

SUSTAINABLE SOURCING GUIDELINES

Earth Animal's Sustainable Sourcing Guidelines ("the Guidelines") are part of our commitment to use our business as a force for good. The Guidelines formalize our commitments and ambitions to source ingredients produced, manufactured, grown, raised, captured, or harvested in ways that align with our values and ethics.

As part of our due diligence work, Earth Animal has identified the most significant material risks that our ingredient sourcing causes, contributes to, or is associated with. We have prioritized action on the following -

- Auditing and traceability
- Animal welfare
- Biodiversity
- Deforestation
- Packaging

Earth Animal's Sustainable Sourcing Guidelines describe our expectations for the ingredients we source for our dog foods, treats, supplements, and packaging. It includes.

- guidelines that align with our ambitions for ingredient sourcing, sustainable packaging, and
- commitments that we have made publicly and represent our current state of operations.

Earth Animal is committed to transparency, honesty, and stakeholder collaboration. We value open and honest feedback on our performance to ensure that we meet or exceed your expectations. Earth Animal's Sustainable Sourcing Guidelines apply to all Earth Animal enterprises in all regions we operate. In addition to the expectations above, Earth Animal expects all Partners of priority ingredients to meet the following objectives.

1. Legislative and regulatory requirements

- Partners will comply with all applicable laws, regulations and nationally ratified international treaties, conventions, and agreements.

2. Auditing, Traceability & Transparency –

- A fully traceable and transparent supply chain is essential to our commitment to source ingredients and materials that are in alignment with our goal to use our business as a force for good. It assures Earth Animal, its customers and pet parents that the products they purchase and the packaging they are in represent our values and promises.
 - Earth Animal partners ensure that ingredients and materials supplied to Earth Animal are traceable back to their places of origin, produced as part of a recognized assurance scheme audited by an independent third party or assessed by an Earth Animal-approved assessor.

3. Animal Welfare

- Earth Animal is committed to ensuring that the animals in our supply chain have good lives.
- In 2021, Earth Animal publicly released our Animal Welfare Framework (Framework). Earth Animal and our partners will work together with our industry, Partners in our ingredient supply chain, and producers to ensure that animals raised or captured for food (terrestrial and aquatic), fibers, leather or other textiles experience good lives as described by our Framework and the internationally recognized Five Domains Model:
 - Good Nutrition
 - Good Environment
 - Good Health
 - Good Behavior
 - Good Mental State

Our Animal Welfare Framework applies to all species we impact through our business. For animals raised for our products and their parent stock, that means from birth to death. Earth Animal uses a variety of meats and poultry, eggs, dairy and fin fish, and animal fibers in its products. For wild-caught or wild-captured species, our animal welfare policy covers animals from capture until death.

We work with our supply chain partners, peer companies, industry groups, trusted animal welfare organizations and other relevant stakeholders to eliminate animal care practices with negative welfare impacts and promote those with positive impacts. As a result, **we have prioritized excluding the following practices from our entire ingredient supply -**

- **Intensive confinement systems** – including, but not limited to, the routine use of cages (battery, enriched, colony or multi-tier aviary) for laying hens, gestation crates for pregnant sows and gilts and farrowing crates for sows, tie stalls for dairy and high stocking densities for broiler chickens, growing pigs, fin fish and beef cattle and during the transport of live animals.
- **Barren housing systems** that do not provide animals with a stimulating and complex environment, including species-specific environmental enrichments.
- **Invasive procedures** – this includes but is not limited to the *routine* use of teeth clipping and tail docking for pigs, beak trimming or beak tipping for laying hens and broiler breeders, toe trimming and de-snooding for turkeys, de-horning with hot irons for dairy and beef cattle, castration (surgical, rubber rings or clamping) for beef cattle, sheep, calves, and deer.
 - In cases where invasive procedures are necessary for the animal's and its handlers' welfare, appropriate and effective pain control must be provided.
- **Growth-promoting substances**, including hormones, antibiotics and ionophores used to improve production by mitigating the negative health impacts of poor animal care. Earth Animal expects all sick and injured animals to be provided with medical assistance promptly. Earth Animal supports the use of antimicrobials where needed.
- **Slaughter** that does not subject animals to effective stunning (or, in the case of fin fish, render them insensible) until death.

Earth Animal's commitment to the welfare of broiler chickens.

Earth Animal is a member of the US Working Group for Broiler Welfare. In 2022, we made a public commitment to source chicken produced in compliance with the guidelines of the Better Chicken Commitment. We will begin annual public reporting on our progress toward this commitment in 2023.

- By the end of 2024, all chicken meat and products must be from animals raised in production systems that:
 - i. Reaches a maximum stocking density of 6lbs/sq.ft only once during the birds' life. No cages.
 - ii. Offer species-specific environmental enrichments such as perches and pecking objects that allow chickens to exhibit important natural behavior.
 - iii. Provide at least 3 inches of friable litter that covers the whole floor. Ensure the flock is managed so the litter remains friable throughout the production cycle.
 - iv. Provides 8 hours of continuous light (50 lux) and at least 6 hours of darkness daily (< 1 lux).
 - v. Demonstrate compliance with all standards via third-party auditing to a recognized third-party standard such as Global Animal Partnership (GAP) or Certified Humane (CH).
- By the end of 2026:
 - i. Process chickens in a manner that avoids pre-stun handling and, instead, utilizes a multi-step-controlled atmosphere processing system that induces an irreversible stun.
- By the end of 2027:
 - i. Uses only Better Chicken Commitment-approved Breeds that demonstrate higher welfare outcomes.

Earth Animal's commitment to the welfare of egg-laying hens

In 2024, Earth Animal will develop a public commitment to improving the welfare of laying hens in consultation with its stakeholders and supply chain partners. Earth Animal expects that commitment will address animal care practices that cause negative welfare outcomes, including feed restriction in breeding stock, beak trimming (tipping) and the culling of day-old chicks. Until then, Earth Animal has committed to the following -

- Earth Animal will not accept eggs or egg products from production systems that confine hens in cages at any point in their lives.
 - This includes systems allowing hens to be confined into cages or aviaries, even temporarily.

Earth Animal's Commitment to the welfare of pregnant sows and gilts.

In 2024, Earth Animal will develop a public commitment to improving the welfare of pregnant sows and gilts in consultation with its stakeholders and supply chain partners. We expect that commitment will address key issues, including - sow feeding and hunger and alternatives to farrowing crates. We will also address practices that cause negative welfare outcomes in meat (grower) pigs, including stocking density, invasive procedures, and barren environments. Until then, Earth Animal has committed to the following -

- Earth Animal will not accept pork from a production system that allows for the routine confinement of sows in alignment with California's Proposition 12.

Earth Animal's Commitment to the welfare of dairy cows

In 2024, Earth Animal will develop a public commitment to improving the welfare of dairy cows and calves in consultation with its stakeholders and supply chain partners. We expect that commitment will address key issues, including - production diseases such as lameness and mastitis associated with high productivity, the routine use of tethers or tie stalls, invasive procedures, and weaning practices that cause suffering for cows and calves.

- Earth Animal will not accept dairy or dairy products from producers that routinely confine dairy cows in stalls that restrict their movement.

Earth Animal's commitment to the welfare of beef cattle.

In 2024, Earth Animal will develop a public commitment to improving the welfare of beef cattle in consultation with its stakeholders and supply chain partners. We expect that commitment will address key animal welfare issues caused by conventional production systems and only source pasture-raised, grass-fed, and finished cattle. Until then, Earth Animal has committed to the following -

- Earth Animal will not accept beef from a production system that allows intensive confinement at any time of their lives.

4. Commitments to the environment.

Earth Animal is committed to reducing the environmental impact of its supply chain. Earth Animal has prioritized GHG emissions, biodiversity, land use change (deforestation and forest conversion), water use, and effluents as most materials for our supply chain.

Earth Animal is Certified Plastic Neutral and will transition all its plastic product packaging to recyclable, refillable, or compostable by the end of 2025.

Earth Animal recognizes regenerative agriculture's potential to address the negative impacts of animal agriculture on animal welfare and the environment. We will work with producers to help identify opportunities and measure and report progress. Earth Animal sees regenerative agriculture as an opportunity to use our business for good.

In the near term, Earth Animal has made the following commitments.

- Fibers & textiles
 - Earth Animal will use 3rd party certification standards (such as the [Sustainable Apparel Coalition's Higg Index](#), the Global Organic Textile Standard, and the Organic Content Standard) to measure and score sustainability performance.
 - Earth Animal will conduct third-party assessments of factories and mills to measure progress and veracity of adherence to our Partner Code of Conduct.
- Biodiversity
 - Fisheries - Earth Animal is committed to ensuring seafood and freshwater fish sourcing methods (wild caught or aquaculture) contribute positively to the environment, existing ecosystems, and the communities from which it is sourced. We are committed to working together to sustainably source fish and seafood so that it remains a viable supply for future generations.

Beginning in 2024, Earth Animal and our partners will work towards preferentially sourcing seafood that is third-party certified as sustainable:

- Wild – [Marine Stewardship Council \(MSC\)](#), the [Global Sustainable Seafood Initiative \(GSSI\)](#), [OceanWise](#), or another recognized agency for sustainable seafood.
- Farmed - [Aquaculture Stewardship Council \(ASC\)](#) or certified by a program which follows the FAO Guidelines

Until then, Earth Animal has committed to the following -

- Our partner will collect basic data required to monitor the sustainability status of fish sourced: scientific (Latin) name, whether the product is farmed or wild, the country of origin and fishery/catch location, the processing location, and whether the fishery or farm is certified.