

Process Number: BBBPO-0015	Animal Welfare Policy	
Implementation Date: 9/2019	Working Version V.3	Revision Date: 4/2022

Bed Bath & Beyond Inc. and its subsidiaries (hereinafter referred to as the “Company”) are committed to sourcing materials of animal origin in a humane, ethical and sustainable manner with respect to animal welfare, and proper handling, of all animals that are used in the production of products sold at the Company.

Scope

All product categories.

Our Commitment:

All products derived from animals must be produced in accordance with the Five Freedoms of the Farm Animal Welfare Committee (FAWC)

1. Freedom from hunger and thirst
2. Freedom from discomfort
3. Freedom from pain, injury or disease
4. Freedom to express normal behavior
5. Freedom from fear and distress.

Additionally, the Company prohibits the use of animal derived products and materials from any threatened species identified on the IUCN Red List, <https://www.iucnredlist.org/>

With this commitment and deep respect for animal welfare, the Company also prohibits animal testing on cosmetic products and their ingredients. The Company is committed to alternative, non-animal substantiation methods.

We believe in continuous improvement and we will collaborate and partner with other responsible stakeholders and make informed decisions on animal welfare, health issues and other animal derived products based on the best scientific and ethical information available.

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Down & Feathers

The Company is committed to responsible down sourcing. When sourcing products containing feather and down, vendors must take reasonable steps to ensure that the feathers and down contained in their products are a by-product of the food chain. The Company will not accept products with feather or down obtained by live plucking or force feeding.

The Company recommends that vendors implement certification requirements. Certifications such as IDFL Traceability Audit System (International Down and Feather Lab), IDS (IDFL Down Standard), EDFA (European Down and Feather Association), Downpass Standard and RDS (Responsible Down Standard), as well as other government certifications should be considered.

Bed Bath & Beyond (BBB) Specific Policy

- The Company requires all bedding products that contain feather & down be certified by the Textile Exchange Responsible Down Standard. <https://responsibledown.org/>

Mohair

The Company will not purchase products containing mohair.

Skins and Hides

A. Permitted Animal Hides

The Company ONLY accepts Animal Hides that are a byproduct of the meat industry and are not raised exclusively for their pelts. The only accepted hides are:

- Cow (leather + hair-on hides)
- Sheep (leather + hair-on hides)
- Pig
- Goat

B. Prohibited Animal Hides

Other Animal Hides are prohibited, including but not limited to the following:

Any species of domesticated or feral dog or cat, Raccoon Dog, Seal, Polar bear, Leopard, Ocelot, Lion, Tiger, Cheetah, Jaguar, Sable, Antelope, Wolf, Zebra, Whale, Cobra, Python, Sea turtle, Colobus Monkey, Kangaroo, Vicuna, Sea otter, Horse, Dolphin or Porpoise, Spanish lynx, Elephant, Crocodile, Alligator or Caiman

Cosmetics

Products and their ingredients must not be tested on animals. The Company will not tolerate any exception to this rule. Alternative testing methods must be used to ensure safe product.

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Training

Training is conducted on a yearly basis to employees in our category management and product development teams to educate them on the policy.

Communication

This policy is communicated to our vendors, associates, and other stakeholders via various documents and training. This communication may vary by retail concept. The Product Safety & Compliance Manual is used as the communication tool for Bed Bath & Beyond, Liberty Procurement Co. Inc., Bed Bath & Beyond Canada L.P., buybuy BABY, Inc., and Harmon Stores, Inc.

Non-Compliances

Where non-compliances are found the Company will work with the vendor to take immediate and effective remedial action. The Company reserves the right to disengage with any vendor that does not meet minimum standards as set by the Farm Animal Welfare Committee or who does not show attempts to continually improve animal welfare standards.