



# Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct

# Vision and Expectations



### Who We Are

Deckers Brands (whose portfolio of brands include UGG®, HOKA ONE ONE®, Teva®, Sanuk® and Koolaburra by UGG®), strives to do great business while doing good in the world. We employ socially conscious operations and sustainable business practices, with the goal of continuing to deliver quality products to our consumers. We are committed to positively impacting the communities where we operate, including assuring industry leading human rights and environmental practices throughout our supply chain.

### Commitment from Our Partners

We require our business partners (including factory partners, suppliers, licensees, and agents) to provide a healthy and safe work environment, including living dormitories where applicable, for all workers. Through implementing Deckers' Human Rights Policy: Ethical Supply Chain Supplier Code of Conduct ('Code of Conduct') our business partners have committed to upholding Deckers values and strive to do business in a way that is better for people and the planet. Our Code of Conduct is based off international law and the International Labour Organization (ILO) convention.

### Anti-Corruption

We follow all applicable anti-corruption laws and expect our partners to do the same. We must work together to never engage in or promote corruption or bribery, regardless of local customs.

### Responsibility of Our Partners

We expect each of our partners to be both socially and environmentally conscious and to share in our commitment to treat workers with respect, fairness, and dignity. At a minimum, our partners must follow this Code of Conduct, all local and state laws, and Deckers' Code of Ethics.

### Engagement with Our Partners

At Deckers, we take very seriously the impact we have on people and the planet and expect our partners to do the same. Our partnerships are built on leadership, transparency, collaboration, and mutual respect. Business Partners must take responsibility for their business impacts, remediate problems when they are found, and build management systems to prevent problems from reoccurring.

### Community

Doing good in the world through our charitable contributions, product donations, and employee volunteer efforts is an essential part of our culture and core to our values. We encourage our partners to share in our commitment to give back to our local communities.

# Governance and Standards – Implementation & Accountability



## Implementation

As a condition of doing business with Deckers, our business partners must implement this Code of Conduct into its business and submit to verification and ongoing monitoring by Deckers. Our business partners must post this Code of Conduct, in local language, train workers on their rights and obligations as defined by this Code of Conduct and ensure the compliance of any sub-suppliers. Business Partners commit to providing a transparent and effective internal grievance system. Deckers also offers a 24 hour, 7 days a week, hotline service where workers can anonymously and confidentially notify us of any violations of this Code of Conduct.

## Assessment

To measure progress against this Code of Conduct, Deckers conducts ongoing assessments and reviews of facilities. We require full and open access to the facilities, operations and workers involved in our business practices. We expect each of our partners to fully comply with all international laws and follow practices that safeguard human rights, the environment, and workers' health & safety as set by the ILO.

## Monitoring

Deckers' Ethical Supply Chain ("ESC") Team is responsible for the day to-day management of our ESC program. Our Business Partners are subject to regular review through our Vendor Scorecard process, which consists of social, environmental, and health & safety topics. Scorecards are reviewed with executive management for increased visibility and good behavior is rewarded with continued business. Partners who underperform are placed on corrective action plans and are subject to more frequent monitoring. We reserve the right to walk away from partners who are not fulfilling our expectations.

## Governance

To maintain its independence, our ESC Team reports directly to our VP, Sustainability and Compliance, who in turn reports directly to our Chief Administrative Officer, General Counsel and Corporate Sustainability and Compliance Officer.

# Code of Conduct



## Environment

- Environmental Monitoring
- Waste
- Water
- Energy
- Chemistry



## Human Rights

- Forced Labor
- Child Labor
- Discrimination
- Harassment or Abuse
- Wages and Benefits
- Hours of Work
- Freedom of Association/Collective bargaining
- Basic Standards



## Health and Safety

- Healthy and Safe Workplace
- Health and Safety Policies
- Workplace Safety Practices
- Reporting a Grievance



# Environment



## Environmental Monitoring

We want to work with business partners who share in our respect for the planet and who operate business in an environmentally conscious way. Business partners are subject to environmental monitoring including waste generation, waste diversion, water consumption, wastewater disposal, energy consumption, appropriate chemical management including hazardous waste disposal and Greenhouse Gas reduction.

## Waste

We require our monitored business partners to set waste diversion targets through our Waste Diversion Program (define, measure, analyze, improve, and control) including benchmarking types of waste such as foams and textiles. At a minimum, our business partners should dispose of hazardous waste through safe measures that comply with local laws and Deckers Code of Conduct. All business partners are encouraged to divert waste in a preferred manner avoiding landfill when possible.

## Water

We work with our business partners to promote good water usage practices and encourage them to increase their use of recycled water. We expect our business partners to protect freshwater ecosystems through compliance with local laws regarding the proper disposal of wastewater.

## Energy

We measure energy consumption among key business partners and expect them to monitor overall energy consumption or explore renewable energy options where possible.

## Chemistry

Our ESC and Restricted Substance Teams ensure products comply with the most stringent applicable global legislation, promote the use of environmentally friendly materials, ensure harmful substances are limited or eliminated based on health, environmental or other factors, and ensure sustainable product innovation. All our products must be compliant with global regulations and are tested, including random testing, to ensure compliance. Our teams are working closely with our business partners to reduce or eliminate harmful chemicals including, but not limited to volatile organic compounds (VOCs), flame retardants, ozone depleting substances, particulate matter, and other toxic air pollutants. All supply chain partners are fully aware of our expectations and have received the proper training and tools necessary for success.



# Human Rights



## Forced Labor

Our business partners shall not use forced labor whether in the form of slavery, prison labor, indentured labor, bonded labor, human trafficking, or otherwise. All employment must be voluntary.

## Child Labor

Our business partners shall not employ workers below the age of 16 or below the age of 18 in the case of hazardous work (i.e. operating heavy machinery, handling toxic chemicals, etc.). If the legal age for employment is higher than 16, the higher age shall apply.

## Discrimination

Employment decisions shall be made solely on the person's ability to do the job. No person shall be subject to discrimination for employment on the basis of personal identity or beliefs, including hiring, salary, benefits, advancement, discipline, termination, retirement, parental status, or association/ trade union affiliation on the basis of gender, race, religion, age, disability, sexual orientation, marital status, pregnancy, nationality, political opinion, or social or ethnic origin. Our business partners must also display a non-retaliation policy that does not discourage workers from reporting issues out of fear for job loss or retribution.

## Harassment or Abuse

We will not tolerate harassment, abuse, or retaliation against any worker. Our business partners shall treat their workers with respect and dignity. Work environments must be free of intolerance, retribution for grievances, and corporal punishment. No worker shall be subject to any physical, sexual, psychological, or verbal harassment or abuse. No worker can be punished through fines or financial dues.

## Wages and Benefits

Our business partners, at a minimum, will pay worker wages and benefits that meet applicable laws. Workers must be given all benefits including, maternal/paternal leave, holidays, leaves, and overtime pay not less than 125% of the regular rate of pay. For overtime hours, workers must receive compensation at premium rates. Employment practices such as training or apprenticeship wages, recruitment fees for migrant workers, deposits, or other practices that effectively lower a worker's pay below the legal minimum wage are not permitted. For clarity, under no circumstances should workers be responsible for recruitment fees. Suppliers are encouraged to consider fair wage or living wage and apply the higher standard where possible.

## Hours of Work

Our business partners will comply with legally mandated work hours; use overtime only when each employee is fully compensated according to applicable law and informs each employee at the time of hiring if mandatory overtime is a condition of employment. The regular work week will not exceed 48 hours and workers must be provided one day off in seven. Except in extraordinary business circumstances the sum of regular work and overtime work will not exceed 60 hours per week or in compliance with legal limits if they are lower.

## Freedom of Association / Collective Bargaining

Our business partners shall recognize and respect the right of employees to freedom of association and collective bargaining. Where these rights are restricted under law, parallel means for the representation of workers are encouraged.

## Basic Standards

Our Code of Conduct expects our partners to share our commitment to treat workers with respect, fairness, and dignity as set forth in the United Nations' International Bill of Human Rights, the ILO's Declaration on Fundamental Principles and Rights of Work, and the Universal Declaration of Human rights.



# Health and Safety



## Healthy and Safe Workplace

Our business partners shall ensure a healthy and safe workplace. Business partners shall operate in buildings that are sanitary, hygienic, and routinely cleaned. Business partners shall provide access to sufficient and clean toilet facilities, to potable water and, if applicable, sanitary facilities for food preparation and storage must be provided.

## Health and Safety Policies

Business partners shall provide written safety and health policies and procedures that minimize negative impacts on the workplace environment, reduce work-related injury and illness, and promote the general health of workers. These policies and procedures must also include emergency plans for fires, earthquakes, and other natural disasters. Business partners shall provide clear emergency plans (specifying a primary designee who is responsible for ensuring such plans are managed effectively), emergency evacuation trainings (e.g. fire drills), regular maintenance of emergency notification equipment (e.g. fire detection systems), and frequently monitor, and update as needed, safe emergency escape routes and shelter in place locations.



## Workplace Safety Practices

Business partners must provide training and adequate equipment to ensure workplace safety practices. This includes minimizing the exposure to hazardous or toxic substances and ensuring an appropriate safety management system is in place. Business partners shall operate in buildings that are fit for business operations including proper ventilation, heating, cooling, and lighting systems.

## Reporting a Grievance

We are proud to make our anonymous hotline numbers available to all factory workers. Factory workers can find our hotline posters, translated in local language, posted in each break room or in our Code of Ethics posted publicly on [deckers.com/responsibility](https://deckers.com/responsibility).