

VOICE Animal Welfare Policy

Version	Date passed	Decided by	Last change / by (date / name of employee)	Type of change
2.0	May 2021	Voice Norge AS executive committee	May 2021 Hilde Slettvoll	Policy revision to include certifications

Voice Norge AS do not accept that animals under any circumstances are harmed for the manufacturing of our products. Good animal welfare must be assured from birth to slaughter. We require that any materials derived from animals used in our products are from animals that are treated humanely and in accordance to EU animal welfare laws and recommendations from the World Organization for Animal Welfare (OIE). We follow up and monitor our suppliers closely in terms of both animal welfare and production - including the use of chemicals. The origin of animal fibers must always be disclosed and authenticated.

Voice Norge AS will only use animal materials that are sourced from farms with good animal husbandry. Good animal husbandry is based on the animal's Five Freedoms;

1. Freedom from Hunger and Thirst and Malnutrition – access to fresh water and a diet sufficient to maintain full health and vigor.
2. Freedom from Discomfort – by providing an appropriate environment including shelter and a comfortable resting area.
3. Freedom from Pain, Injury or Disease – by prevention or rapid diagnosis and treatment.
4. Freedom to Express Normal Behavior - by providing sufficient space, proper facilities and company of the animal's own kind.
5. Freedom from Fear and Distress – by ensuring conditions and treatment which avoid mental suffering.

Leather

Voice Norge AS will not source leather from areas known for bad farming practices or for transporting animals under inhumane conditions. Voice Norge AS will only use leather from utility animals such as pigs, sheep, goat and cows, when the animals originally have been slaughtered for the purpose of meat productions.

The slaughtering process must be done in accordance to recognized standards.

We do not accept:

- Leather or skins from aborted or new-born lambs, included but not limited to Karakul.
- Animal leather/skins from dogs or cats.
- Leather/skin product obtained from live skinning or live boiling.
- Leather sourced from the Amazon Biome (Amazon rainforest and its related ecosystem).
- Leather/hides from Bangladesh.

Voice Norge AS will use recycled leather certified in accordance with Global Recycled Standard (GRS).

Tanneries

Voice Norge AS will only use tanneries that are audited and certified in accordance with the Leather Working Group (LWG) Environmental Audit.

Voice Norge AS will not use tanneries in Bangladesh, due to social and environmental conditions that do not meet our Company's Standards.

Wool/hair

Voice Norge AS will not use wool from sheep that have been subjected to mulesing.

Voice Norge AS will use wool/hair certified in accordance to the following standards; Responsible Wool Standard, Responsible Mohair Standard, Responsible Alpaca Standard, Responsible Cashmere Standard, ZQ wool, Global Recycled Standard (GRS), SCS Recycled Content Certification or Cardo Recycled, when possible.

We require that sheep wool originating from Australia is certified in accordance to the Responsible Wool Standard or declared as “Non-Mulesed wool” or “Ceased-Mulesed wool” per National Wool Declaration/IWTO certificate.

Voice Norge AS will not use wool/hair originating from animals that have been de-horned, ear notched, tail docked or castrated without anesthesia.

Voice Norge AS will not use wool from animals that have been harmed during shearing. We require that all animals shall be in a protected environment after shearing.

Rabbits

Voice Norge AS will not use any materials derived from rabbits in our products.

Fur

Voice Norge AS will not use fur from animals bred or caught significantly for the fur itself.

Voice Norge AS will only use fur from utility animals such as alpaca, sheep, lamb etc.

We do not accept:

- Karakul (sometimes called Astrakhan, Broadtail, Persian lamb, Swakara or Krimmer) or any other leather/skin/fur that are the product of unnatural abortions.
- Mongolian lamb fur, due to the practices involved in the traditional methods of slaughter.
- Animal fur from dogs or cats.

Fur

Voice Norge AS will only use virgin down certified in accordance with the Responsible Down Standard (RDS). We require RDS Transaction Certificate for all downs and feathers used in our products.

Voice Norge AS will use recycled down certified in accordance with Global Recycled Standard (GRS).

Endangered species

Voice Norge AS will not use any endangered species appearing on either the International Union for the Conservation of Nature (IUCN) or the Convention of International Trade in Endangered Species (CITES) lists in any of our products.

Animal testing

Voice Norge AS is against animal testing and requires all business partners to follow our policy on this matter. No products related to animal testing should be sourced and sold in stores.