

GANT POLICIES

FOR SUPPLIERS

VER 002 | 2022.01.

GANT POLICIES

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Animal Welfare Policy

At GANT we always stay true to ourselves as individuals, to our GANT values and beliefs. We are genuine and respectful towards each other, our consumers and the environment. We are accountable and take personal responsibility. In the Animal Welfare field this means:

1. Objective

The objective of this policy is to encourage, promote and secure good husbandry practices and respectful treatment of animals, from farm to slaughter house (including all handling of animals in connection with breeding, transports, harvesting and shearing etc), regarding products and materials originating from animals, such as leather goods, products containing down and feathers, bones, animal hair etc.

Suppliers are encouraged to strengthen the control over their respective part of the supply chain and to place the same demands on their subcontractors.

Materials **must not** originate from vulnerable or endangered species.

All parties involved, handling the animals and/or the materials, **shall** follow national and international legislation regarding forbidden materials. They **must** also respect and follow international agreements, such as the Convention of International Trade in Endangered Species (CITES).

All parties are encouraged to cooperate to improve the industry dialogue and enhance traceability and transparency, down to farm level.

2. Scope

This policy refers to all materials used for products in the retail sector (including distance shopping and e-commerce targeting consumers), originating from animals, such as animal hair, fibres, hides, skins, fur, feathers and bones.

Concerning animal testing (for cosmetics and other products) see paragraph 4.

3. Basic requirements

All Suppliers to Companies subscribing to this policy **must** follow national and international legislation on animal welfare.

Breeders and all parties handling the animals should adhere to the Five Freedoms defined by EU Farm Animal Welfare Council/World Organisation for Animal Health (OIE).

The five freedoms are:

- Freedom from hunger and thirst
- Freedom from discomfort

- Freedom from pain, injury and disease
- Freedom to express normal behaviour
- Freedom from fear and distress

Materials **must not** originate from vulnerable or endangered species. All parties involved, handling the animals and/or the materials, should follow national and international legislation regarding forbidden materials. They **must** also respect and follow international agreements, such as the Convention of International Trade in Endangered Species (CITES).

All suppliers are **urged** to provide information of origin of the materials as detailed as possible.

In addition, some material specific requirements are placed on the suppliers:

3.1 Animal hair

Only hair from living and domesticated animals is allowed, including but not limited to goat, alpaca, lama, camel, cow, buffalo, yak and horse.

Hair **must not** originate from animals that have been handled, harvested or sheared in a way that harmed the animals.

3.2 Wool

GANT does not support the practice of mulesing. Wool **must not** originate from sheep that have been subject to mulesing or from farms which practice mulesing. The origin of wool **must** be sourced from producers with good animal husbandry.

3.3 Down and feathers

Down and feathers **may only** originate from slaughtered birds bred for meat production. Down and feather **must not** originate from farms practicing live-plucking or forced feeding (foie gras).

Animals should be stunned, or other equivalent effective and humane methods, before slaughtering.

Down and feathers **must** be sterilized.

3.4 Leather/skin

GANT only accepts products made of leather from cow, buffalo, sheep, goat or fish that have been bred for meat production.

Leather or skin **must not** originate from aborted animals, including but not limited to slink, karakul, astrakhan, broadtail, Persian lamb, swakara or krimmer.

Animals should be stunned, or other equivalent effective and humane methods, before slaughtering.

4. Animal testing

In accordance with EU/Swedish legislation, animal testing on cosmetic and hygiene products is **not permitted**.

4.1 Fur GANT do not use fur. Based on the Fur Free Retailer Programme, Fur Free Alliance we only accept products that contain leather, wool, fleece, sheepskin, shearing, leather with hair attached to skin that is typically used as leather (e.g. cowhide with hair attached), materials clipped, shorn, or combed from animals, or synthetic materials intended to look like fur.

4.2 Wild captured animals No material (skin, hair, bone) is allowed, originating from wild animals that have been trapped, including but not limited to racoon, fox, squirrel, mink, otter, beaver, marten, sable, chinchilla, snake, alligator, crocodile and lizard.

4.3 Rabbit hair/Angora No rabbit hair is allowed until the angora industry has developed a traceability and auditing system to assure good animal husbandry at the Angora rabbit farms.

4.4 Exotic skin No real exotic animal skin is allowed, including but not limited to snake, alligator, crocodile and lizard.

4.2 Indian Leather No leather from Indian cow, calf or ox, is allowed until the industry has developed traceability and auditing systems to assure that the leather does not originate from illegally slaughtered cows.

Environmental Policy

At GANT we always stay true to ourselves as individuals, to our GANT values and beliefs. We are genuine and respectful towards each other, our consumers and the environment. We are accountable and take personal responsibility. In the environmental field this means:

- Respect for the environment is a natural part of the business process and integrated in all our activities.
- We; employees, partners and suppliers show respect for the environment in their decisions and strive to minimize any negative impact on the environment.
- We comply with local and international environmental laws and regulations and contribute to fulfil the environmental objectives of society.
- We take responsibility for our choice of materials and products, for GANT it starts with timeless design and a dedication for high quality.
- GANT products are safe with environmentally sound qualities. We are working on continuous improvement with special focus within the areas of water, reduce, re-use and recycle.
- Water is strongly connected to the GANT world and we take responsibility to ensure sustainable use of water throughout the value chain.

Packaging Policy

At GANT we always stay true to ourselves as individuals, to our GANT values and beliefs. We are genuine and respectful towards each other, our consumers and the environment. We are accountable and take personal responsibility. In the packaging field this means:

- Packaging is an important part of the product, for GANT it starts with appropriate solutions for our products.
- We continuously strive to minimize negative impact on the environment by packaging our goods as efficient as possible.
- We are committed to use renewable and sustainable sourced materials.
- All our suppliers comply with local and international environmental laws and regulations and contribute to fulfil the environmental objectives of society.
- We continually look at new ways to reduce, re-use, recycle and recover packaging and waste throughout our value chain.

Reduce Re-Use Recycle Policy

At GANT we always stay true to ourselves as individuals, to our GANT values and beliefs. We are genuine and respectful towards each other, our consumers and the environment. We are accountable and take personal responsibility. GANT acknowledge the impact our business has on scarce resources and we contribute to closing the loop in all parts of the business we conduct:

- Maintaining and securing high quality of our products is key to ensure durability and garments and products that last over time.
- We take responsibility for our choice of materials and products, striving to minimize the use of virgin raw material.
- We work actively with our suppliers to minimize waste in the production process.
- We work actively to minimize the use of resources used in the production process.
- We make conscious choices when choosing packaging for our products to minimize the use and ensure sustainable sources.
- We take responsibility for unsold goods and provide solutions for those products to get a second life.

Transport Policy

At GANT we always stay true to ourselves as individuals, to our GANT values and beliefs. We are genuine and respectful towards each other, our consumers and the environment. We are accountable and take personal responsibility. In the logistics field this means:

- Respect for the environment is a natural part of the business process and integrated in all our activities.
- We; employees, partners and forwarders show respect for the environment in their decisions and strive to minimize any negative impact on the environment.
- All our forwarders comply with local and international environmental laws and regulations and contribute to fulfil the environmental objectives of society.
- GANT work actively to reduce emission from our distribution by optimization our routes to ensure Full Truck Load and reduction of unnecessary transportation. GANT always try to keep air freight down to a minimum using 95% sea freight from our Asian suppliers. In order to avoid shipping unnecessary air GANT work to optimize the packing routines to keep the boxes filled to a maximum.
- We take responsibility for our choice of forwarders to make sure the forwarders have an environmental policy and work actively to reduce CO2.
- GANT measures emissions from carbon dioxide (CO2) on a yearly basis with the goal to decrease or keep steady even if an increase in sales.

Water Policy

At GANT we always stay true to ourselves as individuals, to our GANT values and beliefs. We are genuine and respectful towards each other, our consumers and the environment. We are accountable and take personal responsibility. GANT acknowledge the impact our business has on water and we take actions in order to minimize that impact.

- Maintaining and securing high quality of our products is key to ensure durability and garments and products that last over time.
- We strive to choose raw material from sustainable sources, water being the strongest parameter.
- We support organizations and initiatives that work for a more sustainable water use.
- We take water use into account in the design process.
- We work closely with our suppliers to improve and reduce water use in the production process.
- We support innovation connected to water.
- We take an active role ensuring a responsible use of chemicals
- We work actively on setting responsible and accurate washing and care instructions.

Responsible Material Policy

At GANT we always stay true to ourselves as individuals, to our GANT values and beliefs. We are genuine and respectful towards each other, our consumers and the environment. We are accountable and take personal responsibility. Raw material production has, or may have, a significant impact on the environment, people and animals. It is therefore of utmost importance that raw materials are produced in a way that respects human- or animal rights and does not degrade ecosystems or the biodiversity on which they are dependent. This policy communicates the requirements that must be met for raw materials in GANT products.

Scope

The Responsible Material Policy applies to all raw-materials used in GANT products and shall be followed by all suppliers that source material on behalf of GANT and by all their subcontractors, if any. This includes but is not limited to materials used for fabrics, yarn, labels, trims and packaging.

In addition to this policy suppliers shall follow the material-prerequisites as they are stated in the at all point most recent Sustainability Manual (Appendix 5 to the Supply agreement).

Cotton fiber

GANT:s target is that all cotton used in GANT products is sustainably sourced by 2022 and onwards. Suppliers shall support this target by following material-prerequisites as they are stated in Appendix 5 - Sustainability Manual.

When sourcing cotton from countries with severe risk of violations of human rights, especially the use of forced labor and child labor, the supplier shall have a process to prevent such risks. Cotton that originates from Turkmenistan and Uzbekistan is not allowed to be used in GANT products.

As GANT products are imported into the United States, all material in GANT products shall be compliant with U.S. rules and regulations. This includes the Withhold Release Order issued by the U.S. Customs and Border Protection against products incorporating cotton from the Xinjiang Uyghur Autonomous Region of the People's Republic of China.

Synthetic fiber

GANT:s target is that all key material should be sustainably sourced 2025, including that all synthetic fibers should be sustainably sourced by 2025. We expect all suppliers to follow the material-prerequisites as they are stated in the at all point most recent Sustainability Manual and to work together with GANT to accomplish 100 % sustainably sourced key-materials by 2025.

Animal fiber and Animal Welfare

The objective of this policy is to encourage, promote and secure good husbandry practices and respectful treatment of animals, from farm to slaughter house (including all handling of animals in connection with breeding, transports, harvesting and shearing etc), regarding products and materials originating from animals, for example but not limited to animal hair, fibres, hides, skins, fur, feathers and bones.

Suppliers are encouraged to strengthen the control over their respective part of the supply chain and to place the same demands on their sub-contractors. All parties are encouraged to cooperate to improve the industry dialogue and enhance traceability and transparency, down to farm level.

All Suppliers to Companies subscribing to this policy must follow national and international legislation on animal welfare. Breeders and all parties handling the animals should adhere to the Five Freedoms defined by EU Farm Animal Welfare Council/World Organisation for Animal Health (OIE).

The five freedoms are:

- Freedom from hunger and thirst
- Freedom from discomfort
- Freedom from pain, injury and disease
- Freedom to express normal behaviour
- Freedom from fear and distress

Materials **must not** originate from vulnerable or endangered species. All parties involved, handling the animals and/or the materials, shall follow national and international legislation regarding forbidden materials. They must also respect and follow international agreements, such as the Convention of International Trade in Endangered Species (CITES).

We expect all suppliers to provide sourcing information about the animal-derived materials used, including the name of the species of animal (common and Latin), country of origin (where the animal was reared and slaughtered), region of origin where possible as well as relevant documentation showing proof of good animal welfare.

In addition, the following specific material requirements are placed on the suppliers:

Animal hair

Only hair from living and domesticated animals is allowed, including but not limited to goat, alpaca, lama, camel, cow, buffalo, yak and horse.

Hair must not originate from animals that have been handled, harvested or sheared in a way that harmed the animals.

Wool

GANT does not support the practice of mulesing. Wool must not originate from sheep that have been subject to mulesing or from farms which practice mulesing. The origin of wool must be sourced from producers with good animal husbandry. Suppliers must prove mulesing free wool if wool is sourced from Australia suppliers must provide an official third party Mulesing Free certificate.

Mohair

Mohair must not originate from animals that have been handled, harvested or sheared in a way that harmed the animals. GANT only accepts Mohair that is certified with Responsible Mohair Standard.

Down and feathers

Down and feathers may only originate from slaughtered birds bred for meat production. Down and feather must not originate from farms practicing live-plucking or forced feeding (foie gras). Animals should be stunned, or other equivalent effective and humane methods, before slaughtering.

Down and feathers must be sterilized.

GANT only accepts down and feathers certified with Responsible Down Standard.

Leather/skin

GANT only accepts products made of leather from cow, buffalo, sheep, goat or fish that have been bred for meat production.

Leather or skin must not originate from aborted animals, including but not limited to slink, karakul, astrakhan, broadtail, Persian lamb, swakara or krimmer.

Animals should be stunned, or other equivalent effective and humane methods, before slaughtering.

Fur

GANT do not use fur. Based on the Fur Free Retailer Programme, Fur Free Alliance we only accept products that contain leather, wool, fleece, sheepskin, shearling, leather with hair attached to skin that is typically used as leather (e.g. cowhide with hair attached), materials clipped, shorn, or combed from animals, or synthetic materials intended to look like fur.

Wild captured animals

No material (skin, hair, bone) is allowed, originating from wild animals that have been trapped, including but not limited to racoon, fox, squirrel, mink, otter, beaver, marten, sable, chinchilla, snake, alligator, crocodile and lizard.

Rabbit hair/Angora

No rabbit hair is allowed until the angora industry has developed a traceability and auditing system to assure good animal husbandry at the Angora rabbit farms.

Exotic skin

No real exotic animal skin is allowed, including but not limited to snake, alligator, crocodile and lizard

Indian leather

No leather from Indian cow, calf or ox, is allowed until the industry has developed traceability and auditing systems to assure that the leather does not originate from illegally slaughtered cows.

Animal testing

In accordance with EU/Swedish legislation, animal testing on cosmetic and hygiene products is not permitted.

Man made cellulosic fiber and wood and non-timber forest materials

All suppliers are responsible for ensuring that Man Made cellulosic fibres (MMCF) like rayon, viscose, modal, acetate, and lyocell as well as all wood and non-timber materials follow the below requirements:

- GANT does not allow any MMCF, wood or non-timber forest materials used in our products that originates from ancient or endangered forests*, or forest operations damaging high conservation values.
- GANT does not allow vulnerable or endangered species** of wood or non-timber materials to be used.
- GANT does not allow any MMCF, wood or non-timber forest materials that have been illegally harvested or harvested in violation of traditional and civil rights.
- GANT does not allow any MMCF, wood or non-timber forest materials originating from natural forests cleared for plantation or non-forest use.
- For wood originating from countries with tropical rainforest or ancient and/or endangered forests, GANT requires the full supply chain to be certified under the FSC Chain of Custody standard.

GANT requires all MMCF to come from certified and responsible forestry from the season Pre Fall 23, e.g FSC or PEFC certified pulp.

*Defined as intact forest landscape mosaics, naturally rare forest types, forest types that have been made rare due to human activity, and/or forests that are ecologically critical for the protection of biological diversity.

** As defined by CITES (Convention on International Trade in Endangered Species), and the IUCN (International Union for Conservation of Nature) Red list of Critically endangered; Endangered; or Vulnerable listed species.

Conflict minerals

The 3GT minerals (Tin, Tantalum, Tungsten) and Gold are used in a wide range of consumer products and may be present in GANT products and materials as well, mainly as solder or as composite materials in trim components such as zippers, buttons and drawstring and shoelace grommets.

At GANT we strive to only have responsibly sourced 3GT-minerals and gold in our products. Suppliers shall have a due-diligence process that is aligned with *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from conflict-affected and high-risk areas*. Suppliers should aim to only source these metals from smelters and refiners that are certified according to a conflict-free sourcing program.