



Deckers Brands Environmental Policy

A COMMITMENT FROM LEADERSHIP TO EMPLOYEES, CUSTOMERS, AND THE COMMUNITY

Overview

As a global leader in designing, marketing and distributing innovative footwear, apparel, and accessories, our worldwide reach and impact is significant. We believe consumers are increasingly buying brands that advance sustainable business practices and deliver quality products while striving for minimal environmental impact by employing socially conscious operations. Our sustainability policies and strategies are aligned with, and informed by, our ongoing efforts with multi-stakeholder initiatives, which involve our stockholders, employees, suppliers, and our customers, as well as other brands and non-governmental organizations. Through our holistic environmental, social and governance program, which has been in existence since 2010, we are committed to advancing our sustainable business initiatives. Sustainability is an important part of our business. This document outlines our Environmental Policy and serves as a testament to our dedication to furthering our sustainability journey.

Policy

We use our annual Corporate Responsibility Report to detail our environmental efforts and highlight our progress. In short, we are committed to the following:

- Operate our business in a manner that strives to reduce our impact on the environment and protects its resources.
- Manage the lifecycle of our products, solutions, and services in an environmentally responsible manner.
- Maintain compliance with applicable environmental laws, regulations and other obligations.
- Continue to evaluate and review the impact of our business on the environment, set goals to reduce these impacts, measure our progress, and report performance in our annual Corporate Responsibility report.
- Work with our brands to fully embrace their respective sustainability targets.
- Strive to continually improve our performance.



Third-Party Manufacturing Partners

Throughout the globe, Deckers is committed to working with third-party manufacturing partners, supplier partners, and service providers who, at a minimum, uphold the relevant environmental laws, regulations and policies of the countries in which they do business. Deckers has ongoing environmental studies with its key partners to ensure they are operating in a way that is mindful of the environment.

Questions

For more information about Deckers Environmental Policy, please contact cr@deckers.com or view our annual *Creating Change* Report on our website located at www.deckers.com/responsibility.