

PANGEA	Pangea Made Animal Welfare and Traceability Policy	Document Number: 10324
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Pangea is committed to the highest standards regarding the ethical treatment of animals. Pangea advocates the “5 Freedoms” for the humane treatment of animals, which include: **1) Freedom from hunger, thirst, and malnutrition; 2) Freedom from fear and distress; 3) Freedom from heat stress or physical discomfort; 4) Freedom from pain, injury, or disease; and 5) Freedom to express normal patterns of behavior.** This is in alignment with the Paris-based World Organization for Animal Health (WOAH, formerly OIE). Pangea expects all hide and leather suppliers to acknowledge and support the “5 Freedoms” in their supply chains, as well as animal health and nutrition protocols for compliance with the USDA and FDA label regulatory requirements. Pangea further recognizes the following certifications for slaughterhouses and, at a minimum, expects our hide suppliers to work only with companies that adhere to these policies: **1) the Humane Slaughter Act of 1978; 2) the Beef Quality Assurance (BQA) Certification Program for Transportation; and 3) Bovine Spongiform Encephalopathy (BSE) Feed Certification.**

Pangea recognizes that complete traceability goes beyond our manufacturing of leather and requires the connection of the hide suppliers to the cattle farming origins. Acknowledging the importance of **transparency and traceability** within our supply chain and its effects on the environment, Pangea requires hide and leather suppliers to engage in measurable actions against deforestation and conversion of natural ecosystems for areas considered at risk, and to operate within the legal framework of Land Use and Forestry Codes applicable to their operations. Our long-term ambition is to solidify a transparent and verifiable hide/leather supply chain with information systems that give us confidence we are respecting Deforestation and Conversion-Free (DCF) regulations with reference to a green-zone boundary cutoff date of 2020, being able to trace hides back to the birth farm, if so requested for information.

The expectation is that all hide and leather suppliers meet and follow these policies of animal welfare and collaborate with the traceability framework.

PANGEA PARTNER / SUPPLIER / CONTRACTOR:

Company Name	DUNS #
Contact Name	Title
Signature	
Date	Telephone
E-mail Address	

*Please send back signed copy of the completed form.

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