
	Corporate Policy	Code:	VGC-DSU-004
		Version:	001
	Vice President of People, Culture & Sustainability	Created on:	Feb 1, 2023
		Revised on:	Jun 27, 2023
	Animal Welfare Policy	Target audience:	Internal audience
		Pages:	1 / 4

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1. OBJECTIVE

Set guidelines and commitments for animal welfare practices in the development and production of cosmetics and other products of the organizations' private label portfolio. This policy also seeks to provide a common language to enable traceability of animal raw materials and inputs, and encourage best practices and control of the value chain.

2. REACH

This document has a corporate nature and is applicable to all the company and its controlled companies.

3. REFERENCES


- PL 070/2014
- Cruelty Free International Leaping Bunny
- PETA's Global Beauty Without Bunnies program

4. DEFINITIONS

- **Animal welfare:** Means the physical and mental state of an animal in relation to the conditions in which it lives and dies. (*Animal Welfare - WOAHA - World Organisation for Animal Health*)
- **Animal testing:** Experiments carried out to ensure the safety of a product, which cause pain and suffering to the species involved. These experiments are performed using animals, called experimental animals, in order to provide humans with scientific knowledge aimed at the development of new drugs, new surgical methods, vaccines, gene therapy, etc. (Adapted fromecycle)
- **Animal cruelty:** Any actions, commissive or omissive, intentional or unintentional, that cause physical and/or psychological pain or suffering, or result in the death of animals. Conducts that may characterize these crimes include abandoning, hurting, mutilating, poisoning animals, keeping them in overly restrictive living quarters with no hygiene, not providing shelter from sun, rain or cold, not feeding, not watering, denying veterinary care when necessary, among others. (Adapted from Crimilab)
- **Ethical Treatment of Animals:** The humane care and use of animals in research, testing and training is considered a moral obligation, as well valuing the emotional and practical aspects of using animals for human benefit. (Adapted from NYU)

5. GUIDELINES

RD understands that it exercises corporate social responsibility through business, either reselling products or developing products of its private labels. It keeps long-term commitments to reduce the negative impacts of its activities and optimize the positive impacts created on society. When developing its products, it follows practices to make sure they are free from animal testing and guarantees that the product lines specified as vegan by claims, seals and/or certifications meet the same requirements, being totally free from animal raw materials.

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RD restates that, in the performance of its business activities, it does not contribute to animal cruelty or suffering, and makes the following commitments:

- Not performing, ordering, paying for or allowing animal testing in any development phase, both regarding ingredients and products;
- Developing safe, effective and cruelty-free formulas;
- Acquiring inputs and ingredients from suppliers committed to this cause, prioritizing the use of natural ingredients;
- Keeping contractual terms and managing its suppliers in order to make sure that they do not perform, order, pay for or allow animal testing with regard to ingredients and inputs acquired by the Company or its labels;
- Supporting ban on animal testing, legal frameworks and initiatives on the topic;
- Seeking alignment with the market's best practices and trends;
- Maintaining transparency with stakeholders on the practices adopted to improve this policy.

6. RESPONSIBILITIES

Private Label Department

Sets the technical standards and the due diligence and audit of the production process aimed at suppliers hired for the development and production of private label products, and monitors the fulfillment of this policy's requirements by suppliers.

Improves RD's practices in line with the industry standard, seeking compliance with the criteria set.

Sustainability Department


Keeps track of market trends and legal frameworks to assist the Private Label Department in improving the organization's practices.

Supplier Governance Department

Monitors private label suppliers' compliance with this policy, which includes sending the related questionnaire, assuring that the questionnaire was filled out and sent back, and carrying out (on site) sample audits to validate the veracity of the responses.

7. UPDATE

This policy shall be updated whenever necessary, at the organization's discretion.

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8. AUTHORITY

Action / Reason	Department in charge	Approval
Policy Development	Sustainability Department	Board of Directors

9. RECORD

Version	Created / modified on	Date of approval	Access	Maintenance and update	Storage
001	Feb 1, 2023	Jun 27, 2023	Corporate	Sustainability Department	Workplace