



## CSR commitments and performances

Version 2024.3.1

### **SUBJECT**

This document describes the policies adopted by Hcp regarding Corporate Social Responsibility (CSR).

It is intended for all the group's stakeholders.

# CONTENTS

## Principles and commitments

### **ETHICA**

Water consumption and discharges (Consommations et rejets d'**E**au)

Traceability of skins (**T**raçabilité des peaux)

Humans and health and safety (**H**ommes et santé-sécurité)

Product safety (**I**nnocuité des produits)

Carbon footprint (Empreinte **C**arbone)

Animal welfare (Bientraitance **A**nimal)

## PRINCIPLES AND COMMITMENTS

The group implements an artisan model based on the principle of sustainability. Based on the sparing use of raw materials of the highest quality, this model respects the nature from which it draws inspiration. It is based on three pillars, **Women and Men** (know-how, teams), **the Planet** (materials, environment) and **Communities** (stakeholders and transparency, suppliers and partners). In particular, Hcp adheres to the Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations' guiding principles regarding human rights, and the International Labour Organisation (ILO) declaration on the fundamental principles and rights at work. The application of ethical principles that place the utmost consideration on all stakeholders lies at the very heart of our concerns, especially those involved in the group's supply chains. This commitment also includes preserving nature and the welfare of the animals whose skins are used.

Since 2002, the group's environmental policy has followed, and continues to be enriched by, the main reference frameworks such as the *Livelihoods Fund*, the *Act4nature International* initiative, renewed partnerships with *World Wildlife Fund (WWF) France*, as well as *Leather Working Group (LWG)* certification and its *Animal Welfare Group* forum. In line with these commitments to combat climate change, the group has set ambitious targets to reduce its greenhouse gas emissions by 50.4% (scopes 1 and 2) and by 58.1% in terms of the intensity of emissions for Scope 3 (period 2018-2030). This concrete action plan has been approved by scientists from the *Science Based Target* initiative (SBTi).

In 2023, the group also committed to the *Science Based Targets for Nature* (SBTN) initiative to establish scientific targets for nature, in particular biodiversity, freshwater, forests, and soil, thus becoming one of the 120 companies in the world to have initiated this approach.

### A global policy, 6 specific challenges

Hcp's business ranges from livestock farming to the processing of skins destined to become exceptional, long-lasting products, in line with the group's artisan model. This involves an unwavering commitment to product quality, the pursuit of continuous improvement in the industrial and environmental performance of its entities (farms and tanneries), and respect for all who work within and with Hcp. The same standards apply to its different suppliers through its procurement policy.

More specifically, Hcp's initiatives meet six key areas of concern: **Water (Eau)**, **Traceability (Traçabilité)**, **People (Hommes)**, **Safety (Innocuité)**, **Carbon (Carbone)** and **Animal (Animal)** ("ETHICA")

## PRINCIPLES AND COMMITMENTS

- **Water (Eau):** Water is a precious resource, its use in farms and tanneries is closely monitored, along with its treatment before discharge into natural environments;
- **Traceability (Traçabilité):** Guaranteeing compliance with all the principles set forth by the policies adopted by Hcp requires the traceability of skins, both upstream, with regard to their procurement, and throughout the industrial transformation processes;
- **People (Hommes):** Protecting the health and safety of men and women by paying the utmost attention to the working conditions in the group, as well as within its partners;
- **Safety (Innocuité):** Enabling all clients to rely on the impeccable quality of the products they purchase, and the absence of any risk with regard to their use;
- **Carbon (Carbone):** Limiting Greenhouse Gas Emissions (GGE) through the reduction of energy consumption and the substitution of fossil fuels and supporting our partners in this process; Ensuring that our supply chains and activities do not contribute to deforestation.
- **Animal (Animal):** Actively contributing, through its expertise, to the implementation of the group's "Animal Welfare" policy and the establishment of the very highest standards regarding animal welfare; Supporting and monitoring compliance with these principles.

In connection with these various issues, Hcp implements a proactive policy of continuous improvement based on innovation and the monitoring of scientific and regulatory developments. The progressive approach implemented is supported by large investments (€32 million over the next three years 2024-2027).

## The ETHICA approach within the entities of the Hcp group

The six ETHICA challenges are taken into account by all entities. The Farms division is made up of an alligator farm and a skin inspection centre in the United States (*Alligator Mississippiensis*), four crocodile farms in Australia (*Crocodylus Porosus*) and two skin transformation and inspection sites in Australia. They represent a strategic link in the supply chain for crocodilian skins. Hcp operates seven tanneries, six of which are in France (Annonay, Le Puy-en-Velay, Vivoin, Montereau, Mégisserie Jullien and Gal, acquired in July 2023) and one in Italy in Cuneo.

Hcp's entities are committed to operating under the best possible conditions and ensuring employee well-being by implementing ambitious Health and Safety roadmaps designed to prevent risks and reduce workplace accidents. The entities also roll out comprehensive environmental roadmaps aimed at reducing greenhouse gas emissions, replacing non-renewable resources, minimising water consumption, and guaranteeing the very highest standards regarding treatment and the reduction and repurposing of waste. Mitigating risks and impacts is not an essential requirement but also a lever for overall performance.



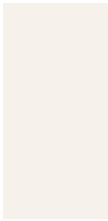

In addition to their actions on reducing impacts, the farms actively contribute to environmental protection and wildlife conservation programmes in the frame of the CITES convention for the protection of endangered species, and in partnership with conservation experts from the IUCN.

### Leather Working Group (LWG) and certification



The *Leather Working Group* was established in 2005 on the initiative of a collective of brands and tanneries sharing the same ambitions to create a credible and efficient audit protocol, drawing on the experience of technical specialists and the vision and contribution of brands and retailers.

An auditing process for Hcp tanneries started in 2020 and led to *Leather Working Group* certification for all its tanneries in 2023: Conceria di Cuneo (certified GOLD in 2024), Vivoin (certified Silver in 2024), Annonay (certified Bronze in 2023), Montereau (certified Silver in 2023), Mégisserie Jullien (certified Bronze in 2024) and Le Puy (certified Silver in 2023).

To ensure compliance with standards throughout our entire value chain, Hcp also rolled *Leather Working Group* certification for its Louisiane commercial entity, located in Milan, in 2024.




## Water consumption and discharges



As a precious, vital and increasingly scarce resource, water is a focal point of our attention, whether it is the breeding ponds for aquatic reptiles or the tanning processes. Hcp's policy implements a dual principle: treating water prior to discharge to ensure it meets a quality compatible with the natural environment to avoid disrupting the ecosystem; reducing and limiting the use of water taken from natural environments through projects that reuse water already consumed.


### *Crocodilian farms*



The farms are located in geographic areas with low water stress, established by an analysis carried out in partnership with WWF and the *Available Water Remaining (AWaRe)* methodology. This obviously does not prevent research into limiting water consumption as much as possible, avoiding any unnecessary wastage, and developing the recycling and reuse of wastewater. Each farm is equipped with biological effluent treatment ponds and monitors the quality of water released into the natural environment.

The farms also work to implement a virtuous water cycle: for example, in Cairns, the water used some years comes from the steam produced by a neighbouring sugar cane refinery, which is already heated when it arrives at the farm (and also enables substantial savings to be made on fuel). Nutrient-rich water from animal basins is then used in local plantations for its natural fertilising qualities.

In Darwin, a collaborative and circular project has led to the planting of more than 20 hectares of sandalwood on the land of a farm irrigated with water from the ponds and intended to produce sandalwood oil, a key ingredient in the group's perfumes.



## *Tanneries*

Historically located near waterways, the use of water in tanning and dyeing processes is a major challenge for our tanneries. In line with the Group's commitments to reduce water consumption by 5% a year, the tanneries have initiated ambitious programmes to reduce the amount of water used. These initiatives start with the measurement of water usage and the quality of the water discharged, compliance with regulations and, then the reuse of aqueous effluents for certain processing operations.

100% of our tanneries are equipped with wastewater treatment plants (WWTPs) implementing effluent treatment processes, continually improved with the help of investments worth about €3.7 million a year (since 2018). The water is then subject to further processing in municipal facilities, except the Vivoin tannery which discharges directly into the natural environment after the very highest level of treatment in compliance with regulations. Each tannery has a team in charge of the plant that monitors compliance with Prefectoral orders for the sites' operation and agreements on discharges into the municipal sewage network.

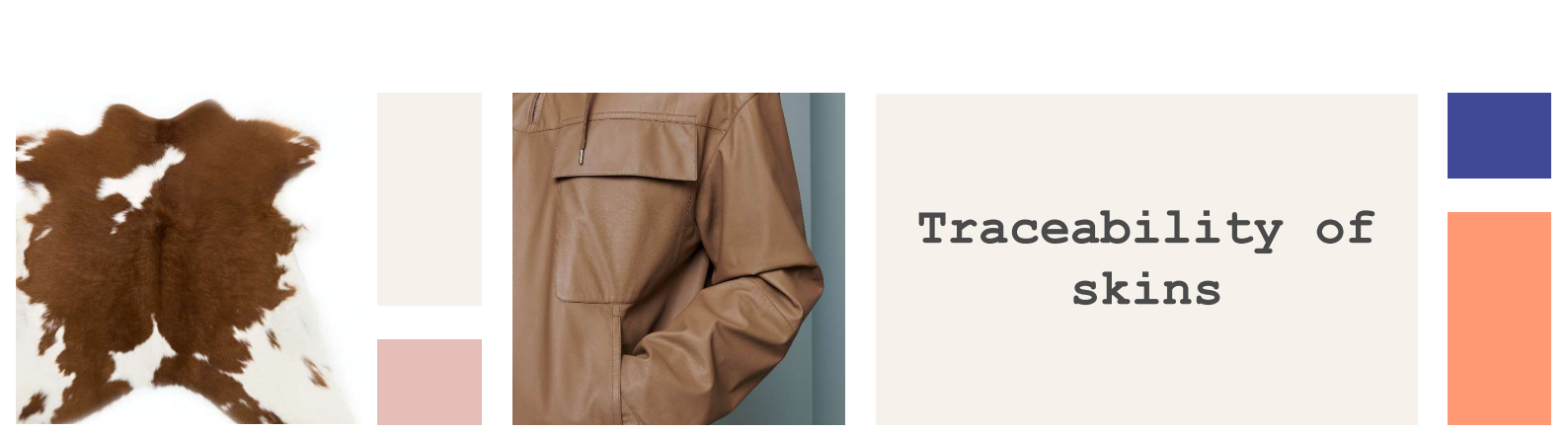
Beyond regulatory obligations, Hcp's Water Policy aims to operate in an increasingly closed system, reusing water treated internally or in municipal facilities. Large-scale studies and investments are in progress and are expected to achieve water reuse rates of 30% to 60% of total consumption. Alongside these projects, water sobriety and water consumption reduction actions are being implemented (eco-design of tanning processes, water-saving initiatives for cleaning operations, etc.).

### *Key figures*

- €26 million invested in the tanneries' wastewater treatment plants (WWTPs) since 2018.
- A chromium purification result exceeding 99% for tanneries' WWTPs.
- A 21% reduction in industrial water consumption since 2018.

### *Commitments*

- To reduce water consumption by 5% a year in intensity (m<sup>3</sup> per million euros in turnover, constant perimeter).
- To implement advanced treatment measures for aqueous discharges at the group's sites making it possible to envisage its reuse and/or recycling.



## Traceability of skins

Product traceability operates on two levels: firstly, the traceability of skins, which aims to ensure knowledge of farming and transport conditions to verify compliance with animal welfare principles and regulations; and secondly, the traceability of leather during industrial production to track its journey with precision and guarantee its safety.

Hcp endeavours to preserve the continuity of traceability between these major production stages: it is carried out according to the specific challenges of each species regarding animal traceability and is complete with regard to industrial traceability.

### *Calf*

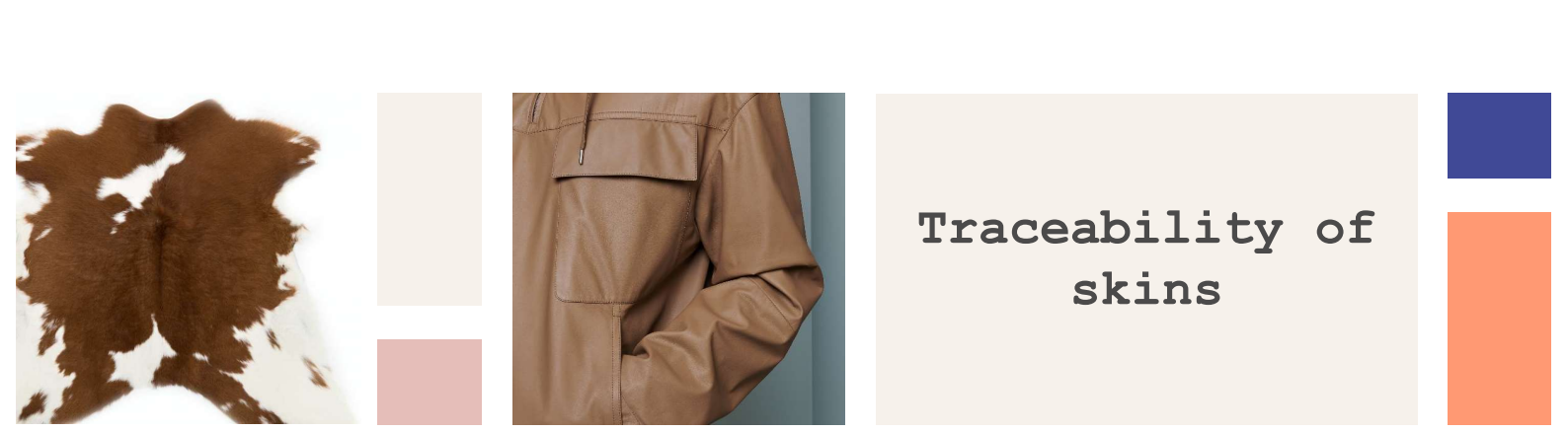
The skins used by the group's tanneries are sourced almost entirely from European slaughterhouses (France, Netherlands). Over 80% of the calves whose skins are processed by our calf tanneries are bred in France according to French regulations and interprofessional standards (Institut de l'Élevage, IDELE), which aim to ensure animal welfare and guarantee the quality and safety of meat. Therefore, they adhere to the profession's traceability processes. Convinced that the traceability of skins is essential for improving farming practices and skin quality, our calf tanneries implement individual branding systems that ensure traceability from the farm through to the finished leather. Once they begin the tanning process, the skins are marked and monitored throughout their treatment. As a result, the number of skins traced represented 60% in 2023 and continues to grow.

### *Goat*

The goats come from a region in India where traditional pastoralism is practised and goat meat is widely consumed since it is not subject to religious restrictions. Goat farming in India is mainly a supplementary activity, serving to feed households or provide additional income. The goat skins are sourced directly from butchers by our partner tanneries, which process them locally in accordance with Indian regulations before export. Currently, the traceability of goats is ensured by our partners before shipment, and marking is performed when they arrive at Mégisserie Jullien.

We are committed to rolling out full LWG certification for all our Indian tannery partners, with a target of 100% certification by the end of 2024.





## Traceability of skins

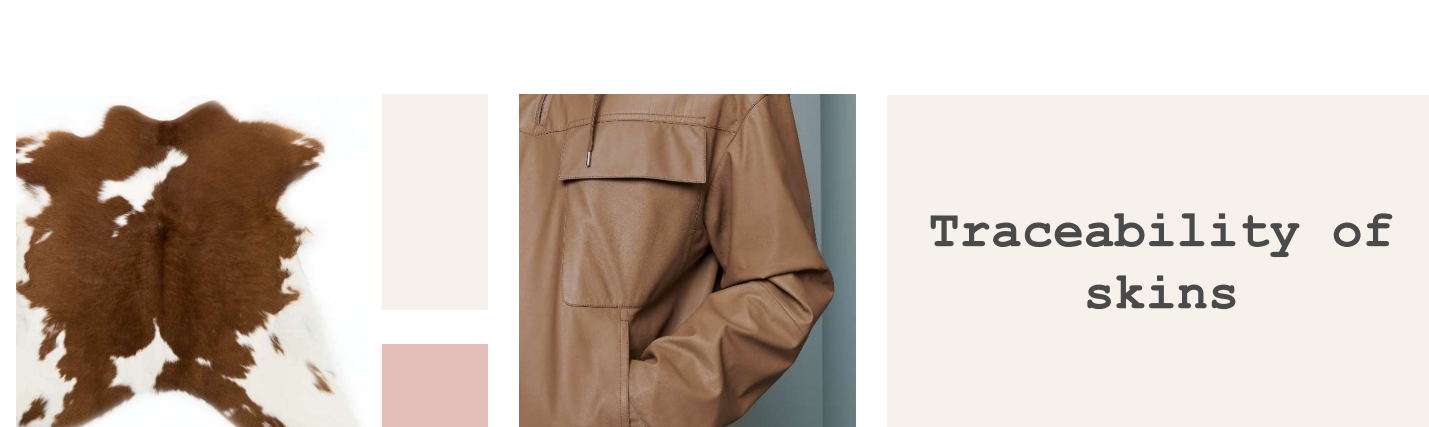
The reptiles used by the group (crocodiles and lizards) are protected by the *Washington Convention on International Trade in Endangered Species of Wild Fauna and Flora* (CITES), which requires that their breeding or their capture in their natural habitat comply with the conservation principles of these species. Therefore, each skin is accompanied by an export and import permit, both delivered by the competent authorities of the countries that verify their origin and legality.

### *Crocodylians*

The crocodylians' leather industry emerged in the 1970s as a way of protecting endangered species by prohibiting the hunting of these animals in the wild and establishing a system that balances species conservation, preservation of natural habitats, and local economic development in regions such as the United States, Africa, and Australia. Nearly all *Crocodylus Porosus* and one-third of alligators are bred on the group's farms, with the remaining skins sourced from long-standing partners. In 2023, 100% of the crocodylian farm sites with which Hcp has commercial relationships signed the charter of good farming practices.

Building on nearly 15 years of work in-house, Hcp has helped to improve and disseminate sustainable farming standards for the profession, in particular through the creation of the International Crocodylian Farmers Association (ICFA). In 2019, the ICFA defined a standard (Standard ICFA 1001:2019) meeting the most advanced international standards norms in the field, based on scientific publications ("science-based"). This standard covers best practices, from farming to slaughtering, addressing animal health, welfare, traceability, integrity, biodiversity and environmental management. It has been further reviewed and amended by the *Crocodile Specialist Group* (CSG), an NGO which is a member of the IUCN's Species Survival Commission working under the aegis of the UN.

100% of crocodylians whose skins are used are raised on farms whose breeding practices are certified as compliant with the ICFA 1001:2019 standard following yearly audits by a third party, the BSI group. Finally, each skin from these farms is marked with a CITES tag, to which an Hcp barcode is added, which is intended to ensure its traceability during the tanning process. These two markings are maintained on the skin through the industrial process until leaving the tannery.



## Traceability of skins

### Lizards

Lizard skins are sourced from hunting or fishing in Malaysia, Indonesia (*Varanus Salvator*) and West Africa (*Varanus Niloticus*). In Malaysia, each lizard skin is marked with a RFID chip at the time of slaughter. This device provides geographic information about the areas of capture and slaughter and guarantees compliance with the Hcp standard. This capture, transport and slaughter standard was drafted in association with experts from the World Organisation for Animal Health and the *LPPS (Lizard Procurement and Processing Standard)*. It covers animal welfare practices, compliance with permits and authorisations, environmental considerations, and working conditions. In 2023, 100% of our Malaysian supplies were certified as compliant.

In Africa, lizard fishing is a traditional activity of nomadic tribes for local meat consumption. Currently, traceability is ensured by bundle of skins, associated with a known hunter, trained in good animal welfare practices: In 2023, 100% of skins purchased in Chad were individually traced to the skin collector.

Hcp also collaborates with the *South East Asian Reptile Conservation Alliance (SARCA)*, which works on the conservation of species in Asia, especially lizards, and the setting up of sustainable and certified supply chains.

### Key figures

- 100% of our crocodilians' skins are marked with a CITES tag and an Hcp barcode.
- 100% of the lizards captured in Malaysia are RFID-traced.
- 100% CITES-compliant traceability for exotic skins.
- 2023: 100% of crocodilians' skins are ICFA-certified.
- 2023: 60% of calfskins are individually marked.

### Commitments

- 100% of our partner tanneries in India LWG certified in 2024.



## Product safety

### *Product safety*

The group implements stringent safety specifications with its suppliers regarding the safety and management of chemicals. This commitment within tanneries includes, in particular, a list of substances subject to restrictions in leather (PRSL), including hexavalent chromium, formaldehyde, and bisphenols A, F, and S. Established in Europe (France and Italy), the tanneries comply with the most demanding standards regarding the protection of the health of their employees, customers and the environment. The group's approach is mainly based on the implementation of the *Registration, Evaluation, Authorization and Restriction of Chemicals* (REACH) European Regulation, the *Persistent Organic Pollutants* (POPs) regulation and local laws. It aims to control and protect against the risks related to chemical substances by eliminating the most harmful substances and guaranteeing their absence above the defined thresholds.

Hcp monitors scientific advancements regarding hazardous substances and regulatory developments daily to adapt the products used throughout the tanning process. For instance, CMR (Carcinogenic, Mutagenic, and Reprotoxic) substances have been replaced, and the tanneries no longer accept any new CMR substances. Although full substitution has not yet been achieved, mainly due to perchloroethylene, the few remaining CMR substances still used are

used in minimal and strictly controlled and supervised proportions to ensure the safety of teams throughout the production process. Thus, surveillance plans are deployed in our tanneries and with our partners.

In the frame of the monitoring and continuous improvement of our practices, Hcp has adopted the *Manufacturing Restricted Substance List* (MRSL) 3.0 from the *Zero Discharge of Hazardous Chemicals* (ZDHC) initiative as a reference to objectively measure the chemical compliance rate.

## *The use of chromium and the transition to new tannins*

Chromium salts (chromium III or trivalent), traditionally used during the tanning process, are now a subject of debate as they can oxidise into another substance, chromium VI (hexavalent chromium), under the influence of external factors such as UV light, temperature, or humidity. Chromium salts have been historically used in tanneries during the tanning process. This substance presents two risks: carcinogenic by inhalation during handling (which concerns artisans) and allergenic by skin contact when the product is worn (which concerns consumers).

To mitigate any risks for consumers, antioxidants are included in the transformation process, and regular controls are carried out. Since the concentration of chromium VI depends on several parameters and can vary over time, Hcp ensures a level of chromium VI below the regulatory limit (3 mg per kg of leather) and a limited risk of chromium VI being generated over time. For this purpose, and based on a risk analysis of tanneries and finished leather, following the group's procedure, regular tests are carried out by Hcp's safety laboratory to detect any potential appearance of chromium VI. These controls are performed using predictive analysis methods, in particular involving the acceleration of the leather's ageing and its reaction to external factors.

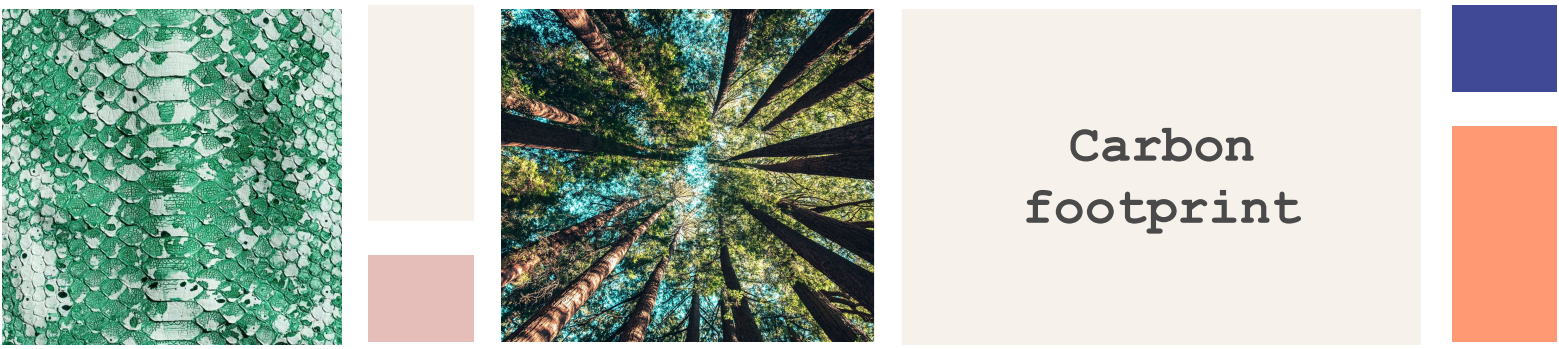
To permanently eliminate any risk, "chromium-free" tanning formulations are being developed by the tanneries. The Mégisserie Jullien and Gal tanning plants already offer chromium-free leather. Through the alignment of our R&D approaches in tanneries and proactive monitoring by Hcp's Safety team, "bisphenol-free" tanning formulations are also being developed, with these substances being linked to the use of synthetic tannins and identified as endocrine disruptors and reprotoxins. The chemical expertise of Hcp's tanners is confirmed in particular by the integration of the Gal tannery, which has unique expertise in France in 100% plant-based tanning.

### *Key figures*

- More than 100 substances analysed (128) in control tests, spread over 18 groups.
- More than 4,000 tests (4,134) carried out per year by tanneries in 2020.

### *Commitments*

- No use of CMR substances in the industrial processes and compliance with regulatory limits in force.



# Carbon footprint

The calculation of carbon emissions falls into three categories:

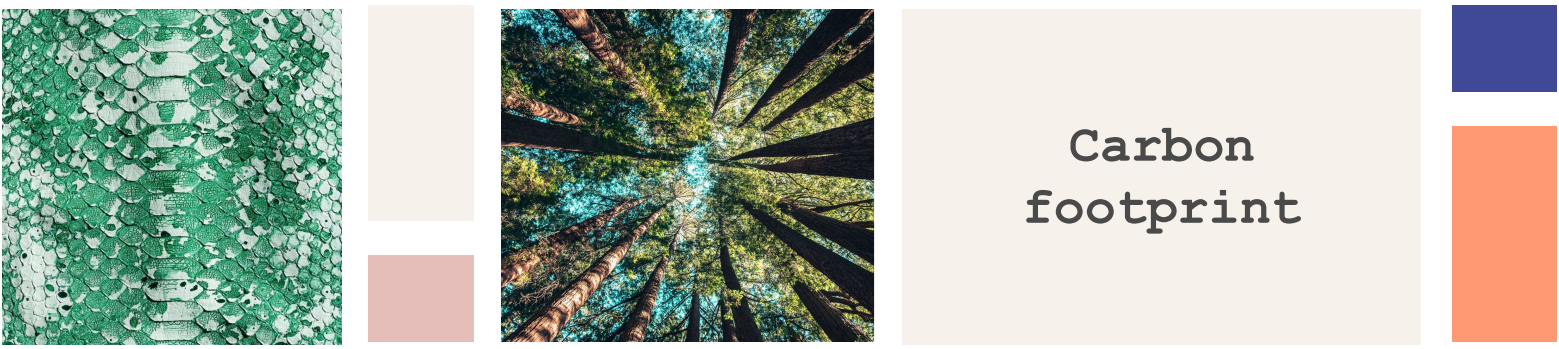
- "Scope 1", which corresponds to Greenhouse Gas emissions released directly into the atmosphere on site;
- "Scope 2", which is linked to emissions released outside of the site, associated with energy consumption.
- "Scope 3", which brings together all other indirect emissions linked to a company's activities, including freight, waste treatment and procurement, among others.

## *Scope 1 and 2*

Since 2015, the group has participated actively in the energy transition by steering its businesses toward actions compatible with a trajectory of limiting global warming to less than 1.5°C and achieving net-zero CO2 emissions by 2050. This was formalised by its SBTi (Science Based Target Initiative) commitment, with a 50.4% reduction for scope 1+2 emissions by 2030.

To stand by these commitments, Hcp has adopted an ambitious policy to reduce its energy consumption and a decarbonisation plan drawn up for each entity following an energy audit campaign. Multiple investments have been implemented to set up the technical solutions identified, including the stoppage or replacement of gas boilers with all-electric equipment, biomass boilers, or connections to sustainable district heating networks. These actions have been supported by €4 million of investments since 2024 and some projects have already delivered at tanneries. Subsequent efforts are supported by €15 million in investments programmed by 2027.

In the frame of our emission reduction initiatives for scopes 1 and 2, the use of renewable energy forms is also prioritised and supported. 100% of our tanneries are supplied with renewable energy and the Cuneo tannery already covers 20% of its electricity consumption with its solar panels. The crocodilians' farms have also been largely equipped with solar panels since 2020 that supply 20% of their electricity consumption and there are plans to increase their capacity to 30,000 m<sup>2</sup> between 2025 and 2027.



# Carbon footprint

## Scope 3

Scope 3 accounts for nearly 90% of Hcp's total emissions, with priority items including the procurement of unprocessed skins from external partners, the procurement of chemicals in tanneries, and waste management. Hcp addresses these issues in the same way as energy. Transformation actions have already been implemented at the level of the supply chain, which represented 10% of our carbon footprint. To reduce these emissions, 97% of our exotic supplies of crocodilians and 83% of alligators arrive by sea routes.

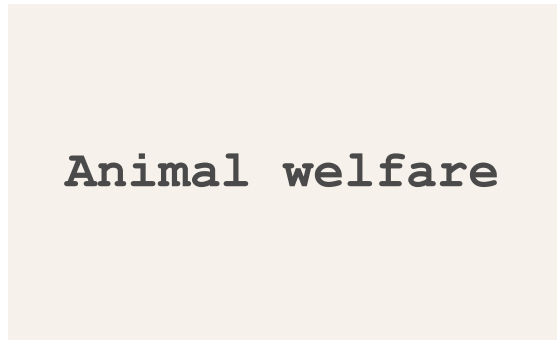
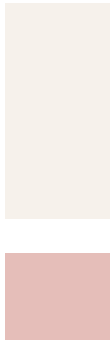
Hcp works with its partners in the long-term to assist them in understanding and reducing their impacts on climate change and the environment. For example, for the exotic supply chain, an Environmental reference framework covering water, animal welfare, carbon, biodiversity, and waste is due to be rolled out by 100% of our crocodilian suppliers by the end of 2024.

### Key figures

- 2024: 24% reduction of greenhouse gas emissions compared to 2018 on scopes 1 and 2 for tanneries.
- 2023: 60% reduction of greenhouse gas emissions associated with freight compared to 2021.
- 2023: 100% renewable electricity at our tanneries.

### Commitments

- Policy of 100% renewable electricity for its operations by 2025 and 100% renewable energy by 2030.
- 2030: 50% reduction in greenhouse gas emissions compared to 2018 for scopes 1 and 2.
- 2030: 58.4% reduction in greenhouse gas emissions compared to 2019 on scopes 3 in relation to gross margin.



# Animal welfare

## *Animal welfare*

The re-purposing of animal skins is an ancestral activity. It is the first example of recycling for farms mainly focused on meat consumption. As with animals that are bred for their meat, exotic species are also fully re-purposed: although their value mainly comes from the skin, the meat and co-products (bones in animal feed, fat in cosmetics) are also consumed or used.

The fundamental principles of animal welfare are based on the Five Freedoms as defined by the World Organisation for Animal Health (WOAH, namely:

- Freedom from hunger, thirst, and malnutrition: the animal must have access to water and food in an appropriate quantity that corresponds with the needs of its species;
- Freedom from fear and distress: the breeding conditions must not cause the animal physical suffering;
- Freedom from physical and/or heat stress: the animal must have a certain level of physical comfort;
- Freedom from pain, injury, and disease: the animal must not be subjected to mistreatment that may hurt or injure it and it must be treated in the event of illness;
- Freedom to express normal patterns of behaviour: its environment must be adapted to its species (it must be in a group if it is a social species for example).

These principles also form the foundation of the group's *Animal Welfare Policy*, which applies to all supply chains and which are defined for each species according to the following principles: Proper Housing; Proper Nutrition; Good Health; Appropriate Behaviour. With animal welfare being one of the four most material challenges for the group, the policy is subject to annual evaluation to ensure that all the latest scientific knowledge is taken into account and new advancements are implemented.

Hcp enforces this policy by ensuring compliance with animal welfare laws in force and adopting the most demanding certification standards. An "Animal Welfare" training module is also advised for all employees to raise awareness.

## Calves and goats

Nearly 100% of our calf skins come from French and Dutch farms. Animals bred in Europe benefit from the full attention of interprofessional organisations, which comply with the strictest regulations regarding animal welfare. However, Hcp does not rely solely on the guarantees made and regularly visits its breeding partners. Special attention is paid to the principles of proper housing, proper nutrition, good health, and appropriate behaviour: Brutality, long transport times, poor farming conditions (inadequate housing, castration, dehorning, tail docking, hot or corrosive branding, inappropriate antibiotic treatments), slaughter inducing stress due to insufficiently professional and secure practices (prolonged waiting times, inappropriate tools, insufficient isolation). The group is also involved in the collective initiative "Cuir de Veau Français Responsable" (CVFR) with the Institut de l'Élevage (IDELE), which aims to roll out animal welfare audits at the level of farmers, integrators, and slaughterhouses. In 2023, in the frame of this initiative, 280 third-party audits were carried out following the Audit Protocol, with a satisfactory audit rate of 76%.

Our sector's goat skins come from herds bred for meat in the Tamil Nadu region of India. A study was conducted with the Tamil Nadu Veterinary University to analyse goat farming practices in Southeast India, to document farming practices, assess animal welfare, and evaluate socio-economic impacts for farmers as well as impacts on water and biodiversity. Particular attention is paid to poor farming conditions (inadequate housing, castration, dehorning, tail docking, hot or corrosive branding, inappropriate antibiotic treatments), and slaughter causing stress due to inefficiency (prolonged waiting, inadequate tools, insufficient isolation).

We are committed to rolling out full LWG certification for all our Indian tannery partners, with a target of 100% certification by the end of 2024.

### Key figures

- 100% of our crocodilians' supply chains comply with our animal welfare requirements (CFA Standard 1001:2019).
- 100% of the lizards from Malaysia meet our animal welfare requirements (LPPS Standard).
- 100% of crocodilians' farms have signed our Good Farming Practices Charter.

### Commitments

- 100% of the lizard sector LPPS-certified.
- 100% of goat crust supplies will come from LWG-certified tanneries by 2025.



## Crocodylians

Before the establishment of the ICFA standard (§ Traceability), in 2009, Hcp had already developed one of the first good farming practices charters, updated in 2016, which later contributed to the creation of the ICFA best practices standard "ICFA 1001:2019", the founding principle of which is the objective and measurable verification of animal welfare throughout the breeding process. In addition to animal welfare, as defined by the FAWC (*Farm Animal Welfare Council*) and the Five Freedoms of animals, these good practices cover breeding, transportation, and slaughter practices, compliance with CITES requirements, the safety of persons, compliance with social criteria, environmental management, and site security. Furthermore, special attention is paid to biosecurity rules on farms to protect against the introduction of infectious agents. This includes compliance with strict standards during transfers of animals on farms and between farms, the setting up of disinfection protocols, and parasite control or vaccination programs for animals. These different protocols are all developed in collaboration with veterinarians specialising in the species concerned.

Today, all Hcp farms are members of ICFA, and 100% of raw crocodylian skins come from farms certified as compliant with the ICFA standard following an annual audit by a third party, the BSI. In addition to these efforts, Hcp continues the work it has conducted with the ICFA for the past 15 years to support scientific research and ensure the ongoing improvement of crocodylian farming systems.

## Lizards

Hcp ensures that supply chains in Malaysia and West Africa can guarantee compliance with good hunting, fishing, transportation, and slaughtering rules. In cases where sufficiently stringent certification standards do not exist, the group facilitates the development of standards and increases the monitoring of its supply chains through internal and external audits, as well as continuous improvement plans implemented jointly with its suppliers. Thus, the LPPS (*Lizard Procurement and Processing Standard*) was created for the "Varanus Salvator" supply chain in association with animal welfare experts (also members of the World Organisation for Animal Health) and standardisation (§ Traceability). This standard covers, among other things, animal welfare management, compliance with permits and authorisations, environmental management, occupational safety, infrastructure, as well as the CITES regulation, and the individual traceability of skins.

In total, 100% of skins purchased in Malaysia (60% of *Varanus Salvator* skins procured by Hcp) are certified compliant with the LPPS standard by a third party, BSI, following annual audits and efforts to control and certify the supply chain are ongoing. To support these certifications among our partners, training programmes have been organised for Malaysian communities to inform them of the methods that comply with our requirements, such as systematic stunning before slaughter. Similarly, for the West African supply chain, a visual guide has been developed to illustrate good fishing practices and methods that meet our animal welfare requirements.

Version 2024.3.1