



Animal Welfare Policy

Myer Holdings Limited
(ACN 119 085 602)

Company

Approved on 19 June 2024

1. Commitment

Myer is committed to a corporate culture of ethical and socially responsible behaviour and recognises the importance of protecting the welfare of animals within its supply chain. Together with suppliers, Myer aims to provide customers with quality products without compromising animal welfare practices consistent with recognised animal welfare standards, local and national laws.

This policy applies to all suppliers including brand partners and national brand suppliers. Myer expects suppliers to have systems and processes in place to ensure compliance with this policy including maintaining adequate records to demonstrate compliance.

2. Expectations

Myer takes the issue of animal welfare seriously and believes that it is an essential component of its commitment to responsible sourcing. Myer will only source from suppliers with good animal husbandry and will not tolerate any forms of cruelty, abuse or inhumane treatment of animals in its supply chain. Suppliers must uphold these values and have processes in place to monitor and ensure that animals are treated humanely and with respect, strive to improve traceability throughout its supply chain, and comply with all applicable local and national laws and regulations relating to animal production and welfare in the countries in which they operate.

Humane treatment means that animals are killed humanely¹, not subject to routine mutilation such as dehorning or beak trimming, not used for product testing and not subject to extended or uncomfortable transportation. Animal by-products used in general merchandise must not be a prohibited product and must not be obtained through live plucking or skinning, or induced abortions or unnatural abortions.

Myer recognises the importance of animal based natural fibres in providing a sustainable alternative to synthetic fibres, however, will not support or condone practices which are at the expense of animal welfare. Synthetic materials made to look like animal products must be clearly labelled as faux in the product description and care label to avoid confusion.

Suppliers are expected to report suspected animal abuse incidents to the relevant authorities and notify Myer of the same. Failure to have processes in place to monitor, correct and/or comply with this policy may result in cancellation of orders, termination of business, at the supplier's expense.

Prohibited Products

The following animal derived products are specifically prohibited and cannot be supplied to Myer

- Angora rabbit fibre including wool blends containing angora fibre;
- fur including natural or farmed from any animal including astrakhan, karakul or similar foetal or new born lamb fleece. Hair on leather obtained as a by-product and faux fur may be used; and
- materials from exotic, threatened or endangered animals or species²

¹ The RSPCA Australia defines humane killing as when an animal is either killed instantly or rendered insensible until death ensues, without pain, suffering or distress.

² As defined under the World Wildlife Organisation, Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and the International Union for Conservation of Nature (IUCN) red list of threatened species

Mulesing

Mulesing is the process of removal of the wool-bearing skin from the rear of a sheep to prevent fly strike, a condition in which sheep are infected by flies and their larvae.

From 2025, Myer aims to transition away from the practice of mulesing in its private label merchandise and encourages all suppliers including national brands and brand partners to observe the same.

3. Breach of Policy

Any breaches of this Policy will be treated as serious misconduct and may result in disciplinary action being taken, including termination of employment, suspension of orders or termination of contractual arrangements with a supplier.

4. Policy Review

Myer will periodically review and update this policy based on international and national ethical standards concerning animal welfare and ensure this policy is aligned with stakeholder expectations.