

A large, dark blue speech bubble with a white outline, centered on the page. The text "Animal Welfare Policy" is written inside in white, bold, sans-serif font.

Animal Welfare Policy

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1. Policy statement

JYSK is committed to upholding the highest standards of animal welfare in the sourcing of animal-derived materials such as down, feathers, leather, wool, and other by-products. We have a zero-tolerance approach to animal cruelty and strictly prohibit harmful practices such as live plucking, mulesing, live skinning, trimming the beaks, force-feeding, and other inhumane methods.

Animal welfare must be respected throughout the entirety of the supply chain and at all stages of any animal's life, including farming, transportation, and slaughter. Suppliers are expected to adhere to these principles, ensuring that animals are treated humanely from birth to the end of life. To reinforce this commitment, JYSK only uses animal-based materials derived from animals that were part of the food production chain, ensuring humane standards are followed throughout.

This policy is informed by international standards and best practices, including:

- EU Animal Welfare Legislation¹
- The Animal Welfare Act 2006 (UK)
- The International Down and Feather Laboratory (IDFL) Guidelines

2. Scope

The scope of this policy includes all animal-derived materials, including leather, fur, skins, down, feathers, and wool. It covers the entire value chain, including JYSK operations.

This policy applies to:

- Suppliers, manufacturers, and processors of animal-based raw materials
- Customers and the public, who expect transparency and ethical business practices
- Internal JYSK teams such as Purchasing, Compliance & Quality, and other departments responsible for policy compliance

3. Policy accessibility

This policy is embedded within JYSK's Supplier Code of Conduct, which all product suppliers are required to sign as a condition of doing business with us. This Code serves as the foundation for ensuring our suppliers uphold ethical practices.

The policy is also accessible via internal communication channels, particularly for relevant departments such as Purchasing and Compliance, and is available to the public at JYSK.com.

¹ Council Directive 92/65/EEC, Council Directive 98/58/EC, Council Regulation (EC) No. 1/2005, Regulation (EC) No. 853/2004, Directive 2007/43/EC, Regulation (EC) No. 1774/2002, Council Regulation (EC) No 2009/1099, Directive 2010/63/EU, Regulation (EU) No. 142/2011, Regulation (EU) No. 1099/2009, Directive 2013/41/EU.

4. Governance

Role	Responsible	Responsibility
Policy owner	EVP Purchasing & Sales	Provides strategic oversight and ensures alignment with corporate goals. Most senior level responsible for the implementation of the policy in JYSK.
Policy approver	Sustainability Management Group	Reviews and approves policies, ensuring consistency and compliance on policy form.
Policy responsible	Compliance & Quality Director	Drafts and revises the policy, including future updates.
Policy implementation	Compliance & Quality Team	Ensures the policy is enforced throughout the supply chain and in operational activities.

5. Compliance and grievance mechanisms

Compliance is tracked through supplier audits, internal reviews, and external oversight by IDFL, meaning that down and feather products are DOWNPASS- and IDS-certified. JYSK also provides a [Whistleblower Service | JYSK](#) for employees, suppliers, and external stakeholders to report concerns related to sustainability matters, including animal welfare violations. Reports are handled confidentially and in accordance with due process.

6. Reporting

Progress on policy implementation and potential breaches will be summarised annually in the Sustainability Statement.

Performance and compliance with this policy, as well as any updates, will be shared with executive leadership as relevant through the Sustainability Management Group.

7. Related policies

This policy should be read in conjunction with:

- JYSK Supplier Code of Conduct
- Resource Use Policy

8. Approval and updates

This policy has been approved by JYSK's Sustainability Management Group and is valid from September 2025. The policy will be updated at least bi-annually and adjustments will be made based on performance, technological advances, and industry best practices.

Term	Definition
Animal welfare	The ethical responsibility to treat animals humanely, ensuring their well-being throughout their lifecycle, including farming, transportation, and slaughter.
Mulesing	The removal of strips of wool-bearing skin from sheep to prevent flystrike, a practice prohibited under this policy.
Live plucking	The act of plucking feathers from live birds, which is considered abusive and not tolerated.
Live skinning	The act of skinning animals while they are still alive is prohibited.