

tapestry

TAPESTRY, INC. ANIMAL WELFARE POLICY

Tapestry, Inc. (the “Company”), established in New York City in 1941, is a leading design house of modern luxury accessories and lifestyle collections with a rich heritage of pairing exceptional leathers and materials with innovative design. As a company operating in the luxury sector, we are committed to responsible sourcing and sustainable business practices and principles. Our Global Sourcing Principles outline our efforts to uphold these practices and principles within our own businesses and within our supply chain.

The Company uses material from animal origin in some of our products. We are committed to principles and practices that require animals in our supply chain to be treated with care and respect. Additionally, we are cognizant of our operating footprint and is working to understand our impact on local biodiversity.

This document sets out the general principles that the Company believes should be applied for the treatment of all animals within our supply chain.

- 1) We are committed to ethical practices in the capture, keeping, breeding, raising, transport, handling and slaughter of live animals in our leather, fur and exotic skins supply chain. We believe that all animals, while taking into account specific species’ needs, should benefit from:
 - a. Freedom from hunger and thirst, by ready access to fresh water and a diet for full health and potency;
 - b. Freedom from discomfort by providing an appropriate living environment;
 - c. Freedom to express normal behavior, by providing sufficient space, and proper facilities;
 - d. Freedom from pain, injury or disease, by prevention or rapid diagnosis and treatment;
 - e. Freedom from fear and distress, by providing conditions and treatment that avoid mental suffering or undue physical duress; and
 - f. Proper care and respect to the species’ nature and psychological, physiological and ethological needs in accordance with established experience and scientific knowledge.

- 2) We are committed to sustaining well-functioning and bio-diverse ecosystems in regions where we source and contract to manufacture. This includes maintaining populations of wild animals at sustainable levels as well as to source only material of animal origin that stem from legal sources. We believe that local authorities’ use of robust scientific assessment methodologies promoted by the Convention on International Trade in

Endangered Species¹ (CITES) agreement or the IUCN Red List Categories² and the Criteria assessment, is critical to achieve this objective.

- 3) We believe that the capture, keeping, breeding, raising, transport, 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. In addition, we believe, and have developed this document with internationally accepted standards for animal welfare such as those standards developed by the World Organization for Animal Health in mind.
- 4) 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 in line with internationally accepted standards for transportation of animals' in air, at sea and on land.
- 5) 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.

As a means to uphold these principles, we will work with our service providers and raw material suppliers to achieve these outcomes and encourage them to uphold these principles within their own supply chains.

We also recognize that the ability to uphold these principles throughout our supply chain and across different types of species will vary; however, we aim for continuous improvement towards realizing these principles. We will seek to source from countries that have well-established and enforced legislation covering animal welfare, trade and biodiversity conservation.

¹ CITES is an international agreement that is legally binding to signatory nations that requires them to implement national and local laws to ensure that international trade in specimens of wild animals and plants does not threaten their survival. www.cites.org/eng

² The IUCN Red List of Threatened Species is widely recognized as the most comprehensive, objective global approach for evaluating the conservation status of plant and animal species. It is a scientifically rigorous approach to determine risks of extinction that is applicable to all species. www.iucnredlist.org