Agenda

1. Introductions, Announcements, and Housekeeping
2. Updates
3. Requirement Types
4. Reminders
   - Charter
5. Feedback collection
Anti-Trust Guidelines

- Do not agree or discuss how each of the Participants will price their own goods or related products;
- Do not agree to allocate certain geographic markets (i.e., territories) or product markets (i.e., types of products) among each other;
- Do not discuss or agree to the cost or method of pricing products manufactured or sold by each other or otherwise direct each other's business activities that are outside the scope of the IWG;
- Do not compare cost information that is confidential, such as labor cost, manufacturing costs or other variables affecting pricing;
- Do not agree among yourselves to not do business with certain vendors (potential “boycott”) or otherwise pressure other competitors or vendors to comply with certain pricing or cost policies;
- The IWG should not share with each other or discuss confidential, competitive information for individual Participants or any information that might affect the Participants' own day to day business decisions related to cost, price or output of their own products. For example, this confidential competitive information may include: price lists or pricing plans, volume, rebate or refund programs, discount policies, credit policies, advertising credits or program allowances, slotting allowances, product cost variables or profit margins, customer lists or specific complaints, supplier contract terms, current or future marketing plans, bidding plans, purchasing plans, planning strategies, capital improvement plans, terms of sale or other contract terms, or competition in the sale or manufacture of competing products;
- The IWG should not facilitate agreements or coordination among Participants for the prices they charge for the products they manufacture or sell or other collusive conduct, including market allocation or refusals to deal with suppliers or customers, or organize boycotts against other manufacturers or retailers; and
- The IWG should not publish or share any information that would be suggestive or conclusory as to how any individual Participant should deal with individual contracting or other third party issues
- Participants may discuss or share non-confidential, publicly available information or data
Chatham House Rules

When a meeting, or part thereof, is held under the **Chatham House Rule**, participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.
Member Agreement

1. Agrees to contribute a reasonable commitment of time and expertise to participate in the Responsible Down Standard IWG.

2. Agrees to act respectfully to other Members of the IWG, and commit to honest and polite discourse.

3. Agrees that in order to maintain a level of trust and continuity, that all meetings and discussions of The RDS IWG and/or its Members remain strictly confidential and will treat any information that is shared within the RDS IWG as confidential in accordance with the Chatham House Rule (appendix A).

4. Agrees to comply with all applicable antitrust and anti-competitive laws, including, without limitation:
   a. Agrees that none of the information shared during or as part of IWG meetings may be used to cause competitive injury or disadvantage to another Member, participant, Textile Exchange or the RDS; and
   b. Agrees to abstain from any conversations or activities that may restrict competition or set prices).

5. Refrains from using any information obtained through the RDS IWG other than to advance the objectives of the IWG and in no event to disparage Members, their products, practices, businesses or their reputations.

6. Commits to promote the RDS as a meaningful tool to address animal welfare in the down industry.

7. Works openly and collaboratively to meet the objectives of the RDS and the IWG, sharing best practices and lessons learned.
REQUIREMENT TYPES OF THE RDS
## RDS Requirement Types

<table>
<thead>
<tr>
<th>LEVEL</th>
<th>% Compliance</th>
<th>Deadline</th>
</tr>
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<tbody>
<tr>
<td>Critical Major</td>
<td>100%</td>
<td>Immediately</td>
</tr>
<tr>
<td>Major</td>
<td>100%</td>
<td>60 days after audit</td>
</tr>
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<td>Minor</td>
<td>50% per module</td>
<td>60 days after audit (to reach 50%)</td>
</tr>
<tr>
<td>Recommendation</td>
<td>0%</td>
<td>Not applicable</td>
</tr>
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</table>
RWS Requirement Types

A8.1 Animal Welfare Requirements
Each Animal Welfare Requirement has been assigned an NC level. If one of the requirements is not met at the initial On-Site Audit, the NC level determines the effect on the certification status.

NC–1: NC-1 level requirements relate to critical practices (e.g. mulesing, castration, tail docking, and on-farm slaughter). Any NCs related to critical practices are not allowed. Critical practice requirements shall be met before or at the time of the first audit.

NC–2: NC-2 level requirements relate to general treatment of the animals. NC-2 violations shall be corrected within 30 days of the farmer receiving the audit report.

NC–3: NC-3 level requirements relate to documentation or infrastructure. NC-3 violations shall be corrected within 90 days of the farmer receiving the audit report.
Theory of Change

Industry Education & Development Program

BRANDS

Best Practices

Demand

"Safe" supply

Financial support, influence, consumer engagement

Stories, metrics and KPIs, impacts
Theory of Change

Critical Majors  Majors  Minors  Recommendations

Best Practices
Theory of Change
Theory of Change
Theory of Change

Strengthened Criteria

Critical Majors  Majors  Minors  Recommendations

Best Practices
# RDS Requirement Types

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Key Questions

• Do these categories work?
• Do the percentages work?
• Do the deadlines work?
Reminders

- Watch for RDS IWG Charter, to be signed
- Submit Feedback via the Feedback Form
- Review Work Plan, sign up for task groups
THANK YOU!