

# Animal Welfare Policy of Haworth, Inc. and its affiliates

Haworth, Inc. and its affiliates<sup>1</sup> standard surface material suppliers of animal-derived materials shall support the humane treatment of animals in accordance with the Five Freedoms of Animal Welfare:

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

Leather materials shall only be accepted when produced as a byproduct of food production from domesticated livestock. Haworth, Inc. and its affiliates will only accept leather sourced from cow, ox, buffalo, sheep, or goats. Use of leather from exotic or non-domesticated livestock (i.e., leather from any source not explicitly listed above) is prohibited. Leather originated from Indian or Bangladeshi cow, calf, or ox is also prohibited.

Wool materials shall only be accepted when originating from living and domestic animals. Wool shall not originate from animals that have been harvested or sheared in a way that harmed the animals, including sheep that have undergone mulesing.

Upon request, supplier will provide a declaration, letter, or certification confirming the product does not include any prohibited materials.

## Additional Sourcing Requirements

Haworth, Inc. and its affiliates suppliers shall declare the country in which the animals were reared and slaughtered (if applicable) prior to commencement of supply. Suppliers must notify Haworth, Inc. and its affiliates if there are changes to country of production.

Priority will be given to leather and wool with credible, third-party animal welfare and traceability certifications, including but not limited to the Leather Working Group (LWG) and the Responsible Wool Standard (RWS). Other credible certifications will be considered if they have the following elements:

- On-site surveillance of relevant facilities by third-party auditor at least once every 2 years, including allowance for unannounced site surveillance.
- A method for tracking material from farm to certified product.

LWG certification is required when sourcing leather from Brazil due to high risk of cattle production on deforested lands in the Amazonian biome.

Any animal-derived material not included in the scope of this policy must be evaluated prior to use.

When it becomes known that animal abuse or divergence from the above sourcing guidelines have occurred, business will be immediately ceased from the affected supplier until the issue is resolved.

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<sup>1</sup> A list of affiliate brands can be found here: <https://www.haworth.com/na/en/about/brands.html>