RESPONSIBLE LEATHER

STAKEHOLDER MEETING #5 | NOVEMBER 7TH
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- GoToWebinar will automatically send a recording to all registrants.
- We will email you with meeting notes and the recording within 2-3 days.
- Recording and meeting notes will be uploaded to responsibleleather.org, also within 2-3 days.
About Responsible Leather

Responsible Leather is a Textile Exchange initiative aimed at addressing the many issues found within the global leather supply chain.
Textile Exchange (TE) is a global nonprofit organization that works closely with our members along the entire textile supply chain to minimize the adverse environmental and social effects that the $1.7 trillion textile industry creates.

VISION

We envision a global textile industry that protects and restores the environment and enhances lives.

MISSION

Textile Exchange inspires and equips people to accelerate sustainable practices in the textile value chain. We focus on minimizing the harmful impacts of the global textile industry and maximizing its positive effects.
OK, let’s continue!
Meeting Agenda

1. Updates & Progress
2. News & Information
3. RLI Decision Tree & Survey

“Steak Holders”
2017 Textile Sustainability Conference Highlights

- This year’s conference was by all accounts a huge success. With over 500 registrants from 37 countries and 328 companies, the level of discourse was high.

- The Sustainable Development Goals were a key theme running throughout the conference and standards were identified as important tools for companies to use in meeting these goals.

- We had two separate sessions on the Responsible Leather Initiative
  - Leather & Cashmere Breakout Session featuring 4 speakers:
    - Sandra Vijn from WWF speaking about deforestation in the beef/leather supply chain
    - Sara Shields from Humane Society International speaking about animal welfare issues on farms
    - Caroline Reid from IKEA speaking about transparency in the leather supply chain
    - Deborah Froeb from The Nature Conservancy speaking about cashmere and challenges of nomadic herding in Mongolia
  - Responsible Leather Initiative In-Person Meeting
    - Focused on discussing issues and possible solution models
Welcome and introduction

Business case drivers for Responsible Leather

What are we really trying to achieve and what is the best way to do it?

Focused topic discussions
Deforestation Supply Chain Risk Exposure

Market Risk
• Increased price fluctuations in raw materials

Reputational Risk
• Campaigns by advocacy groups
• Regular and social media stories

Operations Risk
• Increased cost and/or reduced supply due to productivity losses from environmental impacts
• Stranded assets due to shifting production zones

Regulatory Risk
• Violation of regulations within the supply chain
• Potential import or export restrictions

Litigation Risk
• Legal actions or sanctions for failure to address negative social or environmental impacts
Goal 15: Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss

“Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.”

“By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.”
Theory of Change

Industry Action Program

Government Engagement Program

Best Practices

Financial support, influence, consumer engagement

Stories, metrics and KPIs, impacts

INDUSTRY

BRANDS

“Safe” supply

Demand

RESPONSIBLE LEATHER

Engagement

Data, recognition, reduced risk

INDUSTRY
According to LCA calculations, 95% of the economic value is allocated to food. (lcafood2014.org)
Therefore,

Leather is < 5% of the economic value of a cow

The leather industry is $50 billion
The value of the RLI stakeholders is > 750 billion

The apparel industry is $1.7 trillion
Overlapping Stakeholders

- Investors
  - Restaurants
  - Retail & Supermarkets
  - Meat Processing
  - Leather Tanning
  - Packhouses
  - Farms
  - Raising Farms
  - Birthing Farms

- Consumers
  - Manufacturing
    - Furnishings
    - Apparel
    - Footwear
    - Automotive & Transport
    - Equestrian

- Professional Groups (Across the Supply Chain)
  - Standards Bodies
  - Consultancies
  - Industry Associations

- Special Interest Groups & Civil Society
  - Animal Welfare groups
  - Environmental groups
  - Social/Human Rights groups

= livestock transport point
Natural Resource Criteria

- Environmental stewardship objectives are attained through adaptive management, with activities monitored to achieve continuous improvement of measurable natural resource management outcomes.
- Practices are implemented to improve air quality.
- Net greenhouse gas emissions from the beef value chain are minimized on a per unit of product basis.
- Native forests are protected from deforestation. Grasslands, other native ecosystems, and high conservation value areas are protected from land conversion and degradation.
- Land management practices conserve and enhance the health of ecosystems and high conservation value areas throughout all sectors of the beef value chain.
- Water resources (including quality and quantity attributes) are responsibly and efficiently managed to support ecological function and availability.
- Soil health is maintained or improved through implementation of appropriate management practices.
- Traceability and quality

Animal Welfare Criteria

- Adequate feed and water are provided to meet cattle’s physiological needs. Diet composition is balanced to promote good health and proper body condition. Animal caretakers recognise signs of malnutrition and take appropriate action to maintain condition and correct deficiencies.
- Animal caretakers provide cattle with health care, in addition to identifying health problems and taking appropriate action to control and treat disease.
- All veterinary pharmaceuticals and vaccines are used responsibly and in accordance with labeling.
- Appropriate action is taken to minimise undue pain, injury and disease, and to address any of these problems when identified. A competent person is available to make prompt diagnoses to determine whether sick or injured cattle should receive additional veterinary care. Non-veterinarians who provide care to cattle should be appropriately trained.
- Good animal welfare is ensured, including the freedom for cattle to express normal patterns of behaviour. Animal caretakers should minimise cattle stress and recognise and react appropriately to signs of stress.
- Cattle are kept in an environment (including stocking density, air quality and surfaces) which is conducive to good health and normal behaviour and minimizes physical discomfort.
- Transport (by land, sea or air) and handling procedures are consistent with OIE guidelines.
- Animal welfare procedures at processing plants, including slaughter procedures, are in line with the OIE terrestrial animal health code.

The GRSB recognized that production systems and value chains vary substantially across regions and countries and, therefore, determined that detailed global standards would be neither practical nor advisable. Instead, national or regional Roundtables would be responsible for translating the global principles and criteria into nationally or regionally specific indicators and metrics.
2017 Work Plan

Seed Funding  Initial Working Group  Identify Existing Initiatives  Invite Additional Stakeholders  Review Issues  Determine Decision-Making Strategy  Choose Scopes  Identify Solution Frameworks
o India's crackdown on Muslim-run leather units dents exports, hits jobs

o Tannery of the Future checklist functions as a baseline assessment and monitoring tool in the Kanpur region of India

o Investors Urge Leather Working Group to Add Labor Compliance to Audits

o Lives Lost to Leather: Toxic Chemicals Harming Child Workers in Bangladesh

o Canadian Roundtable for Sustainable Beef (CRSB) Standard to be released in December
  o Anne & Stuart to attend meeting December 6-7 in Edmonton

Bangladesh exports $30 billion worth of cheap clothing in 2013 (Figure 1)
RLI Decision Tree & Survey
What is our Primary Goal?

1. Influence change towards better practices?
   - NO
   - YES

2. Have a system to deliver a "better" supply of leather?
   - NO
   - YES

3. Will brands commit to applying the solution to their supply chains?
   - NO
   - YES

What type of claim do you want to make?

- Industry Change Claim
- Supply Chain Claim
- Product Claim

What data do we need to collect?

- Book and Claim System
- Mass Balance System
- Chain of custody Standard

How do we finance it?

- Animal Welfare
  - Environmental
    - Deforestation
    - GHG's
    - Land Health
    - Biodiversity
    - Pollution
    - Other?
  - Social Issues
    - Slavery
    - Child Labour
    - OHAS
    - All
  - Manufacturing
  - Tanneries
  - Slaughter
  - Farm
    - Feedlot
    - Raising farm
    - Cow/calf

What do we address/include?

- What time frame?

Product Claim

Industry Change Claim

Supply Chain Claim

2017 Textile Exchange
Survey – Company Information

1. Contact Information
   - Name
   - Company
   - Title
   - Country
   - Email Address

2. What type of leather products are you primarily using? (select all that apply):
   - Footwear
   - Apparel
   - Bags and Accessories
   - Home/Office Furnishings (e.g. upholstery)
   - Transportation (Automotive)
   - Transportation (Other)
   - Equestrian
   - Other (please specify)

This information will be kept strictly confidential. We are asking for revenue and leather use in order to best present the overall impact of our stakeholder group.
1. What is our Primary Goal?

- Influence change towards better practices?
- Have a system to deliver a "better" supply of leather?

2. Will brands commit to applying the solution to their supply chains?

3. What type of claim do you want to make?

- Industry Change Claim
- Supply Chain Claim
- Product Claim

What do we address/include?
- Book and Claim System
- Mass Balance System
- Chain of custody Standard

What data do we need to collect?

What time frame?

How do we finance it?

Animals Welfare
- Environmental
  - Deforestation
  - GHG's
  - Land Health
  - Biodiversity
  - Pollution
  - Other

Social Issues
- Slavery
- Child Labour
- OHAS
- All

Manufacturing
- Tanneries
- Slaughter
- Farm
  - Feedlot
  - Raising farm
  - Cow/calf

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Survey – Part A: Solution Models

1 Primary Goal
Please consider the outcome(s) you are looking for through the Responsible Leather Initiative. You can check all that apply.

- Influence change towards better industry practices? This would lead us to develop a Round Table that will influence change at an industry level, but not linked to specific supply chains.

- Have a system to deliver a “better” supply of leather? This would lead us to develop a set of criteria for best practices, and a verification system.

There are a number of ways that we can work together to drive change in the leather industry. The different options represent different levels of cost, complexity and impact. The final decision on which model(s) to pursue will depend on the commitment of the stakeholders, as well as the resources available. Please give lots of thought about what is the most realistic model that your company will support.
Roundtable

• Provide a common voice that represents the interests of the leather industry
• A structure for interacting with other organizations and government bodies
• A platform to learn and understand the challenges and opportunities in the leather and cattle industries
• A forum to agree on priority issues and desired solutions, with the possibility of taking actions
<table>
<thead>
<tr>
<th><strong>Round Table</strong></th>
<th><strong>Task Force</strong></th>
<th><strong>Working Group</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>• Formal membership (charter)</td>
<td>• Can be formal or informal</td>
<td>• Can be formal or informal (standards are formal)</td>
</tr>
<tr>
<td>• Broader platform and scope of work</td>
<td>• Focused on accomplishing a specific task</td>
<td>• Focused on accomplishing a specific goal, usually larger in scale</td>
</tr>
<tr>
<td>• Work to a defined set of objectives/mission</td>
<td>• Shorter term</td>
<td>• Medium term</td>
</tr>
<tr>
<td>• Permanent, with long term goals</td>
<td>• Sits within a roundtable or a working group</td>
<td>• Set up outside of a roundtable.</td>
</tr>
</tbody>
</table>

**Participation models for all groups**

- Open to TE members and non-members
- No fees for participation
- Voluntary fundraising for specific needs (including the management of the group)
- Virtual participation with in-person meetings when possible
Example

Roundtable for Sustainable Palm Oil

RSPO is an association created by organisations carrying out their activities in and around the entire supply chain for palm oil to promote the growth and use of sustainable palm oil through co-operation within the supply chain and open dialogue with its stakeholders.

VISION & MISSION

RSPO will transform markets to make sustainable palm oil the norm

- Advance the production, procurement, finance and use of sustainable palm oil products
- Develop, implement, verify, assure and periodically review credible global standards for the entire supply chain of sustainable palm oil
- Monitor and evaluate the economic, environmental and social impacts of the uptake of sustainable palm oil in the market
- Engage and commit all stakeholders throughout the supply chain, including governments and consumers.

Note that the RSPO took 6 years to develop a Certification System.

2001
WWF commences exploring the possibilities for a Roundtable on Sustainable Palm Oil.

2003
Inaugural meeting of the RSPO in Malaysia, with adoption of the Statement of Intent, a non-legally binding expression of support for the Roundtable process.

2004
April - RSPO formally established under Article 60 of the Swiss Civil Code

2005
November - RSPO Principles and Criteria (P&C) adopted for initial pilot implementation period of two years by 14 companies.

2006
Creation and adoption of Members’ Code of Conduct

2007
RSPO Certification System approved by RSPO Executive Board
What is our Primary Goal?

Influence change towards better practices?

- NO
- YES

Have a system to deliver a "better" supply of leather?

- NO
- YES

1. Form a Roundtable

Will brands commit to applying the solution to their supply chains?

- NO
- YES

2. What type of claim do you want to make?

- Chain of custody
- Standard

3. What do we address/include?

- Animal Welfare
- Environmental
  - Deforestation
  - GHG's
  - Land Health
  - Biodiversity
  - Pollution
  - Other
- Social Issues
  - Slavery
  - Child Labour
  - OHAS
  - All
- Manufacturing
- Tanneries
- Slaughter
- Farm
  - Feedlot
  - Raising farm
  - Cow/calf

What data do we need to collect?

- Book and Claim System
- Mass Balance System
- Chain of custody Standard

What time frame?

- Industry Change Claim
- Supply Chain Claim
- Product Claim

How do we finance it?
Survey – Part A: Solution Models

Commitment

If we develop a solution to source responsible leather, what type of commitment would your company consider making? You can check all that apply.

[ ] Full adoption of the responsible leather solution over a given time period
[ ] Public endorsement of the responsible leather solution
[ ] Financial support for the development of a solution
[ ] None
[ ] Other (please specify)

It will take a considerable investment of time, money and goodwill to develop any of the solution models. The key to success will ultimately be the adoption of the model by brands and retailers in particular. Before we commence our work, we want to be as confident as possible that there will be support all the way through. Please give serious consideration to the level of commitment your brand would make.

We understand that it will be difficult to make a firm commitment at the start, so we will look at a means to create rolling commits as we move through development. However, we do want to know where companies stand based on the assumption that the final solution is one that they like.
What is our Primary Goal?

Influence change towards better practices?

NO

YES

Have a system to deliver a "better" supply of leather?

NO

YES

Will brands commit to applying the solution to their supply chains?

NO

YES

What type of claim do you want to make?

Industry Change Claim

Supply Chain Claim

Product Claim

Book and Claim System

Mass Balance System

Chain of custody Standard

What do we address/include?

What data do we need to collect?

What time frame?

How do we finance it?

NO

YES

Animal Welfare

Environmental

Deforestation

GHG's

Land Health

Biodiversity

Pollution

Other?

Social Issues

Slavery

Child Labour

OHAS

All

Manufacturing

Tanneries

Slaughter

Farm

Feedlot

Raising farm

Cow/calf
Survey – Part A: Solution Models

3. Claims

What type of claims would you want to make about responsible/better leather?

☐ Product-specific claims.
  These would be supported through identity-preserved chain of custody standard, such as the Responsible Down Standard. E.g. “The leather in this jacket come from a responsible source.”

☐ Supply chain claims.
  These would be supported through a mass balance system, similar to BCI or FSC. E.g. “20% of the leather in our supply chain comes from responsible sources.”

☐ Industry transformation claims.
  These would be supported through a book and claim system, which operates as credit trading program where the credits are traded from the source to the brand-user. E.g: “For every ton of leather we use, a ton has been grown on responsible farms.”

☐ None.

See the following slides to understand the different solution models and how they work.
Identity Preservation (Chain of Custody)

Identity Preservation

In this comprehensive Chain of Custody model the physical product can be traced back to its sustainable source. Throughout the supply chain the yield of each identifiable source is kept separate from the products of other sources, even if the latter were produced according to the same standards. At the point of sale consumers can be informed about this unique source.

Mass Balance

For efficiency (but also for environmental reasons) it is not always feasible to segregate sustainable and non-stainable products, especially when there is no physical difference between the two. In the Mass Balance model products from both sustainable and non-sustainable sources are mixed, but as they move through the supply chain an exact account is kept about the volume ratios. Thus it is guaranteed that the amount of sustainable products produced equals the amount (or volume ratios) of sustainable products sold to consumers.
In supply chains which may not yet be thoroughly organised, it may not be possible to segregate or carefully account for the volume ratios of sustainable and nonsustainable products. In this case a Book & Claim model can be applied. Where physical products are mixed and traded as nonsustainable, the “right to claim sustainable sourcing” is traded on a separate online market in the form of sustainability certificates. A central authority monitors the sustainability claims by brands and retailers and compares these with the amount of certificates issued and traded. This is also a useful model for markets where the local demand for sustainable products exceeds the local supply.
1. What is our Primary Goal?

- Influence change towards better practices?
- Have a system to deliver a "better" supply of leather?

2. Will brands commit to applying the solution to their supply chains?

3. What type of claim do you want to make?

- Industry Change Claim
- Supply Chain Claim
- Product Claim

- Book and Claim System
- Mass Balance System
- Chain of custody Standard

- What do we address/include?
- What data do we need to collect?
- What time frame?
- How do we finance it?

- Animal Welfare
- Environmental
  - Deforestation
  - GHG’s
  - Land Health
  - Biodiversity
  - Pollution
  - Other?
- Social Issues
  - Slavery
  - Child Labour
  - OHAS
  - All
- Manufacturing
- Tanneries
- Slaughter
- Farm
  - Feedlot
  - Raising farm
  - Cow/calf
Issues to Address

Animal Welfare
- Farm
- Slaughter

Environmental
- Farm
- Tanneries
  - Land Conversion*
  - Pollution
  - Land Health
  - Climate Change
  - Biodiversity

Social
- Farm
- Slaughter
- Tanning
  - Slavery
  - OHAS
  - Child Labour?

Traceability
- Animals
- Feedstock
- Materials

Data Collection

Benchmarking

Solution Models
- Verification Protocol
- Government Engagement
- Industry Action

Task group needed for 2017
Task group needed for 2018
* Includes deforestation
Animal Welfare

Any animal welfare work will reference the Five Freedoms. Transport can be covered within the farm and slaughter modules.

**Five Freedoms**

1. Freedom from Hunger and Thirst by ready access to fresh water and a diet to maintain full health and vigour.
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 Behaviour 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.
Animal welfare Issues
Existing standards and protocols
Animal Welfare Criteria

- Adequate feed and water are provided to meet cattle’s physiological needs. Diet composition is balanced to promote good health and proper body condition. Animal caretakers recognise signs of malnutrition and take appropriate action to maintain condition and correct deficiencies.
- Animal caretakers provide cattle with health care, in addition to identifying health problems and taking appropriate action to control and treat disease.
- All veterinary pharmaceuticals and vaccines are used responsibly and in accordance with labeling.
- Appropriate action is taken to minimise undue pain, injury and disease, and to address any of these problems when identified. A competent2 person is available to make prompt diagnoses to determine whether sick or injured cattle should receive additional care or be euthanized. In the interests of continuous improvement, alternatives and innovations are investigated and, where practical, are adopted to replace or mitigate painful husbandry procedures.
- Good animal welfare is ensured, including the freedom for cattle to express normal patterns of behaviour. Animal caretakers should minimise cattle stress, and recognise and react appropriately to signs of stress.
- Cattle are kept in an environment (including stocking density, air quality and surfaces), which is conducive to good health and normal behaviour and minimizes physical discomfort.
- Transport (by land, sea or air) and handling procedures are consistent with OIE guidelines.3
- Animal welfare procedures at processing plants, including slaughter procedures, are in line with the OIE terrestrial animal health code.
Environment - Farm

NB:
- Deforestation: Any work on managing deforestation will reference existing protocols: there is already a lot of excellent work being done by global NGOs in the beef and commodity areas.
- Although Greenhouse Gases (GHGs) are affected by deforestation, for the sake of the survey consider the GHGs to apply to grazing practices (sequestering carbon in the soil, managing methane emissions of the cattle).
- Land Health refers to soil management, erosion control, use of inputs (fertilizers, pesticides), water management, ecosystem preservation, etc.
- In this case Biodiversity refers to impacts that are from but not necessarily part of the farm. Predator control, preservation of riparian zones, wildlife corridors etc.
What is a forest? What is deforestation?

More than 800 definitions of forests.

Loss of trees vs change in land use.

Zero Deforestation versus Zero Net Deforestation

Zero deforestation means no forest areas are cleared or converted.

Zero net deforestation allows for the clearance or conversion of forests in one area as long as an equal area is replanted elsewhere.

Conversion of Natural Ecosystems

Looking beyond forests to also include other natural landscapes (eg: grasslands).
Environmental - Tanneries

Any work on the environmental impacts of tanneries will likely reference existing standards.
Social

On the social front we have the option of addressing only high-risk issues as part of the audit process (which will be more cost-effective) or doing a full social audit, to meet the ILO Convention on Human Rights. This would involve a much more intensive audit process, including thorough interviews and document reviews, and would lead to a significant increase in time and costs.

Existing Standards & Protocol

[Logos of various compliance and sustainability standards and protocols]
Municipalities where most slavery cases reported in Brazil (between 2003 - 2014)

Social Issues Relevance

Slavery in the Amazon: Thousands forced to work on Brazil's cattle ranches

By Sheeta Darlington, Fores Chermer and Miguel Castro and [Red] producer and photojournalist CNN
Updated: 4:32 AM ET, Thu May 11, 2017

OF LEATHER
A journey into the tanning industry via the Santa Croce District

Do leather workers matter?
Violating Labour Rights and Environmental Norms in India’s Leather Production
A report by ICN – March 2017

How footwear companies and luxury brands tackle forced labor risks in their leather supply chains
Survey
Part B: Leather Supply Chain & Issues

6. Leather Supply Chain
Please assign any combination of point values between 0 and 90 to the following levels of the leather supply chain that are of importance to your company. Values must total 90 points to continue.

Examples:
Farm: 30 + Slaughter: 30 + Tannery: 30 = 90 total points
Farm: 90 + Slaughter: 0 + Tannery: 0 = 90 total points
Farm: 40 + Slaughter: 40 + Tannery: 10 = 90 total points

• This part of the survey is set up to capture the priorities that companies assign to the different levels of the leather supply chain and their respective issues.

• Each section you will be given a specified number of points to allocate between the choices.

• You can choose any combination of numbers that add up to the specified amount.
We have identified **Animal Welfare, Environmental, & Social** as 3 key issues to look at, with varying “sub-issues” for Environmental & Social that appear across 3 different levels of the supply chain (Farm, Slaughter, & Tannery).

<table>
<thead>
<tr>
<th>Animal Welfare</th>
<th>Environmental</th>
<th>Social</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Deforestation</td>
<td>• Deforestation</td>
<td>• Slavery</td>
</tr>
<tr>
<td>• Greenhouse Gases</td>
<td>• Greenhouse Gases</td>
<td>• Occupational Health &amp; Safety</td>
</tr>
<tr>
<td>• Land Health</td>
<td>• Land Health</td>
<td>• Meeting ILO Conventions</td>
</tr>
<tr>
<td>• Biodiversity</td>
<td>• Biodiversity</td>
<td></td>
</tr>
<tr>
<td>• Pollution (water/air)</td>
<td>• Pollution (water/air)</td>
<td></td>
</tr>
<tr>
<td>• Chemical Use</td>
<td>• Chemical Use</td>
<td></td>
</tr>
<tr>
<td>• Energy Use</td>
<td>• Energy Use</td>
<td></td>
</tr>
<tr>
<td>• Water Use</td>
<td>• Water Use</td>
<td></td>
</tr>
</tbody>
</table>
Survey – Farm Issues

• Issues at the farm level of the supply chain include:
  • Animal Welfare
  • Environmental
  • Social

• Consider the level of importance each issue, as it exists at the farm level, has to your company.
Survey – Slaughter Issues

• Issues at the farm level of the supply chain include:
  • Animal Welfare
  • Social

• Consider the level of importance each issue, as it exists at the slaughter level, has to your company.

8. **Slaughter**

Please assign any combination of point values between 0 and 20 to the following issues at the slaughter level that are of importance to your company. **Values must total 20 points.**

- Animal Welfare
- Slavery
- Occupational Health & Safety
- Meeting ILO Conventions
Survey – Tannery Issues

- Issues at the farm level of the supply chain include:
  - Environmental
  - Social

- Consider the level of importance each issue, as it exists at the tannery level, has to your company.

9. Tannery
Please assign any combination of point values between 0 and 40 to the following issues at the tannery level that are of importance to your company.

Values must total 40 points.

- Water Pollution
- Air Pollution
- Chemical Use
- Energy
- Water Use
- Slavery
- Occupational Health & Safety
- Meeting ILO Conventions
Thank you!

Questions?

responsibleleather@textileexchange.org