



Medike Landes Animal Welfare Policy June 2023

As a leading global manufacturer of trims and labels, Medike Landes remains committed to providing customers with a multitude of material options. For decades, Genuine Leather has been a tried-and-true material offering for our label and belt businesses.

The leather we source comes from long-standing North American and European Tanneries. These tanneries purchase cow hides from domestic suppliers which put a large emphasis on Animal Welfare.

In North America, the companies handling the livestock conduct annual third-party animal welfare audits and strictly adhere to North American Meat Institute (NAMI) and National Cattlemen's Beef Association's (NCBA) Beef Quality Assurance (BQA) animal handling standards. In Europe, HACCP, Animal Handling, and Halal standards for animal well-being are all met and certified.

Suppliers comply with all applicable local and state laws and regulations on farm animal care. We recognize the "Five Freedoms," endorsed by the World Organisation for Animal Health (WOAH). These freedoms include:

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

Our company does not offer exotic hides or any product of that nature. We will never source materials from vulnerable, threatened, or endangered species.

Additionally, any Genuine Leather that comes through one of our six global facilities is strictly a byproduct of the meat industry. A single hide represents no more than 3% of the total value of the cattle.

In 2021, Medike Landes became a paid brand member of the Leather Working Group (LWG). One of the main ways LWG supports Animal Welfare is through ongoing Leather Manufacturer Audits. Through active participation, the Leather Working Group sets out to achieve a globally recognized certification standard representing responsible leather sourcing for the industry and consumers.

Our purchasing teams will continue to work closely with our suppliers to establish greater supply-chain transparency.