



Tchibo

Animal Welfare Policy

Version 1.0

Status: November 2020

Tchibo is striving to be a 100% sustainable business. Besides environmental, social and societal aspects, this also includes animal protection and welfare.

We reject breeding, keeping, slaughter, transport and production conditions that are degrading to animals, and are committed to ensuring that animals are treated ethically and appropriately to the species in our supply chains.

Since 2008, we have been working to continuously integrate animal protection and welfare into our business and purchasing practices. We will only use materials of animal origin for our products if we can ensure that no animal is exposed to degrading conditions for their production. At the same time, we are working to increasingly use alternative materials of non-animal origin and to expand our range of vegan plant-based or synthetic products.

Our principles

We observe the following principles with regard to our animal-related product ranges and business activities:

- We are committed to respecting animal welfare based on applicable international and national conventions and laws as well as the five animal welfare Freedoms of the Farm Animal Welfare Committee (FAWC).
- We do not allow any products or product components based on endangered or wild caught animal species¹.
- Wherever possible, we use recognised, credible standards and review mechanisms developed with animal welfare organisations to ensure animal welfare.
- We do not allow any products or product ingredients from genetically modified and/or cloned animals or their offspring.
- In individual product ranges with animal-based materials, we offer our customers animal-free alternatives made of plant-based and/or synthetic materials wherever possible. We are continuously developing our alternative offers and, where possible, are expanding them in our product range.
- In the depiction of animals, e.g. in the context of product marketing, we always ensure that the animal is depicted in a manner appropriate to the species and animal.
- We are continuously developing our approach, in dialogue with key stakeholders and based on new findings in the field of animal protection and welfare.

¹ According to the CITES (Convention on International Trade in Endangered Species, www.cites.org_COPY0) or IUCN (International Union for the Conservation of Nature, www.iucnredlist.org) lists



Requirements and targets for the use of animal-based materials in Tchibo ranges and products:

1. Fur and animal skins

- Tchibo has been a member of the Fur Free Retailer initiative (www.furfreeretailer.com) since 2013 and has been excluding the use of real fur and fur primarily obtained for fur production, since 2006.
- We also exclude the use of sheep, goat and rabbit pelts.
- To prevent the misuse of real animal fur in products with fake fur, we prohibit the use of real fur in the corresponding supply contracts and ensure the exclusive use of fake fur through accredited testing laboratories.

2. Animal skins

- For our products made of and with leather, we mainly use hides from the following animals: cattle, sheep, goat, pig and buffalo.
- We strictly reject skins from living, aborted or new-born animals (including astrakhan, broadtail, karakul, krimmer, Persian lamb, Swakara) and prohibit them for our product range.
- We reject the use of hides that do not come from food production. We work constantly to ensure this.
- In the long term, we aim for transparency in our supply chains up to the point where the animal is kept and slaughtered. To address this, we intend to gradually expand the certification of our tanneries via a Leather Working Group audit.
- We have exclusively used chrome-free tanned leather in our product ranges since 2014. Compliance is monitored by regularly checking the total chromium content of our Tchibo leather products.
- Our long-term goal is to only buy leather that comes from more sustainable sources and those that conform to animal welfare standards. We intend to achieve this by using recognised, credible standards.

3. Feathers and down

- We strictly reject feathers and down from force-feeding and live plucking including during moulting. We also expressly reject the practice of beak docking.
- We reject the use of down and feathers that do not originate from food production.
- For our home textile ranges, we only use feathers and down that have been obtained in accordance with the strict Downpass standards for keeping, slaughtering and plucking. Our aim is to add the Downpass+ module to our products by 2022 to enable control all the way to the parent livestock farm.
- When down and feathers are used in our clothing range, we prefer to use recycled down qualities (e.g. Re:Down or the Recycled Claim Standard). Alternatively, we also accept the use of down and feathers certified according to the Responsible Down Standard (RDS) or equivalent standards.
- We also offer plant-based and synthetic alternatives.



4. Animal hair and animal-based fibres

- **Angora wool**
We have explicitly excluded the use of angora wool and its components since 2014.
- **Alpaca wool**
We have explicitly excluded the use of alpaca wool and its components since 2020.
- **Cashmere wool**
 - We reject cashmere wool from torturous livestock breeding, shearing, transport and slaughter.
 - We are currently working on using cashmere produced according to the Aid by Trade Foundation's Good Cashmere Standard for our product ranges. The standard requires the observation of strict criteria for keeping, shearing, transporting, and slaughtering animals.
 - We also allow the use of cashmere from certified recycled sources.
 - From 2021 we will only use cashmere wool that is recycled or meets the Good Cashmere Standard.
 - During the transition phase in 2020, we will still use conventional cashmere wool in some of our products. About half of the cashmere wool already comes from recycled sources.
 - We are also working on offering plant-based and synthetic alternatives.
- **Mohair wool**
 - We have excluded the use of mohair or its components in our products since 2018.
 - We are reviewing the use of the Responsible Mohair Standard (RMS) for the future.
- **Sheep's wool**
 - For our merino wool products, we explicitly exclude mulesing² in our supplier contracts. Our suppliers are obliged to provide appropriate documentation to prove the country and region of origin of the merino wool used in our products.
 - For our merino wool products, we are working towards implementing the Responsible Wool Standard (RWS). In order to eliminate the increased risk of animal welfare violations due to the practice of mulesing, it is our goal to purchase only RWS-certified merino wool from 2022 onwards. In future, we will recognise other standards, provided they ensure at least the same high levels of animal welfare.
 - For our products with common sheep's wool, in the medium term we plan to exclusively purchase sheep's wool that has been produced under externally tested conditions that are in accordance with animal welfare. This includes shearing as well as the keeping, transport and slaughter of the animals.

² Mulesing describes the practice (particularly common in Australia) of removing skin from around the tail of merino lambs without anaesthetic to prevent infestation with maggots (myiasis), which spreads in the skin folds of merino sheep.



- Our long-term goal is to only source wool from more sustainable sources that are in accordance with animal welfare. We aim to achieve this through the use of recognised, credible standards.
- **Silk**
 - Silk in our products currently comes from conventional sources.
 - Our long-term goal is to integrate more sustainable alternatives into our product ranges.
- **Other animal-based fibres**

All other animal-based fibres and materials are always checked for animal-ethical risks when used.

5. Coral and shells

Tchibo excludes the use of coral and of shells from endangered species and animals caught in the wild.

6. Horn and bone

- We exclude the use of animal horn or bone in our clothing ranges.
- We also exclude the use of horn and bone for our hardware ranges. Currently, the use of horn and bone is only relevant in the form of bone ash for special porcelain products (bone china). We are working on developing a vegan version of bone china using innovative production processes and material compositions.



Requirements and targets for the use of animal-based foods in the catering sector at Tchibo Shops:

1. Eggs and egg constituents/products

- We currently use shell eggs (fresh eggs) and processed eggs in our Tchibo Shops' catering sector.
- Since 2015, we have excluded the use of eggs from caged or 'small flock' management for our food products sold in Germany and Switzerland, and have integrated this as a requirement in our supplier contracts.
- In 2020, the exclusion of shells and contents (egg white and yolk) of hen eggs from caged hens in Austria has also been implemented.
- By 2025 we will also exclude the use of shell eggs (fresh eggs) and processed eggs from caged or small flock management for the Eastern European countries Czech Republic, Slovakia, Hungary, Poland and Turkey.
- We are also reviewing the use of organic eggs or free-range eggs for our fresh egg range.

2. Milk and milk products

- In the catering section of our Tchibo Shops, we currently use milk and dairy products processed as cheese or in baked goods.
- We are currently reviewing the use of organic milk or milk from pasture farming.
- We also offer vegan alternatives such as soya or oat milk in Tchibo Shops with larger catering areas and are reviewing the use of vegan, plant-based alternatives at smaller locations as well.

3. Meat and fish products

- In the catering section of our Tchibo Shops, we currently use meat and fish products such as sausage or salmon.
- We are currently reviewing our range with regard to sustainable and animal-ethical standards. In some cases, we already use standards such as the ASC seal for responsible fish farming.
- We are also looking into the use of vegan, plant-based alternatives.



General requirements and goals for Tchibo's business activities:

1. Animal testing

- Tchibo rejects animal testing for all textiles, hardware, food and cosmetic products purchased by us and sold under Tchibo and contractually excludes animal testing for all products purchased by us.
- Only raw materials and ingredients that have been commercially available for many years are used in the cosmetics and care products we buy and sell under Tchibo, so no further testing on animals is legally required.

2. Products for animals

- Tchibo supports the animal-friendly keeping of pets by offering appropriate products.
- No products shall be offered that endanger the life or health of pets.

3. Marketing with animals

- Marketing activities shall exclusively show animals in animal-friendly situations.
- Wild animals shall be exclusively shown in their natural environment and situation.
- For photo shoots with domesticated animal species we shall ensure that their keeping and transport is responsible and animal-friendly.
- The use and exhibition of animals at events or trade fairs is prohibited.

4. Animals used in agriculture and crop processing

- We reject the degrading use and keeping of animals in agriculture and harvest processing.
- We exclude the use of monkeys for harvesting coconut products, as in Thailand, for example.



Implementation in the individual product ranges and business activities

1. Requirements imposed on our business partners

- Our business partners are obligated to proactively indicate when they use animal-based materials in our products. The percentage, total quantity, and origin must also be indicated.
- For individual ranges and animal-based materials, we integrate quality requirements into our supply contracts. These requirements also include fibre-specific animal conservation and welfare requirements. Compliance with these requirements must be actively demonstrated by the supplier. The use of the materials in our product ranges is only permitted after positive verification of all animal-related quality requirements and corresponding approval by our quality management.
- The aforementioned quality requirements also include, where applicable and feasible, the specification of recognised standards for husbandry, fibre production (e.g. shearing) and, if applicable, the slaughter of animals, developed in multi-stakeholder processes with the participation of animal welfare organisations. We actively participate in the (further) development of these standards.

2. Inspections/Audits and monitoring

- Tchibo reserves the right to carry out audits, whether announced or unannounced, by its own staff or commissioned audit companies, over and above the contractually agreed verification and documentation obligations. Our business partners are obliged to grant access to their buildings and facilities, including those of subcontractors, if any.
- In case the provisions of this Policy and/or corresponding laws are violated, compensation proceedings may be initiated, depending on the severity of the violation.

3. Complaints procedure:

Employees are entitled to report any violation of this code and/or applicable law to Tchibo and/or any independent third party. Employees and third parties may contact Tchibo at any time:

Tchibo GmbH
Corporate Responsibility
Überseering 18
D-22297 Hamburg/ Germany
Email: socialcompliance@tchibo.de



Annex

Animal protection and welfare

In the further development and implementation of this policy we are guided by international and national agreements and laws on the protection of species and animals³.

With regard to the keeping of animals in captivity, we are committed to the internationally recognised Five Freedoms of the Farm Animal Welfare Committee (FAWC), which are the basis for animal welfare. We strive to implement and develop these in our supply chains on an ongoing basis.

The Five Freedoms are:

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

³ These include the following conventions and legal sources: Washington Convention on Biological Diversity, Bern Convention, Bonn Convention, Biodiversity Convention, German Animal Welfare Act