit to developing and reporting objectives and targets against the commitments set out in this policy and reporting on our progress and challenges annually.

It is expected that this policy will develop over time. Relatively minor changes to the policy, including clarifications will be updated as relevant. We commit to conducting a full review of the policy and updating it every three years.

Chief Executive Officer
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