

## Animal Protection policy

Our Animal Protection policy sets the following rules:

- We do not use animal-based raw materials and we will not introduce any new animal-based raw materials.
- We do not use any animal-based auxiliary materials or additives or other small quantity materials and we will not introduce any new animal-based materials.
- We do not execute any animal testing by ourselves.
- If we are forced by legislation to execute animal testing on our products, we have the following approach:
  - a. Check within R&D the re-formulation of the product to avoid animal testing.
  - b. Check with the responsible authorities and other knowledgeable parties alternatives to animal testing.
  - c. We strive to only apply in-vitro alternatives, so techniques of performing a given procedures in a controlled environment outside a living organism.
  - d. If a), b) and c) is not possible, mainly unavoidable requirements imposed by REACH regulation, we will chose for the testing the animals with the lowest degree of neurophysiological sensitivity.
  - e. We will only work with a specialized provider having all permits and licences and fulfilling the highest qualifications for animal welfare.
- For the required pest control (insects and rodents) on our production sites, we work with specialised companies maintaining all permits and licences.
- Our employees for whom this policy is relevant to their tasks, are regularly trained in this matter.