

Mulberry

Animal Welfare Policy

OUR PURPOSE

Born in Somerset in 1971, Mulberry is an iconic lifestyle brand with a playful and uniquely British blend of creativity, community, craft and culture. Since Roger Saul, our founder, first turned leather offcuts into belts at his kitchen table, Mulberry has become a globally recognised brand, and the largest manufacturer of leather goods in the UK. Our commitment to modern British craftsmanship has always underpinned both our creative and commercial strategies, and today our two Somerset factories are the manifestation of our purpose. We are a significant local employer firmly rooted in the community. We are building a climate-resilient supply chain, responsibly sourcing materials with a specific focus on lowering the impact of leather. We are exemplifying how circularity can be baked into business culture, with a dedicated repair and restoration team, a thriving resale proposition, The Mulberry Exchange. We are a bastion of craft and innovation with a well-established apprenticeship programme that ensures skills are honed and handed on. These we believe are the fundamentals of a business that is Made to Last.

SCOPE

This policy applies to all animal-derived materials used in Mulberry products and to all suppliers, subcontractors and upstream partners involved in the breeding, raising, transport, slaughter, processing or handling of animals or animal fibres within Mulberry's value chain.

STAKEHOLDER COMMITMENT

We recognise our responsibility to consider the wellbeing of animals, workers, communities and ecosystems affected by our sourcing decisions. We consider the impacts of our materials choices on these stakeholders and embed these considerations into responsible business practices.

INTRODUCTION

Animal welfare and ethical materials management were identified as material topics for Mulberry due to their environmental and social significance. This policy sets out Mulberry's commitments to ensuring high standards of animal welfare across our own operations and throughout our global value chain.

As a business that uses materials of animal origin, we are responsible for ensuring animals in our supply chain are treated with care, respect and in accordance with internationally recognised best practice. We work with partners who share our values, including suppliers transitioning towards regenerative farming systems that promote both animal wellbeing and ecosystem health.

This policy is informed by the internationally recognised Five Domains Model of Animal Welfare and applies across all sourcing contexts and species relevant to Mulberry's products.

ANIMAL WELFARE DUE DILIGENCE

Mulberry identifies and assesses actual and potential animal welfare risks within our supply chain, working with suppliers to prevent, mitigate and address issues where they arise. We will prioritise risks based on severity, scale, likelihood and irremediability, consistent with international due diligence frameworks.

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GENERAL PRINCIPLES

These Principles apply to all animal-derived materials used in Mulberry products and represent the minimum welfare expectations for all suppliers. We believe that these Principles should apply throughout the animal sourcing supply chain, including the maintaining, breeding, raising, transportation, handling and slaughter of live animals. We expect suppliers to demonstrate continuous improvement in animal welfare practices over time.

We are committed to ethical practices in the maintaining, breeding, raising, transportation, handling, and slaughter of animals in our leather supply chains. We believe that all such animals, while considering their species' needs, should benefit from:

- a) Good nutrition – to minimise thirst and hunger and enable eating to be a pleasurable experience.
- b) Good physical environment – to minimise discomfort and exposure to adverse environmental conditions and to promote physical comfort.
- c) Good health – to minimise pain, disease, and other discomforts and to promote the pleasures of vigour, strength, robustness and harmonious physical activity.
- d) Appropriate behavioural interactions – to minimise threats and unpleasant restrictions on behaviour and movement, and to promote engagement in rewarding activities.
- e) Positive mental experiences – to promote the experience of various forms of comfort, pleasure, interest, confidence and a sense of control.

These five areas reflect the core domains of animal welfare and guide our expectations for animal care across our supply chain.

We are committed to sustaining well-functioning and biodiverse ecosystems in the regions where we source. This includes maintaining wild animal populations at sustainable levels and ensuring that all materials of animal origin are sourced legally. We only use leather that is a by-product of the food industry, thereby supporting responsible resource use and minimising environmental impact.

We do not use leather from species listed under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), nor from species classified as threatened or endangered on the IUCN Red List. This ensures that our sourcing practices do not contribute to the decline of vulnerable wildlife populations and supports global efforts to protect biodiversity.

We believe that the maintaining, breeding, raising, transportation, handling and slaughter of animals must be undertaken with minimal environmental impacts, and in compliance with applicable local animal welfare, social and environmental laws and regulations as well as internationally accepted human and labour rights standards. In addition, internationally accepted standards for animal welfare such as the standards developed by the World Organisation for Animal Health should be followed.

TRACEABILITY AND TRANSPARENCY

Mulberry is committed to improving traceability of animal-derived materials across our value chain. We expect suppliers to provide verifiable information on the origin of materials and to support transparency initiatives that strengthen animal welfare outcomes. Traceability is a core component of our due diligence process and supports our commitment to high welfare standards, biodiversity protection and responsible sourcing.

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MAINTAINING, BREEDING, RAISING, TRANSPORTATION, HANDLING, AND SLAUGHTER OF ANIMALS

We believe that during the maintaining, breeding, raising, and handling of animals, animals should have freedom of movement, live in clean and secure conditions, be provided with food, water and care as well as have appropriate lighting, temperature, humidity, air circulation, ventilation and other environmental conditions. Further, animals should not be given food or liquid in a manner which may cause unnecessary suffering or injury, and they should be treated in a manner respectful of their species' nature and their physiological and ethological needs in accordance with established experience and scientific knowledge.

We believe that animals should not be transported in a way that is likely to cause injury or undue suffering to them, including that all necessary arrangements have been made in advance to minimise the length of the journey and to meet animals' needs during the journey in line with internationally accepted standards for transportation of animals in air, at sea and on land.

We believe that animals should not experience suffering, pain or excitement during all stages of the process of slaughter, and that, as appropriate, effective stunning should be used in advance of slaughter.

DUE DILIGENCE & IMPLEMENTATION

We work with suppliers to prevent, mitigate and address risks, and prioritise actions based on severity, scale, likelihood and irremediability. Mulberry works with suppliers to support the effective implementation of this policy, providing guidance and capacity-building where appropriate. We integrate animal welfare considerations into supplier onboarding, assessments, audits and ongoing due diligence processes, and expect suppliers to demonstrate continuous improvement in welfare performance.

We recognise that suppliers operate in diverse contexts, and we therefore work collaboratively to strengthen practices, address identified risks, and uphold the Principles set out in this policy. Mulberry is committed to reviewing and enhancing our approach to animal welfare in response to evolving best practice, stakeholder expectations and regulatory developments.

Concerns relating to animal welfare within our supply chain can be raised through Mulberry's Stakeholder Grievance Procedure, which is accessible to workers, communities and external stakeholders.

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ANIMAL FIBRES

For all animal-derived fibres and materials, Mulberry expects suppliers to comply with relevant third-party welfare standards and certification schemes wherever available. We prioritise partnerships with suppliers who demonstrate continuous improvement in welfare, traceability and environmental performance.

LEATHER

Leather goods are the foundation of Mulberry's business and comprise around 90% of our collection. We are committed to transparency and circularity across our leather supply chain from farm to finished product. We source directly from our tannery partners who are audited by the Leather Working Group (LWG), or another auditing body, to measure their impact and to ensure we are sourcing leather with the highest environmental accreditation.

In 2020 Mulberry became a founding partner of the Sustainable Leather Foundation (SLF). As well as looking at a leather suppliers' environmental credibility, SLF also reviews their Social and Governance performance.

From Spring/Summer 2023, all leather sourced by Mulberry is from tanneries with an environmental accreditation. As part of our commitment to transparency in our supply chain, we require all tannery partners to share hide country of origin as a minimum. Using this information, we are building a traceability ranking system, which will show us where we have a more localised supply chain, and where we can make improvements in the long term.

We are committed to using a regenerative farming model within our leather supply chain. On a regenerative and rotational farm, livestock play an essential role in maintaining soil health, which not only enables them to have a free-range life but also improves biodiversity and stores carbon from the atmosphere.

WOOL

Animal welfare certifications such as the Responsible Wool Standard (RWS) promote animal welfare, land management and traceability and prohibit the practice of mulesing. We are

working to increase our uptake of Responsible Wool in our Soft Accessories collections.

CASHMERE

Mulberry is a member of Textile Exchange, committed to sourcing cashmere certified by responsible sources, which encourages herders to adopt ethical practices that meet high animal welfare standards.

FEATHERS AND DOWN

We responsibly source down and feathers through the Textile Exchange's Responsible Down Standard (RDS). The RDS aims to ensure that down and feathers are sourced from animals that have not been subjected to any unnecessary harm, such as live plucking.

EXOTIC SKINS

Sourcing exotic leather comes with unique animal welfare and traceability difficulties. Therefore, in 2019, Mulberry made the decision to stop using exotic leathers in our collections, including those derived from species listed under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and those classified as threatened on the International Union for Conservation of Nature (IUCN) Red List.

FUR

As a commitment to improving animal welfare in our supply chain, Mulberry became a Fur Free Retailer in June 2019. Fur Free Retailer is the world's leading programme to connect fur-free companies to consumers seeking ethical goods. The online Fur Free Retailer list provides consumers accurate information about a retailer's fur policy, allowing them to make an informed choice when shopping.

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RELATED POLICIES:

- Human Rights & Responsible Sourcing Policy
- Anti-Bribery and Corruption Policy
- Modern Slavery Act Statement
- Stakeholder Governance Policy
- Stakeholder Grievance Procedure

<i>Approved by</i>	<i>Chief Executive Officer and Chief Financial Officer</i>
<i>Policy owner(s)</i>	<i>Head of Group Sustainability</i>
<i>Supporting owner(s)</i>	<i>Head of Planning & Responsible Sourcing</i>
<i>Effective date</i>	<i>March 2026</i>
<i>Review frequency</i>	<i>Annual (pending standards or regulations change)</i>
<i>Applies to</i>	<i>All suppliers, subcontractors and upstream partners involved in the breeding, raising, transport, slaughter, processing or handling of animals or animal fibres within Mulberry's value chain</i>