

WILLIAMS-SONOMA, INC.

ANIMAL WELFARE POLICY

WILLIAMS-SONOMA, INC. COMMITMENT & POLICY

Williams-Sonoma, Inc. ("WSI") is committed to the ethical and responsible treatment of animals. This Animal Welfare Policy applies to all non-food products sold as merchandise by all WSI brands using animal-derived products. WSI's procurement policy aims to ensure that the welfare of animals is respected within the supply chains from which animal products are sourced.

WSI will continue to actively promote the further development and use of innovative non-animal alternatives that meet the needs of our business and customers.

WSI will realize this commitment through responsible sourcing practices and the adoption of internationally accepted animal welfare standards, where applicable. WSI expects its vendors and suppliers to provide the best possible conditions for animals throughout the supply chain. WSI recognizes the Five Freedoms as a basis for its animal welfare policy. This policy will be updated as new information is available and new tools are developed.

WSI POLICY REQUIREMENTS

- Animal-derived products from threatened or endangered species, defined as those which appear as on CITES (www.cites.org) or IUCN Red List (www.iucnredlist.org) are not permitted.
- Animal-derived products from the food industry are permitted, in accordance with the requirements of this policy. Products containing fur are not permitted.
- WSI expects its suppliers of animal-derived products to implement a monitoring process to allow traceability throughout the whole supply chain. Suppliers may be required to provide chain-of-custody documentation and volume details for animal-derived materials. WSI may require its suppliers to become certified to relevant animal welfare standards to ensure compliance.
- Our suppliers must be committed to providing the best conditions for animals at all stages of the supply chain, and to combating cruel practices. Evidence of compliance may be requested annually and suppliers must agree to announced and unannounced visits from internal and third-party auditors.
- Suppliers should clearly label synthetic or imitation materials that look like animal products, such as faux leather or faux fur, to avoid confusion and aid customer selection.

BANNED SPECIES

ANGORA/MOHAIR & ALPACA: WSI's policy is to not permit the use of angora in products. Angora rabbits are primarily raised for their hair and the conditions in which they are bred and kept pose serious animal welfare concerns. Similarly, there are concerns about the treatment and welfare of angora goats raised for angora wool (mohair). At this time, alpaca is also not permitted to be used in WSI products due to animal welfare concerns.

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POTTERY BARN POTTERY BARN KIDS PBTEEN WILLIAMS-SONOMA WILLIAMS-SONOMA HOME WEST ELM MARK AND GRAHAM REJUVENATION

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FUR: WSI's policy is to not permit the use of fur in products. WSI is opposed to the farming and trapping of fur-bearing animals because these practices pose serious animal welfare concerns. Prohibited animal fur types include, but are not limited to: mink, fox, rabbit, and karakul. Williams-Sonoma, Inc. is a member of the Fur Free Retailer program (www.furfreeretailer.com), administered by the Fur Free Alliance.

EXOTIC SKINS AND FEATHERS: WSI's policy is to not permit the use of exotic skins and feathers in products. Skins from snakes, crocodiles, alligators, lizards, and ostriches, as well as feathers from ostriches and peacocks, pose animal welfare and conservation concerns.

HORN, BONE & SHELL: WSI's policy is to not permit the use of horn, bone, and shell from threatened or endangered species in products. Horn, bone, and shell from non-endangered species is permitted if derived as a food industry by-product. Suppliers must provide the scientific name of animals from which the products were derived to WSI prior to production.

PERMITTED ANIMAL-DERIVED PRODUCTS

LEATHER: WSI permits the use of leather derived as a food industry by-product. It is WSI's policy to not use by-products from animals reared solely for their skins. Suppliers must provide information about tannery or trader where leather was sourced to WSI prior to production. Leather from vulnerable regions is required to be verified deforestation/conversion-free. Hides derived as a food industry by-product are permitted for use, such as: sheepskin, shearling, and cowhide with hair attached.

FEATHER AND DOWN: WSI permits the use of feathers and down from geese and ducks if sourced as a food industry by-product. WSI's policy is to not use feathers and down obtained from live plucking and force-feeding of birds. WSI supports the Responsible Down Standard (<http://responsibledown.org/>) and other credible certification standards to ensure that live-plucking and force-feeding is not practiced in the supply chain.

WOOL: WSI permits the use of wool from sheep raised primarily for their wool, milk and meat. WSI's policy is to not use wool obtained from farms that practice mulesing (surgical procedure performed on Merino wool sheep) or inhumane shearing practices. WSI supports the Responsible Wool Standard (<http://responsiblewool.org/>) and other credible certification standards to ensure that animals are shorn humanely and that mulesing is not practiced in the supply chain.

CASHMERE: WSI permits the use of cashmere from suppliers who can provide evidence that combing or shearing is carried out by trained handlers to ensure that the goats do not undergo any pain or distress and good animal husbandry conditions exist. Evidence of compliance such as permits and training records should be available upon request and suppliers may be audited periodically, with or without notice.

NON-ENDANGERED SPECIES HORN, BONE & SHELL: Horn, bone, and shell from non-endangered and non-threatened species are permitted if derived as a food industry by-product.

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VENDOR REQUIREMENTS

WSI requires its existing and future vendors to act in accordance with this policy. WSI expects its vendors to learn the scientific name of animals whose derivatives are used in WSI products and conduct due diligence measures to ensure that animals are not endangered or threatened according to CITES and the IUCN Red List. Vendors are expected to comply with policy requirements and to provide evidence of compliance upon request. WSI may require independent, third-party verification that the documentation and material claims by our vendors and suppliers meet the above requirements.

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