



## Animal Welfare Policy

Myer Holdings Limited

ACN 119 085 602

## 1. Commitment

Myer is committed to a corporate culture of ethical social responsible behaviour and recognises the importance of protecting the welfare of animals within the supply chain. Together with suppliers, Myer aims to provide customers with quality products that are consistent with recognised animal welfare standards, and adhere to local and national laws.

This policy applies to all suppliers including brand partners and national brand suppliers. Myer expects suppliers to have systems and processes in place to ensure compliance with this policy including maintaining adequate records to demonstrate compliance.

## 2. Policy

Myer takes the issue of animal welfare seriously and believes that it is an essential component of its commitment to responsible sourcing. Myer will only source from suppliers with good animal husbandry standards and will not tolerate any forms of cruelty, abuse or inhumane treatment of animals in its supply chain. Suppliers must uphold these values and have processes in place to monitor and ensure that animals are treated humanely and with respect, strive to improve traceability throughout its supply chain, and comply with all applicable local laws and regulations relating to animal production and welfare.

Humane treatment means that animals are treated with respect, care and free from confinement. Animals should be killed humanely<sup>1</sup>, and not subject to painful mutilation or processes at any stage of their life, including product testing. Animal by-products used in general merchandise must not be a prohibited product and must not be obtained through live plucking, skinning, induced abortions or unnatural abortions.

Myer recognises the importance of animal based natural fibres in providing a sustainable alternative to synthetic fibres, however will not support or condone practices which are at the expense of animal welfare. Synthetic materials made to look like animal products must be clearly labelled as faux in the product description and care label to avoid confusion.

### Prohibited Products

The following animal derived products are specifically prohibited and cannot be supplied to Myer

- Angora fibre including wool blends containing angora fibre
- Fur including natural or farmed from any animal including astrakhan, karakul or similar foetal or new born lamb fleece. Hair on leather obtained as a by-product and faux fur may be used
- Materials from exotic, threatened or endangered animals or species<sup>2</sup>

### MULESING

By 2025, Myer aims to transition away from the practice of mulesing in its private label merchandise and encourages all suppliers including national brands and brand partners to observe the same. Mulesing is the process of removal of the wool-bearing skin from the rear of a sheep to prevent fly strike, a condition in which sheep are infected by flies and their larvae.

Suppliers are expected to report suspected animal abuse incidents to the relevant authorities, and notify Myer. Failure to have processes in place to monitor, correct and/or comply with this policy may result in cancellation of orders, and the termination of business, at the supplier's expense.

Myer will periodically update this policy based on learnings to evolve and ensure the policy is aligned with stakeholder expectations.

<sup>1</sup> The RSPCA defines humane killing as: 'when an animal is either killed instantly or rendered insensible until death ensues, without pain, suffering or distress'

<sup>2</sup> As defined under the World wildlife organisation, Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and the International Union for Conservation of Nature (IUCN) red list of threatened species