

THE WHITE COMPANY
LONDON

THE WHITE COMPANY
ANIMAL WELFARE POLICY

VERSION 2 | OCTOBER 2025

Our Commitment

Animal-derived materials play an important role in the creation of The White Company products, championed for their quality, durability, and heritage.

Throughout our supply chains we seek to promote, encourage, and foster higher animal welfare standards by using third-party certification standards and seeking guidance from animal welfare organisations to inform our policy and sourcing decisions.

The White Company strongly supports and encourages the development and enhancement of robust animal welfare in the certification standards we use and take every opportunity to advocate for stronger provisions.

The White Company is committed to continuous improvement. We review our material choices on a regular basis (annually at a minimum) and when practices of concern arise, The White Company will take appropriate action to avoid the suffering of animals.

No animal will ever be slaughtered specifically for the manufacture or sourcing of The White Company products.

Policy Scope

This policy covers all products that contain animal-derived materials, including, but not limited to, fabric, textiles, trims, components, packaging and ingredients. Any animal-derived material not mentioned in this policy is not permitted for us in The White Company products.

Targets

As part of our effort to reduce our impact, The White Company commits to transitioning 100% of our core materials to more responsible and lower impact alternatives by 2030. This includes increasing the use of recycled and next-gen alternatives when solutions are commercially viable, scalable and meet our quality specifications. Progress is disclosed in our Impact Report on an annual basis.

What do we mean by more responsible materials? To honour the complexities of the materials we use - and to always be transparent – we refer to materials cultivated or extracted to certified standards that reduce water, carbon and waste, whilst promoting animal welfare and labour standards as more responsible and lower impact.

Our Governance

The White Company's governance structure is overseen by the Operational Board, which brings together the most senior leaders in our business to uphold responsible business conduct.

The White Company Animal Welfare Policy was developed by the Ethics & Sustainability team, with consultation and approval from the Clothing and Home Product Directors (representing the collective Product Team), as well as input from FOUR PAWS.

This policy will be reviewed and updated on an annual basis.

Role	Responsibility
Operational Board	<ol style="list-style-type: none">1. Uphold responsible business conduct2. Take appropriate action when areas of concern have been escalated
Ethics & Sustainability Team	<ol style="list-style-type: none">1. To review and update this policy on an annual basis.2. Publicly report on the use of animal-derived materials in our annual Impact Report3. To escalate and take appropriate action on areas of concern4. Review and assess suitability of new animal-derived materials submitted by the product team outside of the accepted materials in this policy.5. Consult with Four Paws, a third-party animal welfare charity, as a critical friend during annual review.
Product Team	<ol style="list-style-type: none">1. Design, develop and source products in-line with The White Company Animal Welfare Policy2. Obtain and record the relevant certification and traceability and transparency documentation where required3. Submit any animal-derived materials outside of this policy to the CSR & Sustainability Team for future consideration on inclusion within our accepted materials.4. To escalate and take appropriate action on areas of concern5. Distribute policy to B2B and wholesale partners

Accepted Materials

These virgin materials are accepted for use in The White Company products, however a transition to more responsible and lower impact alternatives must be sought as per The White Company 2030 material roadmap targets. Nominated alternatives can be found in the [Nominated More Responsible and Lower Impact Materials Guide](#).

- Leather and suede obtained as a by-product to the meat industry and limited to the following species: cow, goat, sheep (including shearling) and lamb.
- Mother of Pearl
- Silk

Restricted Materials

Due to concerns of welfare standards in their conventional form, these virgin materials are only accepted for use in The White Company products if they meet the specified requirements, as outlined below, from 2030 onwards. This timeframe has been established to respect existing commitments and ensure a responsible transition for supplier partners.

Wool

- The White Company is certified to the Responsible Animal Fibre (RAF) Standard, CB-CUC-893638. Wool certified to the Responsible Wool Standard (RWS) should be prioritised.
- Should RWS wool not be available other accepted standards include ZQ Merino Wool and NATIVA™.

Mohair

- The White Company is certified to the Responsible Animal Fibre (RAF) Standard, CB-CUC-893638. Only mohair certified to the Responsible Mohair Standard (RMS) will be accepted.

Alpaca

- The White Company is certified to the Responsible Animal Fibre (RAF) Standard. Only alpaca certified to the Responsible Alpaca Standard (RAS) will be accepted.

Cashmere

- The White Company is a brand partner to the Good Cashmere Standard® (GCS). Only cashmere verified to GCS will be accepted.

Down & Feather (Home)

- Only down and feather obtained as a by-product to the meat industry and certified to either the Responsible Down Standard (RDS) or DOWNPASS will be accepted.

Down & Feather (Clothing)

- Only certified recycled down and feather will be accepted. Accepted standards include the Global Recycled Standard (GRS), Recycled Claim Standard (RCS) and Re:Down®.

Bone Ash (Home)

- Bovine bone ash is only permitted for use in The White Company tableware products and must be obtained as a by-product to the meat industry.

Prohibited Materials & Processes

Due to concerns of poor overall welfare standards, lack of certification and transparency, these materials and processes, are not accepted and strongly prohibited in the use of The White Company products.

Mulesing

- The White Company does not accept and strongly prohibits merino wool obtained from mulesed sheep, also known as live lamb cutting.

Live Plucking

- The White Company does not accept and strongly prohibits down and feathers obtained from the practice of live plucking.

Force Feeding

- The White Company does not accept and strongly prohibits down and feathers obtained from animals that have been subjected to force feeding.

Live Skinning

- The White Company does not accept and strongly prohibits materials obtained from live skinning (e.g. reptiles).

Unnatural abortions

- The White Company does not accept and strongly prohibits materials obtained from unnatural abortions (e.g. karakul lambs).

Fur

- The White Company does not accept and strongly prohibits the use of fur, including farmed fur (e.g. fox, sable, mink, chinchilla, rabbit).

Angora Rabbit Fibre

- The White Company does not accept and strongly prohibits the use of angora rabbit fibre

Endangered Species

- The White Company does not accept and strongly prohibits the use of materials from endangered species (including shell), defined as those which appear on the Convention on International Trade in Endangered Species (CITES) (see www.cites.org/ for list of species) or the IUCN red list as Critically Endangered, Endangered or Vulnerable (www.redlist.org/).

Exotic birds

- The White Company does not accept and strongly prohibits the use of exotic feathers, including but not limited to ostrich.

Wild Animals

- The White Company has a zero-tolerance to using wild animals hunted or caught from the wild, or genetically wild, but farmed animals (e.g. crocodiles).

Kangaroo Leather

- The White Company does not accept kangaroo leather due to the lack of welfare, certification and transparency provisions in the collection of this material.

Camel Fibre

- The White Company does not accept camel fibre due to the lack of welfare, certification and transparency provisions in the collection of this material.

Llama Fibre

- The White Company does not accept llama fibre due to the lack of welfare, certification and transparency provisions in the collection of this material

Yak Fibre

- The White Company does not accept yak fibre due to the lack of welfare, certification and transparency provisions in the collection of this material. Yak fibre must be phased out no later than 2030. This timeframe has been established to respect existing commitments and ensure a responsible transition for supplier partners.

Horn

- The White Company does not accept horn due to the lack of welfare, certification and transparency provisions in the collection of this material.

Animal Welfare Aims

The White Company aims to progressively achieve a high standard of animal welfare in our supply chains, and we are committed to promoting and working towards following the Five Domains Model. The below table details the five General Welfare Aims, which are a practical translation of the Five Domains Model. We expect our supplier partners to strive towards the same standards and cascade with their suppliers in the lower tiers as we work towards obtaining greater traceability and transparency.

General Welfare Aims	Focusing Welfare Targets	Provisions
Good Nutrition	To minimise thirst and hunger and enable eating to be a pleasurable experience.	By providing ready access to fresh water and a species-appropriate diet to maintain full health and vigour.
Good Physical Environment	To minimise discomfort and exposure to adverse environmental conditions and to promote physical comfort.	By providing appropriate outdoor access and suitable shelter against adverse weather conditions, and/or housing with different functional areas, comfortable resting areas, and good air quality.
Good Health	To minimise pain, disease, and other discomforts and to promote the pleasures of vigour, strength, robustness, and harmonious physical activity.	By preventing or rapidly diagnosing and treating diseases and injuries, and by stimulating, among others, proper muscle tone, natural body posture, cardiorespiratory function, and digestive system processes.
Appropriate Behavioural Interactions	To minimise threats and unpleasant restrictions on behaviour and movement, and to promote engagement in rewarding activities.	By providing sufficient space, conspecific company, human interactions that are adapted to the individual needs and appropriately varied conditions to allow for species-specific behavioural expression
Positive mental experiences	To promote the experience of various forms of comfort, pleasure, interest, confidence, and a sense of control.	By providing safe and species-appropriate environmental, conspecific, and human interactive opportunities to have pleasurable experiences.

Traceability and Transparency

The White Company uses the best available certification standards according to the FOUR PAWS assessment outlined in the [Animal Welfare Policy Guidelines for Fashion Brands & Retailers](#), which ensure strong robustness and traceability, and which can help enable consumers to understand the standard of care provided to the animals used.

In the absence of certification standards as we head towards 2030, The White Company requires additional shipping and purchasing documentation to obtain traceability and transparency of products made with animal-derived materials.

Guidance for The White Company Product Teams

- 1. Design, develop and source products in-line with The White Company Animal Welfare Policy**

All products designed with animal-derived materials, including, but not limited to fabric, textiles, trims, components, packaging and ingredients shall do so in-line with this policy. Any animal-derived material not mentioned in this policy is not permitted for use in The White Company products.
- 2. Obtain and record the relevant traceability and transparency documentation**

Supporting documentation should be obtained and recorded to support traceability and transparency of any product made with animal-derived materials. This includes;

 - Name of species: This should be verified through a third-party material test report and printed on the care label at a minimum (i.e. 100% lamb leather/ 100% cow leather).
 - Origin of species: This should be verified via shipping documentation or an invoice and declared on the care label as best practice.
 - Shipping document: Any order outside of a certification standard is required to have a shipping document, showing where the animal-derived material has originated and imported from.
 - Invoice: If originated from the same country as final product production and outside of a certification standard, an invoice should be obtained.
- 3. Ensure labelling contains a reference to certified materials where relevant**

To support clear and transparent product information for The White Company customers, labelling that highlights certified materials must be used, subject to the *TWC Policy for Promoting Sustainable Attributes On-Product* and *TWC Labelling and Swing Ticket Manual*. For example, wool certified to the Responsible Wool Standard should appear on the care label as 100% wool (RWS), with an accompanying RWS attribute ticket.
- 4. Submit any animal-derived materials outside of this policy to the Ethics & Sustainability Team for assessment and future consideration on inclusion within our accepted materials.**

If you would like to use any animal-derived materials outside of the 'accepted' materials mentioned in this policy, you are required to submit this request to the Ethics & Sustainability team for assessment and future consideration on inclusion within our accepted materials.
- 5. To escalate and take appropriate action on areas of concern**

All stakeholders are required to escalate any areas of concern relating to animal-derived materials.
- 6. Distribute policy to B2B partners**

It is the responsibility of the product team dealing with B2B relationships (such as wholesale and concession partners) to understand this policy and ensure any variances between The White Company and its business partners requirements are highlighted ahead of orders being accepted.

Guidance for The White Company Supplier Partners

- 1. Provide traceability and transparency documentation for all animal-derived materials**

To enable The White Company to meet its goals, supplier partners must be able to provide supporting documentation that enables greater traceability and transparency of products containing animal-derived materials. Suppliers must be able to provide the below.

 - Name of species: This should be verified through a third-party material test report
 - Origin of species: This should be verified via shipping documentation or an invoice if outside of a certification standard.
 - Shipping document: Any order outside of a certification standard is required to have a shipping document provided, showing where the animal-derived material has originated and imported from.
 - Invoice: If originated from the same country as final product production and outside of a certification standard, an invoice should be provided.
- 2. Ensure labelling contains a reference to certified materials where relevant**

To support clear and transparent product information for The White Company customers, labelling that highlights certified materials must be used, subject to the *TWC Labelling and Swing Ticket Manual*. For

example, wool certified to the Responsible Wool Standard should appear on the care label as 100% wool (RWS), with an accompanying RWS attribute ticket.

3. Prioritise the use of better, best available and next-gen material alternatives

Supplier partners should familiarise themselves with the [Nominated More Responsible and Lower Impact Materials Guide](#) to understand the nominated material alternatives to support The White Company material roadmap targets.

4. To escalate and take appropriate action on areas of concern

All stakeholders are required to escalate any areas of concern relating to animal-derived materials.