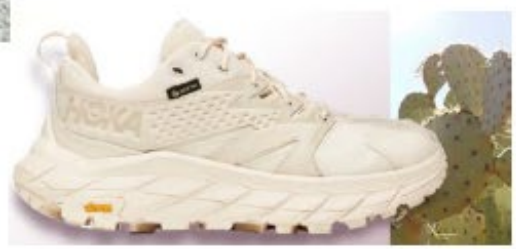
DECKERS
BRANDS

Restricted Substances Packet

August 2023



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ALWAYS VERIFY THE CURRENT VERSION WITH YOUR DECKERS CONTACT.

Table of Contents

RESTRICTED SUBSTANCES POLICY

I. Introduction

Deckers Brands and its subsidiaries ("Deckers") are committed to assuring that all of the materials used in its products are safe – for workers, for consumers and for the environment. Therefore, Deckers has established its RS Policy.

The goal of our Policy is to:

- Ensure our products comply with the most stringent applicable global legislation where our products are sold;
- Promote the use of environmentally friendly materials *(including recyclable, renewable, regenerated, and natural)* and biodegradable and compostable materials;
- Ensure targeted substances are limited or eliminated based on health, environmental or other factors; and
- Ensure sustainable product innovation.

Compliance with Deckers' RS Policy is a pre-requisite for doing with business with Deckers.

II. Scope

All Factories, Materials Suppliers ("Suppliers"), Licensees and Agents must adhere to this RS Policy. To this end, all materials, components and finished product must comply with:

A. All national, local and international directives, laws, and regulations that restrict the type and concentration of potentially hazardous substances. Future laws and restrictions are to be immediately incorporated by reference into this Policy.

B. Deckers' List of Restricted Substances (RSL). The RSL is applicable to all products, materials, chemicals, components and other things of value supplied for use in Deckers' products and packaging. The RSL incorporates current legal restrictions in major markets, as well as limits and reporting thresholds voluntarily imposed by Deckers. Updates to the RSL will be distributed to all business partners from time to time and are to be immediately incorporated by reference into this policy. This policy is to remain in force until superseded by a subsequent version of the policy.

C. All products supplied to Deckers are subject to our RS Policy which supersedes all prior agreements, representations and understandings either written or oral.

III. Responsibilities

We expect our business partners to implement best practices to ensure that materials and products supplied to Deckers are in full compliance with this RS Policy and are fully compliant with all international directives, laws, and regulations that restrict the type and concentration of potentially hazardous substances.

At a minimum, Factories, Suppliers and Licensees must acknowledge receipt of this Policy and commit to following strictly the provisions of this Policy by signing the Factory Certificate of Compliance which certifies to Deckers that all products, materials, components, packaging and other things of value supplied to Deckers comply with the prohibitions, limitations and other provisions of this Policy. Deckers will provide our business partners with the form of certifications required from time to time.

IV. Testing Methodologies

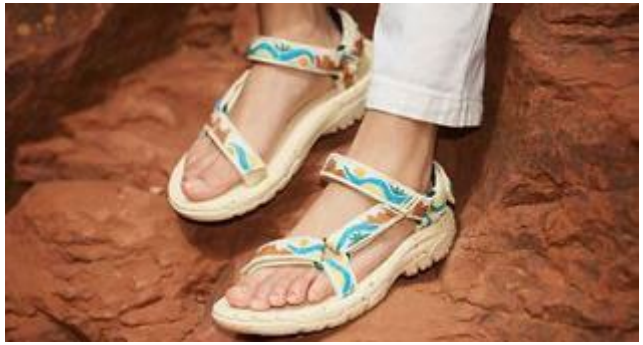
A. Material Sample Submissions
   i. All material samples must be submitted with sufficient quantities for testing. If not, testing can be delayed, and the supplier will be held responsible to cover the costs associated with such delays. For instance, CPSIA testing requires at least 1 pair of finished shoes with sufficient components.
   ii. Samples per style must contain all accessories (grommets, zippers, trims, etc.) that will be used in bulk production. The actual manufacturer must make the sample on the specific production machinery. Samples should be randomly drawn from a representative lot at one particular manufacturing location.

B. Footwear & Apparel Sample Submissions
   i. Three (3) random garments with accessories and components must be submitted for testing.
   ii. Additional base colors of each style must be represented. Supplier shall supply samples of all base colors of the material.
   iii. Samples must include at least one unit from each size range in the purchase order.

C. Trim and Hardware
   i. All base colors of trims and hardware pieces must be tested.
   ii. Lead in Surface Coating testing requires 1.5-2 grams of sample be obtained by scraping the surface of the samples. Below is an estimate of additional trim and hardware pieces that must be included:
      - Zippers – 5 additional pieces
      - Snaps – 10 additional pieces
      - Buttons – 10 additional pieces
      - Toggles – 8 additional pieces
      - Heat-Applied Labels – 5-10 additional pieces
      - Other Trim – Contact Lab for More Information
   iii. Deckers may, in its sole discretion, request additional trim and hardware to ensure adequate testing can be completed.

D. Accessories
   i. All applicable component testing must be completed for accessories.
   ii. The approved critical testing laboratory may request additional samples based on necessity to complete such training.

E. Packaging
   i. All packaging components including but are not limited to labels and coatings/prints must be tested.
   ii. Additional tests such as SVHC and Chemical Screening Tests may be required on packaging components at the discretion of Deckers.
   iii. Packaging components must be provided with enough quantities:
      - Wood components – a minimum 10grams of sample for each component
      - Paper – at least 20 pieces or 8grams of sample
      - Carton boxes – the inner and outer lays must be separated if applicable
      - Coatings – at least 3 grams of sample
      - Prints-May be tested with substrate(s) if inseparable
      - Plastic components – a minimum of 10 grams of sample
      - Labels: at least 20 pieces
      - Others: at least 8 grams of sample, or contact lab for assistance



V. Restricted Substances List

The RSL includes substances, limits and test methods and will be updated on as needed basis. While Deckers has attempted to include known restrictions in all major markets, business partners are solely responsible for delivering products and materials that are fully compliant with all international directives, laws and regulations that restrict the type and concentration of potentially hazardous substances. Deckers does not, by its provision of this List, assume any responsibility for compliance by any business partner.

VI. Approved Test Facilities

Only the attached list of Test Facilities (Exhibit H) has been approved by Deckers to conduct RS testing of materials and finished product for compliance with this Policy. Other labs may be permitted on a case-by-case basis only with prior written approval by Deckers.

VII. Exhibits

- Exhibit A: RSL Test Matrix
- Exhibit B: Deckers Restricted Substances List
- Exhibit C: US Consumer Product Safety Improvement Act (CPSIA) Testing
- Exhibit D: REACH Reporting Requirements
- Exhibit E: U.S. State Reporting Requirements
- Exhibit F: Complete List of PFCs
- Exhibit G: Conflict Minerals Policy
- Exhibit H: List of Approved Laboratories
- Exhibit I: RSL Failure Resolution Protocol – for authorized Suppliers
- Exhibit J: Factory Certificate of Compliance
- Exhibit K: Licensee/ Agents Certificate of Compliance
- Exhibit L: Supplier Certificate of Compliance (same raw material)
- Exhibit M: Supplier Certificate of Compliance (same base color)
- Exhibit N: CPSIA Certificate of Compliance

Exhibit A
RSL Test Matrix (August 2023)
Max Concentration Levels, Test Methods & Explanatory Notes Found on RSL List

Substance/Class	Natural Fabric	Synthetic Fabric	Blended Fabric	Leather/ Coated Leather	Synthetic PU	Polymers (plastic, rubber, EVA, TPU etc.)	Metal Parts	Ink, Paints, Pigments, Prints	Adhesives, Primers, Finishing Agents, Solvents, Shoe Creams	Paper, Cardboard, Wood	Packaging Materials (tags, tissues, carton, box, paper label)
Asbestos	o	o	o	o							
Alkylphenols (NP/OP & NPEO/OPEO)	x	x	x	x	x	x		x(2)	x(13)		
Dimethylfumarate (DMFU)	x(8)	x(8)	x(8)	x	x(8)	x(8)		o(8)	x(8)	x(8)	x(6)
Dyes											
Allergenic Disperse Dyes		x(1)	x(1)					x(1,2)			
Azo Dyes (7)	x(1)	x(1)	x(1)	x(1)	o			x(1,2)			
Carcinogenic Dyes	x(1)	x(1)	x(1)	x(1)				x(1,2)			
Quinoline	o(1)	x(1)	x(1)	o(1)							
Chlorinated Parrafins											
Short Chained (SCCPs)	x(5)	x(5)	x(5)	x	x	x		o	o		
Medium Chained (MCCPs)	o	o	o	o	o						
Chlorinated Phenols (PCP, TeCP, TriCP)	x	x	x	x	o			o		x(14)	
Dioxins & Furans	o	o	o	o	o	o		o(2)	o	o	o
Flame Retardants	o(5)	o(5)	o(5)	o(5)	o(5)	x(20)		o(5)	o(5)	o(5)	o(5)
Formaldehyde	x	x	x	x	x	o		x(2)	x	x	
Metals											
Cadmium (Total)	x (coated)	x (coated)	x (coated)	x (coated)	x	x	x	x(21)			
Lead (Total)	x(11)	x(11)	x(11)	x	x	x	x	x(21)	x	x	
Mercury (Total)	x (coated)	x (coated)	x (coated)	x (coated)	x (coated)	x (coated)	x (coated)	x			
Chromium VI				x	o						
Heavy Metal (Soluble)	o	o	o	o	o	o	o	o	o		
Heavy Metal (Extractable GB)	x(2)	x(2)	x(2)	x(2)	x(2)	x(2)	o	x(2)	o	x(2)	
Nickel (Release)							x(12)				
Heavy Metals +PFAS (TPCH)											x(15)
Heavy Metals (Extractable)	o(9)	o(9)	o(9)	o	o(9)			o(2)			
Nitrosamines						o(18)					
Organotins TBT, TPhT, DBT, DOT	o	o	o	x	x	x		x(2)(21)	o		
MBT, Σ Trisubstituted organotin compounds	o	o	o	o	o	o		o	o		
Ozone Depleting Substances	o	o	o	o	o	o					
Pesticides	o		o	o						o	
C8-based Perfluorinated Chemicals (PFCs): PFOS/PFOA – required	x(4)	x(4)	x(4)	x(4)	x(4)	x(4)		x(4)	x(4)	x(4)	x(4)

Other non C8-based Perfluorinated Chemicals (PFCs)	x(4)	x(4)	x(4)	x(4)	x(4)	x(4)		x(4)	x(4)	x(4)	x(4)
PH	x(10)	x(10)	x(10)	x							
Phthalates				x (coated)	x	x		x(2)(21)	x		x(24)
Polycyclic Aromatic Hydrocarbons (PAH)		o	o	x (coated)	x	x		x(21)	o		
PFAS in packaging (TPCH)											
Chlorinated aromatic hydrocarbons		o	o								
Polyvinylchloride (PVC)				x (coated)(19)	x(19)	x(19)		x(19)			
Volatile Organic Chemicals (VOCs)	o(23)	o(23)	o(23)		x(23)			x(3)	x(3)		
Acetophenone, 2-Phenyl-2-Propanol, Formamide						x(22)					
Flammability (apparel only)	x(16,17)	x(17)	x(17)								
UV Stabilizers	o(25)	o(25)	o(25)	o(25)	o(25)	o(25)	o(25)	o(25)	o(25)	o(25)	o(25)
Bisphenol A (BPA)		x(26)	x(26)	o	o		o	o	o	o	
Total Fluorine	x(4)	x(4)	x(4)	x(4)	x(4)	x(4)		x(4)	x(4)	x(4)	x(4)
MOAH consisting of 1 to 7 aromatic rings								o(27)			o(27)

***See Footnotes Below**
x – Mandatory Component Testing
o – Optional/Finished Product/Random Check/Audit Test

Footnotes:

1 Testing not applied on white color.
2 Inks, paints, pigments, prints may be tested together with base material.
3 For solvent-based only
4 For material with water/stain proof/resistant/repellent treatment.
5 Material with flame retardant treatment. 6. Silica gel & similar products.
7 After doing the full mandatory tests on base raw material, tests required for different colors with same base material. Supplier must submit the certification letter attached as Exhibit F.
8 Only if material is specified by supplier as treated by anti-mold/anti-bacterial.
9 Mandatory for China order
10 Only upper, lining, webbing, clothing and home textiles are required for the test. If there is no specific indication of the fabric use, conduct the test without confirmation.
11 If fabrics have prints. 12. Conduct Nickel Rubbing test first – if failure, proceed to Nickel Release test.
13 Only for finished agent. 14. Do "PCP" test on wood outsole material.
15 Only for packaging materials. 16. Clothing textiles only
17 Special textile exemptions as follows:
- A) Interlining textile used as a layer between an outer shell and an inner lining in wearing apparel;
- B) Regardless fiber content, plain surface textile weight ≥2.6 oz/yd^2;
- C) Regardless fiber weight, all textiles made from any the following fibers or combination of fibers: acrylic, modacrylic, nylon, olefin, polyester, wool.

18 Only for rubber material
19 If PVC found after FTIR, VCM in PVC should be tested. 20. Mandatory test on TRIS, TCEP, and TDCPP for PU foam cushioned pad of home product only.
21 May be tested with the base material only if they are inseparable from the base material. 22. Only test on EVA materials. Test results are valid for 3 years as long as the ingredients are the same.
23 PU materials are required to test 3 (DMFa, NMP and DMAC) VOCs only. 24. Only DEHP, DBP, BBP, DIBP, DINP, DCHP, DnHP, DNPP are required.
25 For materials with anti-UV light treatments only. 26. For materials containing polyester or Polyamide fibers only.
27 For ink, paints, pigments, prints used in packaging materials and for packaging materials containing ink, paints, pigments, prints.

Remark: All chemicals must comply with RSL, MRSL, and SVHCs requirements; Anti-mold chemicals must comply with RSL, MRSL, SVHCs and TRA (Toxicological Risk Assessment). All the chemicals are subject to the related testing required by Deckers.

Exhibit B
Lists of Restricted Substances

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
ALKYL PHENOLS (AP) & ALKYL PHENOL ETHOXYLATES (APEO)						
Nonylphenol (NP)	25154-52-3	Total APs: 10 mg/kg Total APEOs: 100 mg/kg (SUM)		10 mg/kg for APEOs and 3 mg/kg for APs	Textile: ISO 18254-1:2016-09 Leather: ISO 18218-1:2015 Others: Dissolve in THF, followed by Solvent extraction and analyzed by GC-MS /LC-MS	Legislated European Union REACH Regulation (EC) No 1907/2006 Annex XVII entry 46a and European Union REACH Regulation (EC) no. 1907/2006 Candidate List. Applicable to textile articles which can reasonably be expected to be washed in water.
Octylphenol (OP)	27193-28-8					
Nonylphenol ethoxylates (NPEO)	9016-45-9					
Octylphenol ethoxylates (OPEO)	9002-93-1					
ASBESTOS						
Actinolite	77536-66-4	Not detected Detection Limit: 1% for each			Microscopic exam: minimum magnification 1-250, polarized light filter attached; ratio of fiber length to diameter is at 3:1	Legislated
Amosite	12172-73-5					
Anthophyllite	77536-67-5					
Chrysotile	12001-29-5					
Crocidolite	12001-28-4					
Tremolite	77536-68-6					

Remark DL[1] means detection limit that a lab can achieve to accurately detect the chemical.

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
AZO DYES - LIST OF CLEAVABLE ARYL AMINES						
o-Toluidine	95-53-4	20 mg/kg Detection Limit: 5 mg/kg		10 mg/kg	Textile and Polyester: EN 14362: 2017 Leather: ISO 17234-1:2020 PAAB (CAS 60-09-3): Textile and polyester: EN14362-3(2017) Leather: ISO17234-2:2011 For Aniline, a non-cleavable method can be used as a reference.	Legislated
2,4-Xylidine	95-68-1					
2,6-Xylidine	87-62-7					
o-Anisidine	90-04-0					
p-Chloroaniline	106-47-8					
p-Kresidine	120-71-8					
2,4,5-Trimethylaniline	137-17-7					
4-Chloro-o-Toluidine	95-69-2					
2,4-Toluylenediamine	95-80-7					
2,4-Diaminoanisole	615-05-4					
2-Naphthylamine	91-59-8					
2-Amino-4-nitrotoluene	99-55-8					
4-Aminoazobenzene	60-09-3					
4-Aminodiphenyl	92-67-1					
4,4'-Oxydianiline	101-80-4					
Benzidine	92-87-5					
4,4'-Diaminodiphenylmethane	101-77-9					
o-Aminoazotoluene	97-56-3					
3,3'-Dimethyl-4,4'-diaminodiphenylmethane	838-88-0					
3,3'-Dimethylbenzidine	119-93-7					
4,4'-Thiodianiline	139-65-1					
3,3'-Dichlorobenzidine	91-94-1					
4,4'-Methylene-bis-(2-chloraniline)	101-14-4					
3,3'-Dimethoxybenzidine	119-90-4					
4-chloro-o-toluidinium chloride	3165-93-3					
2-Naphthylammoniumacetate	553-00-4					
2,4-diaminoanisole sulphate	39156-41-7					
2,4,5-trimethylaniline hydrochloride	21436-97-5					
Aniline	62-53-3	40 mg/kg				
Quinoline	91-22-5	50 mg/kg		10 mg/kg	DIN54231:2022	

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
CHLORINATED PARAFFINS						
Short-chained (SCCP) C10-C13)	85535-84-8	500 mg/kg Each		40 mg/kg	Polymers: Dissolve in THF, followed by solvent extraction; Finally, use GC-MS and LC-MS for analysis Others: SCCP: ISO 18219-1:2021 MCCP: ISO 18219-2:2021	Legislated
Medium-chained (MCCP) C14-C17	85535-85-9					
CHLORINATED PHENOLS & OTHER PHENOL						
Pentachlorophenol (PCP)	87-86-5	<0.5 mg/kg Each	Children< 0.05 mg/kg Each	0.05 mg/kg OPP at 0.5 mg/kg for reference	DIN 50009:2021 for all materials	Legislated
Tetrachlorophenol (TeCP)	25167-83-3					
Trichlorophenol (TriCP)	Various	5 ppm				
DIMETHYL FUMARATE (DMFU)						
Dimethyl Fumarate (DMFU)	624-49-7	Not Detected Detection Limit: 0.1 mg/kg		0.1 mg/kg	ISO 16186:2021 GC-MS analysis	Legislated
DIOXINS AND FURANS						
Group 1:		Sum Group 1: 1 µg/kg			US EPA 8290:2007	Legislated
a. 2,3,4,7,8-Pentachlordibenzofuran	57117-31-4					
b. 2,3,7,8-tetrachlordibenzo-p-dioxin	1746-01-6					
c. 1,2,3,7,8-pentachlordibenzo-p-dioxin	40321-76-4					
d. 2,3,7,8-Tetrachlordibenzofuran	51207-31-9					
Group 2:		Sum Group 1+2: 5 µg/kg				
a. 1,2,3,4,7,8-Hexachlordibenzo-p-dioxin	39227-28-6					
b. 1,2,3,7,8,9-Hexachlordibenzo-p-dioxin	19408-74-3					
c. 1,2,3,6,7,8-Hexachloridibenzo-p-dioxin	57653-85-7					
d. 1,2,3,7,8-Pentachlordibenzofuran	57117-41-6					
e. 1, 2,3,4,7,8-Hexachlordibenzofuran	70648-26-9					
f. 1,2,3,7,8,9-Hexathlordibenzofuran	72918-21-9					
g. 1,2,3,6,7,8-Hexachlordibenzofuran	57117-44-9					
h. 2,3,4,6,7,8-Hexachlordibenzofuran	60851-34-5					

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
Group 3:		Sum Group 1+2+3: 100 µg/kg				
a. 1,2,3,4,6,7,8-Heptachlordibenzo-p-dioxin	35822-46-9					
b. 1, 2,3,4,6,7,8,9-Octachlordibenzo-p-dioxin	3268-87-9					
c. 1,2,3,4,6,7,8-Heptachlordibenzofuran	67562-39-4					
d. 1,2,3,4,7,8,9-Heptachlordibenzofuran	55673-89-7					
e. 1,2,3,4,6,7,8,9-Octachlordibenzofuran	39001-02-0					
Group 4:		Sum Group 4: 1 µg/kg				
a. 2,3,4,7,8-Pentabromdi-benzofuran	131166-92-2					
b. 2,3,7,8-Tetrabromdi-benzofuran	67733-57-7					
c. 2,3,7,8-Tetrabromdibenzo-p-dioxin	50585-41-6					
d. 1,2,3,7,8-Pentabromdibenzo-p-dioxin	109333-34-8					
Group 5:		Sum Group 4+5: 5 µg/kg				
a. 1,2,3,4,7,8-Hexabromdibenzo-p-dioxin	110999-44-5					
b. 1,2,3,7,8,9-Hexabromdibenzo-p-dioxin	110999-46-7					
c. 1,2,3,6,7,8-Hexabromdibenzo-p-dioxin	110999-45-6					
d. 1,2,3,7,8-Pentabromdibenzofuran	107555-93-1					
DYES - ALLERGENIC DISPERSE DYES AND OTHER CONCERNED DYES						
C.I. Disperse Blue 1	2475-45-8	30 mg/kg		15 mg/kg	DIN 54231:2022	Legislated and Deckers Requirement
C.I. Disperse Blue 35	12222-75-2					
C.I. Disperse Blue 106	12223-01-7					
C.I. Disperse Blue 124	61951-51-7					
C.I. Disperse Orange 3	730-40-5					
C.I. Disperse Orange 37/76/59	12223-33-5 13301-61-6 51811-42-8					
C.I. Disperse Red 1	2872-52-8					
C.I. Disperse Yellow 3	2832-40-8					
C.I. Disperse Yellow 23	6250-23-3					

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
C.I. Disperse Blue 3	2475-46-9	30 mg/kg		15 mg/kg	DIN 54231:2022	Legislated and Deckers Requirement
C.I. Disperse Blue 7	3179-90-6					
C.I. Disperse Blue 26	3860-63-7					
C.I. Disperse Blue 102	12222-97-8					
C.I. Disperse Brown 1	23355-64-8					
C.I. Disperse Orange 1	2581-69-3					
C.I. Disperse Orange 149	85136-74-9					
C.I. Disperse Red 11	2872-48-2					
C.I. Disperse Red 17	3179-89-3					
C.I. Disperse Yellow 1	119-15-3					
C.I. Disperse Yellow 9	6373-73-5					
C.I. Disperse Yellow 39	12236-29-2					
C.I. Disperse Yellow 49	54824-37-2					
DYES - CARCINOGENIC DYES						
C.I. Acid Red 26	3761-53-3	30 mg/kg		15 mg/kg	DIN 54231:2022	
C.I. Basic Red 9	569-61-9					
C.I. Basic Violet 14	632-99-5					
C.I. Direct Black 38	1937-37-7					
C.I. Direct Blue 6	2602-46-2					
C.I. Direct Red 28	573-58-0					
C.I. Disperse Blue 1	2475-45-8					
C.I. Disperse Orange 11	82-28-0					
C.I. Disperse Yellow 3	2832-40-8					
C.I. Basic Blue 26	2580-56-5					
C.I. Basic Green 4	2437-29-8					
C.I. Basic Violet 3 with ⩾ 0,1 % of Michler's ketone	548-62-9					
Blue Colorants: $C_{39}H_{23}ClCrN_7O_{12}S.2Na$, $C_{46}H_{30}CrN_{10}O_{20}S_2.3Na$	CAS-No.: 118685-33-9	30 mg/kg		15 mg/kg	DIN 54231:2022	Legislated

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
DYES – OTHER DYES						
C.I. Pigment Red 104	12656-85-8	20 mg/kg			Screening with ICP-OES	Legislated
C.I. Pigment Yellow 34	1334-37-2	20 mg/kg			Screening with ICP-OES	Legislated
FLAME RETARDANTS						
Tri-(2, 3-dibromopropyl) phosphate (TRIS)	126-72-7	Prohibited (< 5 mg/kg)		5 mg/kg	Solvent extraction, GC-MS, GC-NPD & LC-MS analysis	Legislated
Tris (2-Chloroethyl) Phosphate (TCEP)	115-96-8					
Polybrominated biphenyls (PBB)	59536-65-1					
Bis(2,3-dibromopropyl) phosphate (BDBBP)	5412-25-9					
Tris-(aziridinyl) phosphinoxide (TEPA)	545-55-1					
Tris (1,3-dichloro-2-propyl) phosphate (TDCPP)	13674-87-8					
Triphenly phosphate (TPP)	115-86-6	25 mg/kg each				
2-ethylhexyl tetrabromobenzoate (TBB)	183658-27-7					
4-(tert-butyl) phenyl diphenyl phosphate (MDPP)	56803-37-3					
Bis(tert-butylphenyl) phenyl phosphate (DBPP)	65652-41-7					
2,2-Bis(chloromethyl)-trimethylene bis (bis(2-chloroethyl) phosphate) (v6)	38051-10-4					
Tris (4-tert-butylphenyl) phosphate	28777-70-0 & 78-33-1					
Bis (2-ethyhexyl)-2,3,4,5-tetrabromophthalate (TBPH)	26040-51-7					
Pentabromodiphenylether (PentaBDE)	32534-81-9	Not detected Detection Limit: 5 mg/kg				
Octabromodiphenylether (OctaBDE)	32536-52-0					
Decabromodiphenyl ether (DecaBDE)	1163-19-5					
Phenol, isopropylated phosphate (3:1) (PIP (3:1))	68937-41-7					
Polychlorinated Biphenyls (PCBs)	Various					
Polychlorinated naphthalene (PCNs)	Various					
Polychlorinated terphenyls (PCTs)	Various					
Heptabromodiphenyl ether	Various	Not detected Detection limit: 5 mg/kg				Legislated
Hexabromodiphenyl ether	36483-60-0					
Tetrabromodiphenyl ether	Various					
Halogenated Flame Retardants	Various	0.1%		0.1%	Halogen Test	Legislated
Phosphorus Flame Retardants	Various				Solvent extraction, GC-MS, GC-NPD & LC-MS analysis	
Nitrogen, or Nanoscale Flame Retardants	Various					
Hexabromocyclododecane including: Hexabromocyclododecane;1,2,5,6,10-hexabromocyclododecane and its main diastereoisomers: alpha, beta, and gamma-hexabromocyclododecane.	25637-99-4 3194-55-6 134237-50-6 134237-51-7 134237-52-8	Not detected Detection Limit: 5 mg/kg		5 mg/kg	Solvent extraction, GC-MS, GC-NPD & LC-MS analysis	Legislated

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
FLUORINATED GREENHOUSE GASES (AS DEFINED BY (EC) NO 842/2006):						
HFCs	75-46-7	Not detected Detection Limit: 1 mg/kg			Headspace GC-MS	Legislated
	75-10-5					
	593-53-3					
	138495-42-8					
	354-33-6					
	359-35-3					
	811-97-2					
	75-37-6					
	420-46-2					
	431-89-0					
	431-63-0					
	690-39-1					
	679-86-7					
	460-73-1					
	406-58-6					
	430-66-0					
	677-56-5					
	115-25-3					
Sulfur Hexafluoride	2551-62-4					
FORMALDEHYDE						
Formaldehyde	50-00-0	w/ direct skin contact: 75 ppm w/o direct skin contact: 300 ppm (150 ppm for vulcanized rubber shoes)	0-36 months: <16 ppm for Japan; 20mg/kg for all others.	16 mg/kg	ISO 14184-1/ GB/T 2912-1 & GB/T 2912-3 (Textile and others) ISO 17226-2-2018, (ISO17226-1-2021 confirmation) or GB/T 19941 (Leather) Or Japan Law 112 Liquids: ISO 27587/ GB 18583 or Steam distillation & Extraction.	Legislated
CHLORINATED AROMATIC HYDROCARBONS						
p-chlorobenzotrichloride	5216-25-1	1 mg/kg each		0.1 mg/kg	EN 17137:2018	Legislated
benzotrichloride	98-07-7					
benzylchloride	100-44-7					

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
HEAVY METALS RESTRICTED IN ALL TEXTILES, LEATHER AND SYNTHETIC PU						
TOTAL METAL CONTENT						
Lead	7439-92-1	90 mg/kg			Acid digestion followed by AAS/ ICP analysis, Suggested pre-treatment: CPSC-CH-E1003-09.1 CPSC-CH-E1001-08.3 CPSC-CH-E1002-08.3 QB/T 4340	GB 30585, etc.
Cadmium	7440-43-9	75 mg/kg			EN1122:2001 QB/T 4340:2012	GB 30585, etc.
Arsenic	7004-38-2	40 mg/kg			Acid Digestion (Microwave) followed by AAS/IC-OES or ICP-AES analysis QB/T 4340:2012	GB 30585, etc.
Chromium VI	18540-29-9	**Product Category: ALL Prohibited** DL=2.5 mg/kg Natural Leather & Fur: <2.5 mg/kg Artificial/Synthetic Leather: <2.5 mg/kg (baby 0-36 months) < 2.5 mg/kg (>36 months) *(*note <2.5 mg/kg is the lowest that a machine can be calibrated to detect)*		**Product Category: ALL Prohibited** DL=2.5 mg/kg <2.5 mg/kg for leather <2.5 mg/kg for Synthetic leather *(*note <2.5 mg/kg is the lowest that a machine can be calibrated to detect)*	ISO 17075-1 2017 ISO 17075-2 2017 Aging of the sample is Aging process: ISO 10195: 2018	
SOLUBLE						
Cadmium	7440-43-9	Coated Textiles: Prohibited <20 mg/kg			CNS 4797-2	Legislated
Other Soluble heavy metals	Various	Refer to Egypt: ES 7322/2018; Taiwan: CNS 15290/ CNS 15503			ASTM F963-2011	

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
HEAVY METALS RESTRICTED IN PRIMERS, FINISHING AGENTS, SOLVENTS, SHOE CREAMS AND PAPER CARDBOARD, WOOD						
TOTAL METAL CONTENT						
Lead	7439-92-1	90 mg/kg			Acid digestion followed by AAS/ ICP analysis, Suggested pre-treatment: Coatings: CPSC-CH-E1003-09.1 Metals: CPSC-CH-E1001-08.3 Non-metals: CPSC-CH-E1002-08.3	Legislated
EXTRACTABLE METALS						
Antimony	7440-36-0	30 mg/kg		"*" Chromium: 200ppm subject to alert level 1 and improvement	Extraction with acid perspiration according to ISO 105-E04 :2013, ICP Analysis China test methods: GB/T 17593-2006 for Cavas Rubber shoes All China Orders follow adult limits	Legislated GB 25036, GB 25038, etc.
Arsenic	7440-38-2	>36 months: 1.0 mg/kg	0-36 months: 0.2mg/kg			
Chromium	7440-47-3	Textiles: 2 ppm Leather: 200 ppm*	Textile: 1 ppm Leather: 200 ppm*			
Cadmium	7440-43-9	> 36 months 0.1 mg/kg	0-36 months: 0.1 mg/kg			
Chromium VI (Textile Only)	18540-29-9		0-36 months: 0.5 mg/kg			
Cobalt	7440-48-4	> 36 months: 4.0 mg/kg	0-36 months: 1.0 mg/kg			
Copper	7440-50-8	> 36 months: 25 mg/kg	0-36 months: 25 mg/kg			
Lead	7439-92-1	> 36 months: 0.2 mg/kg	0-36 months: 0.2mg/kg			
Mercury	7439-97-6	0.02 mg/kg				
Nickel	7440-02-0	> 36 months: 4.0 mg/kg	0-36 months: 1.0 mg/kg			

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
METALS RESTRICTED IN ALL PARTS (METAL AND PLASTIC)						
Cadmium (Total)	7440-43-9	Textile accessories: Prohibited < 20mg/kg Plastic and Metal: 100 ppm			EN 1122:2001 (Plastic), Acid Digestion (Metal), EN 16711-1:2015 (Textile), ISO 17072-2:2022 (Leather)	Legislated
Lead (Total)	7439-92-1	90 ppm			Metals:CPSC-E1001-08.3 Non-Metals: CPSC-E1002-08.3	Legislated
METALS RESTRICTED IN ALL PARTS (TOY PRODUCTS AND PLAY VALUE SHOES)						
METAL (METAL PARTS)						
Nickel (metal only)	7440-02-0	0.5 µg/cm²/week			*Metal Only.* Conduct rub test -if negative results, pass; if uncertain/ positive results, then proceed EN12472:2020 + EN1811:2023	
METALS RESTRICTED IN PACKAGING MATERIALS						
Cadmium	7440-43-9	Sum of all metals: 100 ppm			Acid digestion followed by ICP/AAS analysis, UV-VIS for Cr VI	Legislated
Lead	7439-92-1					
Mercury	7439-97-6					
Chromium VI	18540-29-9					
METALS RESTRICTED IN SURFACE COATINGS						
Cadmium	7440-43-9	Prohibited <20mg/kg			EN 1122:2001	Legislated
Lead	7439-92-1	90 ppm			CPSC-E1003-09.1	
Mercury	7439-97-6	10 ppm			EPA3051/3052	
NITROSAMINES						
N-Nitrosodimethylamine	62-75-9	0.5 mg/kg (GB) 0.01 mg/kg for infant & 0.05 mg/kg for non-baby (Mouthable items in Korea)			GB/T 24153:2009	Legislated
N-Nitrosodiethylamine	55-18-5					
N-Nitrosodipropylamine	621-64-7					
N-Nitrosodibutylamine	924-16-3					
N-Nitrosopiperidine	100-75-4					
N-Nitrosopyrrolidine	930-55-2					
N-Nitrosomorpholine	59-89-2					
N-Nitroso-N-methylaniline	614-00-6					

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
N-Nitroso-N-ethylaniline	612-64-6	0.5 mg/kg (GB)				
N-Nitroso Methyl-ethylamine	10595-95-6					
N-Nitroso-diphenylamine	86-30-6					
N-Nitroso Dibenzylamine	5336-53-8					
N-Nitrosatable substances		Total 1 mg/kg (Korea)		Total 1 mg/kg		Korea Legislation
ORGANOTINS						
Tributyltin (TBT)	56573-85-4	Prohibited <0.5 mg/kg (sum)		0.5 mg/kg (each)	GC-MS; ISO/TS16179:2012 or CNS 15853-1 for Tributyltin and Triphenyltin	Legislated
Triphenyltin (TPhT)	668-34-8					
Dibutyltin (DBT)	1002-53-5	Prohibited <0.5 mg/kg (Sum)				
Dioctyltin (DOT)	15231-44-4					
Monobutyltin (MBT) & Σ Trisubstituted organotin compounds TPrT, TBT, TMT, TOT, TPhT, TcyT.	2273-43-0	Prohibited <0.5 mg/kg (Each)		0.5 mg/kg (each)		Deckers Requirement* & refer to REACH Annex XVII
PERFLUORINATED CHEMICALS (PFCs)						
Perfluorooctane Sulphonate (PFOS/ PFAS)	2795-39-3	Coated Textiles and Materials: 1µg/m² Other Materials: 0.025 mg/kg Packaging materials: 0.01 mg/kg		0.01 mg/kg	CEN/TS 15968: 2010-11	Legislated
Perfluorooctanoic Acid (PFOA/PFAS), its salts & PFOA-related substances	68141-02-6					
Perfluoroundecanoic acid (PFUdA)	2058-94-8	0.025 ppm (each)		0.01 mg/kg		Legislated
Perfluorododecanoic acid (PFDoA)	307-55-1					
Perfluorotridecanoic acid (PFTrDA)	72629-94-8					
Perfluorotetradecanoic acid (PFTeDA)	376-06-7					
Restricted Perfluorinated Chemicals (PFCs) Refer to Exhibit F	Various	Coated Textiles and Materials: 1µg/m² Other Materials: <0.025 mg/kg Detection Limit: 0.025 mg/kg *(note – PFCs are prohibited for all. 0.01mg/kg is the lowest if the lab's machine can be calibrated to detect)*		0.01mg/kg	CEN/TS 15968: 2010-11, or ISO 23702-1:2018, or EN 17681-1:2022 & EN 17681-2:2022	

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
PESTICIDES						
2-(2,4,5-trichlorophenoxy) propionic acid, its salts and compounds	93-72-1	Not detected Detect Limit: 0.5 mg/kg			Solvent extraction, GC-MS analysis	Legislated
2,4,5-trichlorophenoxyacetic acid, its salts and compounds	93-76-5					
Aldrin	309-00-2					
Chlordane	57-74-9					
Dichloro-diphenyl-dichloro ethane (DDD)	72-54-8 53-19-0					
Dichloro-diphenyl-dichloro ethylene (DDE)	72-55-9 3424-82-6					
Dichloro-diphenyl-trichloro ethane (DDT)	50-29-3 789-02-6					
Dieldrin	60-57-1					
Endrine	72-20-8					
Heptachlor	76-44-8					
Heptachloroepoxide	1024-57-3					
Tetrachlorophenol (TeCP), its salts and compounds 2,3,5,6-TeCP	25167-83-3 935-95-5					
Hexachlorocyclohexane (HCH, all isomers) except gamma-hexachlorocyclohexane	608-73-1	Prohibited Detect Limit: 0.5 mg/kg			Solvent extraction, GC-MS analysis	Legislated
Isodrin	465-73-6					
Kelevane	4234-79-1					
Kepone (Chlordecone)	143-50-0					
Lindane	58-89-9					
Methoxychlor	72-43-5					
Perthane	72-56-0					
Quintozene	82-68-8					
Strobane	8001-50-1					
Telodrin	297-78-9					
Toxaphene	8001-35-2					
Halogenated biphenyls, including Polycholorinatedbiphenyl (PCB)	1336-36-3, 53469-21-9 and various					
Halogenated naphalenes	Various					
Halogenated diarylalkanes	Various					
Halogenated diphenyl methanes, including Monomethyl-dibromo-diphenyl methane, Monomethyl-dichloro-depheny methane, Monomethyl-tetrachloro-diphenyl methane	99688-47-8 81161-70-8 76253-60-6					
Hexachlorobenzene	118-74-1					
Mirex	2385-85-5					
Halogenated terphenols, including polychlorinated terpheny (PCT)	Various					

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
2,4-D	94-75-7	Prohibited Detect Limit: 0.5 mg/kg			Solvent extraction, GC-MS analysis	Legislated
Acetamiprid	135410-20-7, 160430-64-8					
Aldicarb	116-06-3					
Azinophosethyl	2642-71-9					
Azinophosmethyl	86-50-0					
Bromophos-ethyl	4824-78-6					
Captafol	2425-06-1					
Carbaryl	63-25-2					
Chlordimeform	6164-98-3					
Chlorfenvinphos	470-90-6					
Clothianidin	210880-92-5					
Coumaphos	56-72-4					
Cyfluthrin	68359-37-5					
Cyhalothrin	91465-08-6					
Cypermethrin	52315-07-8					
DEF	78-48-8					
Deltamethrin	52918-63-5					
Diazinon	333-41-5					
Dichlorprop	120-36-5					
Dicrotophos	141-66-2					
Dimethoate	60-51-5					
Dinoseb, its salts and acetate	88-85-7					
Dinotefuran	165252-70-0					
Endosulfan, do	959-98-8					
Endosulfan, do	33213-65-9					
Esfenvalerate	66230-04-4					
Fenvalerate	51630-58-1					
Hexachlorcyclohexane, xa	319-84-6					
Hexachlorcyclohexane, xa	319-85-7					
Hexachlorcyclohexane, xa	319-86-8					
Imidacloprid	105827-78-9, 138261-41-3					

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
Malathion	121-75-5	Prohibited Detect Limit: 0.5 mg/kg			Solvent extraction, GC-MS analysis	Legislated
MCPA	94-74-6					
MCPB	94-81-5					
Mecoprop	93-65-2					
Metamidophos	10265-92-6					
Monocrotophos	6923-22-4					
Nitenpyram	150824-47-8					
Parathion	56-38-2					
Parathion-methyl	298-00-0					
Phosdrin/Mevinphos	7786-34-7					
Propethamphos	31218-83-4					
Profenophos	41198-08-7					
Quinalphos	13593-03-8					
Thiacloprid	111988-49-9					
Thiamethoxam	153719-23-4					
Trifluralin	1582-09-8					
Endosulfan and its isomers	115-29-7 959-98-8 33213-65-9	Prohibited <0.5 mg/kg				Legislated European Union POPs Regulation (EC) No. 850/2004 Annex I
Pentabromobenzene	608-90-2				Solvent extraction, GC-MS analysis	
Hexabromobiphenyl	36355-01-8					
4,6-Dichloro-7 (2,4,5-trichloro-phenoxy) 0-2-trifluoro methyl benz-imidazole (DTTB)	63405-99-2	≤ 30 ppm			Solvent extraction, GC-MS analysis	Legislated Japan Law for the Control of Household Products
PHTHALATES						
Di-Iso-nonyl phthalate (DINP)[24]	28553-12-0 68515-48-0	DEHP+DBP+BBP+ DIBP= <0.05 % DINP+DIDP+DNOP <.0.05% DMP+DEP+DIBP <0.05% BBP+DBP+DEHP+ DIDP+DINP+DNOP <0.05%			Solvent extraction with GC-MS or LC/MS analysis, CPSC CH-C1001-09.4	Legislated
Di-n-octyl phthalate (DNOP)	117-84-0					
Di(2-ethylhexyl)-phthalate (DEHP)[24]	117-81-7					
Diisodecyl phthalate (DIDP)	26761-40-0 68515-49-1					
Butylbenzyl phthalate (BBP)[24]	85-68-7					
Dibutyl phthalate (DBP)[24]	84-74-2					

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
Diisobutyl phthalate (DIBP)[24]	84-69-5	Phthalate Total : <500 ppm Phthalate Total : <100 ppm for packaging items[24] Individual Max : <500 ppm			Solvent extraction with GC-MS or LC/MS analysis, CPSC CH-C1001-09.4	Legislated
Di-n-hexyl phthalate (DnHP)[24]	84-75-3					
Di-cyclohexylphthalate (DCHP)[24]	84-61-7					
Di-n-pentyl Phthalate (DNPP)[24]	131-18-0					
1,2-benzenedicarboxylic acid, diexyl ester, branched and linear (DHNUP)	68515-42-4	0.05% by weight (each)				
1,2-benzenedicarboxylic acid, di-C6-8-branched alkyl esters, C7-rich (DIHP)	71888-89-6					
Bis (2-methoxyethyl phthalate (BMEP)	117-82-8					
Diisopentylphthalate (DIPP)	605-50-5					
N-pentyl-isopentyl phthalate (NPIPP)	776297-69-9					
1,2-Benzenedicarboxylic acid, dipentyl ester, branched and linear (DPP)	84777-06-0					
Diethyl phthalate (DEP)	84-66-2					
1,2-Benzenedicarboxylic acid, dihexyl ester, branched and linear (DHxP)	68515-50-4					
1,2-Benzenedicarboxylic acid, di-C6-10-alkyl esters	68515-51-5					
1,2-Benzenedicarboxylic acid, mixed decyl and hexyl and octyl diesters	68648-93-1					
Dimethyl phthalate (DMP)	131-11-3					
Di-iso-hexylphthalate (DIHxP)	71850-09-4					
PVC						
Polyvinylchloride*	9002-86-2	Phasing Out		Not Detected (Detection limit: 10%)	Beilstein test (screening) FTIR (confirmation)	Deckers Requirement*
Vinyl Chloride Monomer (VCM)	75-01-4	1 mg/kg			ISO 6401/ 64 LFGB B.80.32-1:2019-06/ 80/766/EC (If PVC found after FTIR, VCM should be tested)	Legislated
Other Volatile Substances in PVC		<20 g/m^2			GB 21550 Clause 5.5 (If PVC in the VOC containing material is found after FTIR, Other Volatile Substances should be tested)	

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
POLYCYCLIC AROMATIC HYDROCARBONS (PAH)						
Benzo(a)pyrene (BaP)	50-32-8	Category A: 0.5 mg/kg each Category B: 1 mg/kg each			AfPS GS 2019:01 PAK	Legislated Category A: Products w/ prolonged skin contact (> 30 seconds) or frequent short-term contact Category B: Products w/ short-term skin contact (< 30 seconds)
Benzo(e)pyrene (BeP)	192-97-2					
Benzo(a)anthracene	56-55-3					
Benzo(b)fluoranthene	205-99-2					
Benzo(j)fluoranthene (BjP)	205-82-3					
Benzo(k)fluoranthene	207-08-9					
Chrysene	218-01-9					
Dibenzo(a,h)anthracene	53-70-3					
Benzo(g,h,i)perylene	191-24-2					
Indeno(1,2,3-cd) pyrene	193-39-5					
Acenaphthylene	208-96-8	Category A: sum < 10 mg/kg Category B: sum < 50 mg/kg Acenaphthylene, Acenaphthene and Fluorene are only for reference.				
Acenaphthene	83-32-9					
Anthracene	120-12-7					
Fluorene	86-73-7					
Phenanthrene	85-01-8					
Pyrene	129-00-0					
Fluoranthene	206-44-0					
Naphthalene	91-20-3	Category A: 2 mg/kg Category B: 10 mg/kg				
Sum of 18 PAHs		Category A: 10 mg/kg Category B: 50 mg/kg				

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
PH						
pH Value		*w/ direct skin contact: 4.0-8.5 *w/o direct skin contact: 4.0-9.0 Leather: ≥3.2 *Note: For Egypt, Monaco, and the Gulf Cooperation Council (GCC): PH value shall not be less than 3.5	Textiles: *0-36 months: 4.0-7.5 Leather: ≥3.2 *Note: For Egypt, Monaco, and the Gulf Cooperation Council (GCC): PH value shall not be less than 3.5		ISO3071:2020; GB/T 7573:2009 (textile) ISO 4045:2018 (leather)	Legislated
VOLATILE ORGANIC CHEMICALS (VOC)						
1,1,2,2-Tetrachloroethane	79-34-5	DO NOT USE Total Limit (all solvents): 0.1% by mass		100 ppm each	Headspace GC-MS Analysis (90ºC in Chamber for 45 minutes)	Legislated
1,1,1,2-Tetrachloroethane	630-20-6					
Carbon Tetrachloride	56-23-5					
1,1,2-Trichloroethane	79-00-5					
1,1-Dichloroethylene	75-35-4					
1,1,1-Trichloroethane	71-55-6					
Pentachloroethane	76-01-7					
Chloroform	67-66-3					
Tetrachloroethylene	127-18-4					
Benzene	71-43-2			5 ppm		
Toluene	108-88-3			100 ppm each		
N, N-dimethylformamide (DMFa)	68-12-2					
Dimethyl sulfoxide	67-68-5					
N, N-dimethylacetamide (DMAC)	127-19-5					
Methylene Chloride	75-09-2					
Phenol	108-95-2			10 ppm		

Restricted Substance	CAS #	DL[1]/Maximum Concentration		Deckers Reporting Limit[1]	Test Method	Reason for Restriction
		Adult	Baby 0-36 months			
Xylene	1330-20-7	DO NOT USE Total Limit (all solvents): 0.1% by mass		100 ppm each	Headspace GC-MS Analysis (90ºC in Chamber for 45 minutes)	Legislated
Trichloroethylenef	79-01-6					
Toluene-2, 6-diisocyanate	91-08-7					
4,4-methylenebis (2-chloroaniline)	101-14-4					
N-methyl-2-pyrrolidone (NMP)	872-50-4					
n-hexane	110-54-3					
Cresol	1319-77-3					
m-Cresol	108-39-4					
0-Cresol	95-48-7					
p-Cresol	106-44-5					
N-methyl-2-pyrrolidone (NMP)	872-50-4	1000 mg/kg each For PU materials only		10 mg/kg each	ISO16189:2021	Legislated
N, N-dimethylacetamide (DMAC)	127-19-5					
N, N-dimethylformamide (DMFa)	68-12-2					
EVA DERIVED SBSTANCES						
Acetophenone	98-86-2	50 mg/kg each		25 mg/kg	Extraction in methanol, followed by sonication at 60ºC for 30 minutes, then analyzed by GC-MS	
2-Phenyl-2-Propanol	617-94-7					
Formamide	75-12-7	200 mg/kg		25 mg/kg		
OZONE DEPLETING SUBSTANCES						
Class I and Class II		DO NOT USE Not detected. Detection Limit: 1 mg/kg			Headspace GC-MS	
UV Stabilizes						
UV-320, UV-327, UV-328, UV-350	Various	100 mg/kg each		100 mg/kg each	HPLC-MS/GC-MS	Deckers Requirements
Bisphenol A (BPA)						
Bisphenol A (BPA)	80-05-7	0.8 mg/kg		0.1 mg/kg	LC-MS/MS	Deckers Requirements
Total Fluorine						
Total Fluorine	7782-41-4	20 mg/kg		20 mg/kg	IC	Deckers Requirements
MOAH consisting of 1 to 7 aromatic rings						
MOAH consisting of 1 to 7 aromatic rings	/	1.0%		0.01%	HPLC-GC-FID/GC-FID/MS	Legislated

* Restrictions that are solely Deckers' Requirements, and not mandated by law, may be permitted on a case-by-case basis at Deckers' sole discretion.

If "Deckers Reporting limit" column is blank, the reporting limits are the amounts specified in the "Limit/Maximum Concentration" column. Please also refer to REACH Reporting Requirements (**Exhibit D**) and U.S. State Reporting Requirements (**Exhibit E**).

Exhibit C
US Consumer Product Safety Improvement Act Testing

The US Consumer Product Safety Improvement ACT of 2008 (CPSIA) was enacted on August 14, 2008 and impacts Deckers Brands and its subsidiaries ("Deckers"). The CPSIA addresses product safety and chemical requirements and the below are additional regulations which must be met.

- The Consumer Product Safety Act: CPSA
- The Federal Hazardous Substances Act: FHSA
- The Flammable Fabrics Act: FFA

Deckers products' affected by the regulations are:

- Children's Footwear
- Children's Apparel
- Children's Bags
- Adult's Apparel
- Home Product

CPSIA Testing – finished children's shoes, apparel and bags going to USA will be tested as directed by Deckers to comply with the Consumer Product Safety Improvement Act. Deckers will notify factories which Style Number/Style Colors need to be tested and arrange to have them sent to the designated laboratory.

DECKERS REQUIRED FINISHED PRODUCT TESTING CHART			AGE GRADE			
Safety Standard		Minimum Requirements	0-18 months	18-36 months	Age 3-8 Years	Age 8-12 Years
16 CFR 1303 Lead content (composite, max 3 colors)	Consumer Product Safety Improvement Act of 2008 / CPSC-CH-E1003-09.1	All accessible surface coatings shall not contain lead in excess of **0.009% (90ppm)** of the weight of the total content of paint or surface coating.	**X**	**X**	**X**	**X**
CPSC Total lead content in substrate material (composite, max 3 colors)	Consumer Product Safety Improvement Act of 2008 / CPSC-CH-E1002-08.3 CPSC-CH-E1001-08.3	Accessible substrates on items intended for children ages 12 and under shall not contain lead in excess of **0.009% (90ppm)** of the weight of the total content.	**X**	**X**	**X**	**X**

Use and Abuse (small parts, sharp edges, points)	16 CFR 1500 Section 51-53 (Modified) / ASTM F963-07e1 Section 4.6-4.7 & 4.9	No mechanical hazards or safety hazards. Any graspable component or decorative item shall not present any other mechanical hazards such as pinching, scissoring, bruising, lacerating, crushing, breaking or amputating Graspable is defined as 0.040 inches (1.0mm) between the base of the component and the base surface. DECORATIVE and FUNCTIONAL ITEMS. Decorative items (nonfunctional) include, but are not limited to: fabric flowers, buttons (decorative only), bows, beads, sequins, rhinestones, plastic flowers, screen prints, etc. Functional items (required to work properly to use the garment – i.e., button, unbutton) include buttons, snaps, rivets, hasps, zipper components, etc. Torque: 2 in-lbs for children 0-18 months; 3 in-Ibs for children 18-36 months; and 4 in-Ibs for children 3-8years Tension: 15.0 lbs for 10 seconds	**X**	**X**	**X**	
Sharp Points / Edges	16 CFR 1500 Section 48 & 49 (Modified) / ASTM F963 07e1 (modified)	For Children **under 8** years old, product shall have no sharp points or edges, other than those required for function. **	**X**	**X**	**X**	
Small Parts	16 CFR 1501	The requirement of small parts for choking hazard applies to all DECORATIVE and FUNCTIONAL[2] Items. If the decorative or functional item fails attachment strength and if it can be manipulated to fit within a small parts cylinder circumference, then the item must fail.	**X**	**X**		

[2] Small Parts test failure to be reviewed by Deckers. If no laws are violated and no safety hazard exists, Deckers may at its sole discretion, give approval to proceed.

Flammability Test***	16 CFR 1610 (Standard For Flammability of Clothing Textiles)	Class I with the exclusive of specific exceptions & exemptions. 16 CFR1610.1(c) Specific exceptions. This standard shall not apply to: (1) Hats, provided they do not constitute or form part of a covering for the neck, face, or shoulders when worn by individuals; (2) Gloves, provided they are not more than 14 inches in length and are not affixed to or do not form an integral part of another garment; (3) Footwear, provided it does not consist of hosiery in whole or part and is not affixed to or does not form an integral part of another garment; (4) Interlining fabrics, when intended or sold for use as a layer between an outer shell and an inner lining in wearing apparel. 16 CFR1610.1 (d) Specific exemptions. (1) Plain surface fabrics, regardless of fiber content, weighing 2.6 ounces per square yard or more; and (2) All fabrics, both plain surface and raised-fiber surface textiles, regardless of weight, made entirely from any of the following fibers or entirely from combination of the following fibers: acrylic, modacrylic, nylon, olefin, polyester, wool.	**X**	**X**	**X**	**X**
Flammability Test***	**16 CFR 1611** (Standard for Flammability of Vinyl Plastic Film) if applicable.	The rate of burning shall not exceed 1.2 in./sec as judged by the average of five determinations lengthwise and five determinations transverse to the direction of processing.	**X**	**X**	**X**	**X**
Flammability Test	**16 CFR 1615/1616** (Standard for Flammability of Children's Sleepwear) if applicable	--Average char length requirement: •Average of 5 specimens cannot be greater than 7.0 inches	**X**	**X**	**X**	**X**

		--Individual char length requirement: • Fabric Testing – no more than 1 individual specimen has individual char length of 10 inches. • Prototype Seam/Trim Testing – no more than 2 individual specimens have individual char length of 10 inches. • Garment Testing – no more than 3 individual specimens have individual char length of 10 inches.				
Flammability Test *****	**16 CRF 1630/1631** (Standard for Flammability of carpets & rugs) if applicable	The charred portion of a tested specimen does not extend to within 2.54cm (1.0") of the edge of the hole in the flattening frame at any point. At least seven of the eight specimens shall meet the test criterion in order to conform with this Standard	**X**	**X**	**X**	**X**
Drawstrings****	Visual / Actual Measurement CPSC Guideline, ASTM F 1816, New York State Law 391.b and Amendment Wisconsin State Law ATCP 139	**Hood and Neck Area** Hood and neck drawstrings are not allowed at all on any children's clothing (outerwear and non-outwear). No toggles, knots or attachment at the free ends. **Waist and Bottom Area On Upper Garments (tops, jackets, dresses)** May not exceed 3 inches (75mm) in length on each side outside the drawstring channel when garment is expanded to its fullest width. Drawstrings must be bartacked at center back so string cannot be pulled out. No toggles, knots or attachment at the free ends. Must be finished at both ends.	**X**	**X**	**X**	**X**

Note:

*If more than one age group is covered, the stringent requirements will apply.
**Sharp points and Sharp edges will be determined before and after the Use and Abuse tests.
***Adult Apparel is also required to pass the Flammability requirement.
****For Apparel only.
*****Carpets and rugs are also required to pass Flammability requirement.

- **TESTING SUBMISSIONS**
  - The applicant must fully complete a Test Request Form specified by the appointed laboratory. The Lab will not accept a sample if the information on the TRF is incomplete. The Vendor may obtain Test Request Forms directly from the appointed laboratory. If the appropriate Deckers Test Request Form is not used, the lab will not be able to follow the Deckers testing program and the agreed upon discounted price.
  - Submit enough samples needed for the requested tests and samples must be submitted within the specified time frame to be able to get the result on time.
- **SAMPLE REQUIREMENTS**
  - Samples must contain all accessories (grommets, zippers, trims, etc.) that will be used in bulk production. The actual manufacturer must make the sample on production machinery. Sample should be randomly drawn from representative lot of one particular manufacturing location.
  - **Footwear:**
    - 2 random pairs per color
    - Footwear sizes covered by Age Definition:

Age Group	Sizes covered
12 Years old and under	All Infants, Children and Junior up to size 6
8 Years old and under	All Infants, Children and Junior up to size 6
3 Years old and under	All Infants and Children up to size 2

    - Need to submit sufficient parts/textile/synthetic/leather substrate with the correctly applied dried coating or paint, as is necessary to conduct the testing for lead in surface coating
  - **Apparel:**
    - Min. 76 in^2 Fabric for Flammability test
    - 2 Finished apparels (Sizes 2T to 12 for neck/hood drawstrings & Sizes 2T to 16 for waist/bottom drawstrings)
    - Footwear sizes covered by Age Definition:

Age Group	Sizes covered
8 Years to 12 Years old	10/12
3 Years to 8 Years old	4; 5/6; 7/8
18 Months to 3 Years old	2T; 3T
18 months and under	0/6M; 6/12M

  - The Laboratory may request additional samples if necessary to complete testing.

Exhibit D

REACH Reporting Requirements

The European Chemical Agency (ECHA) has identified Substances of Very High Concern (SVHC) which must be closely monitored by manufacturers and importers selling into the EU. Once a substance is added to the SVHC Candidate List, the EU REACH Regulation imposes immediate obligations on manufacturers and importers to notify their customers of the presence of any Substances of Very High Concern (SVHC) in their products exceeding 0.1% by weight (1000 ppm) and provide instructions on safe use of the product. The SVHC Candidate List is updated regularly and can be found on the ECHA website at the following address: http://echa.europa.eu/web/guest/candidate-list-table

Deckers requires all suppliers, factories and licensees to monitor changes to the SVHC Candidate list and confirm compliance with the monitoring and reporting requirements.

Reporting Threshold: Deckers mandates reporting of

1) All SVHCs that are intentionally added to the manufacturing process; and
2) All SVHCs that are incidental to the manufacturing process (not intentionally added), reporting is mandatory only when concentration levels exceed 0.1% by weight (1000 ppm).

Exhibit E

U.S. State Reporting Requirements

Several states have enacted statutes that monitor and/or regulate the use of certain chemicals in children's products. Suppliers and factories are responsible for compliance with these state laws and with any future laws implemented by other states.

Reporting Requirements. Maine, Oregon, Vermont and Washington require manufacturers to report annually on children's products that contain "Chemicals of High Concern to Children (CHCCs)" above a certain level. Deckers has compiled a list (below) that incorporates all of the CHCCs that are covered by Maine, Oregon, Vermont and Washington as of April 2016. ***This list is provided for your information only, and is not a substitute for the lists promulgated and maintained by the individual states.*** Suppliers and factories are responsible for understanding and complying with these state laws irrespective of guidance provided in this document.

Reporting Threshold: Reporting is mandatory for all substances that are **intentionally added** to the manufacturing process, present at the levels indicated below (PQL). For substances that are incidental to the manufacturing process (not intentionally added), reporting is mandatory only when concentration level exceeds 100 ppm. Reporting must be made to Deckers not later than time of delivery.

Chemical		CAS No.	PQL (ppm)	Method
1	Formaldehyde	50-00-0	5.0	Total Extraction/ EPA 8315 or 8270
2	Aniline	62-53-3	1.0	Total Extraction/ EPA 8270
3	N-Nitrosodimethylamine	62-75-9	1.0	Total Extraction/ EPA 8270
4	Benzene	71-43-2	1.0	Total Extraction/ EPA 8260
5	Vinyl chloride	75-01-4	0.5	Total Extraction/ EPA 8260
6	Acetaldehyde	75-07-0	1.0	Total Extraction/ EPA 8315
7	Methylene chloride	75-09-2	1.0	Total Extraction/ EPA 8260
8	Carbon disulfide	75-15-0	1.0	Total Extraction/ EPA 8260
9	Methyl ethyl ketone	78-93-3	1.0	Total Extraction/ EPA 8260
10	1,1,2,2-Tetrachloroethane	79-34-5	1.0	Total Extraction/ EPA 8260
11	Tetrabromobisphenol A (TBBPA)	79-94-7	50.0	Total Extraction/ EPA 1694
12	Bisphenol A (BPA)	80-05-7	1.0	Total Extraction/ EPA 1694
13	Bisphenol S10 (BPS)	80-09-1	1.0	Total Extraction/ EPA 1694
14	Dicyclohexyl phthalate10 (DCHP)	84-61-7	25.0	CPSC-CH-C1001-09.3
15	Diethyl phthalate (DEP)	84-66-2	25.0	CPSC-CH-C1001-09.3

16	Diisobutyl phthalate10 (DIBP)	84-69-5	25.0	CPSC-CH-C1001-09.3
17	Di-n-butyl phthalate (DBP)	84-74-2	25.0	CPSC-CH-C1001-09.3
18	Di-n-hexyl phthalate (DnHP)	84-75-3	25.0	CPSC-CH-C1001-09.3
19	Butyl benzyl phthalate (BBP)	85-68-7	25.0	CPSC-CH-C1001-09.3
20	N-Nitrosodiphenylamine	86-30-6	1.0	Total Extraction/ EPA 8270
21	Hexachlorobutadiene	87-68-3	5.0	Total Extraction/ EPA 8260
22	Propyl paraben	94-13-3	5.0	Total Extraction/ EPA 8321
23	Butyl paraben	94-26-8	5.0	Total Extraction/ EPA 8321
24	2-Aminotoluene	95-53-4	1.0	Total Extraction/ EPA 8270
25	2,4-Diaminotoluene	95-80-7	1.0	Total Extraction/ EPA 8270
26	Methyl paraben	99-76-3	5.0	Total Extraction/ EPA 8321
27	4-Hydroxybenzoic acid	99-96-7	5.0	Total Extraction/ HPLC7
28	Ethylbenzene	100-41-4	1.0	Total Extraction/ EPA 8260
29	Styrene	100-42-5	1.0	Total Extraction/ EPA 8260
30	4-Nonylphenol	104-40-5	10.0	Total Extraction/ EPA 8270
31	4-Chloroaniline	106-47-8	1.0	Total Extraction/ EPA 8270
32	Acrylonitrile	107-13-1	1.0	Total Extraction/ EPA 8260
33	Ethylene glycol	107-21-1	40.0	Total Extraction/ EPA 8015
34	Toluene	108-88-3	0.5	Total Extraction/ EPA 8260
35	Phenol	108-95-2	1.0	Total Extraction/ EPA 8270
36	2-Methoxyethanol	109-86-4	10.0	Total Extraction/ EPA 8015
37	Ethylene glycol monoethyl ether	110-80-5	10.0	Total Extraction/ EPA 8015
38	Triphenyl phosphate10 (TPP)	115-86-6	50.0	Total Extraction/ EPA 8270
39	Tris(2-chloroethyl) phosphate (TCEP)	115-96-8	50.0	Total Extraction/ EPA 8270
40	Di-(2-ethylhexyl) phthalate (DEHP)	117-81-7	25.0	CPSC-CH-C1001-09.3
41	Di-(2-methoxyethyl) phthalate10 (DMEP)	117-82-8	25.0	CPSC-CH-C1001-09.3
42	Di-n-octyl phthalate (DnOP)	117-84-0	25.0	CPSC-CH-C1001-09.3
43	Hexachlorobenzene	118-74-1	1.0	Total Extraction/ EPA 8270
44	3,3´-Dimethylbenzidine & Dyes Metabolized to same	119-93-7	1.0	Total Extraction/ EPA 8270
45	Ethyl paraben	120-47-8	5.0	Total Extraction/ EPA 8321
46	1,4-Dioxane	123-91-1	20.0	Total Extraction/ EPA 8260
47	Tris (2,3-dibromopropyl) phosphate10 (TDBPP)	126-72-7	50.0	Total Extraction/ EPA 8270
48	Tri-n-butyl phosphate10 (TNBP)	126-73-8	50.0	Total Extraction/ EPA 8270

49	Tetrachloroethene	127-18-4	0.5	Total Extraction/ EPA 8260
50	Dipentyl phthalate10 (DPP)	131-18-0	50.0	CPSC-CH-C1001-09.3
51	Benzophenone-2 (Bp-2)	131-55-5	5.0	Total Extraction/ GC-FID7
52	4-tert-Octylphenol	140-66-9	10.0	Total Extraction/ GC-MS77
53	Estragole	140-67-0	10.0	Total Extraction/ GC-MS7
54	2-Ethylhexanoic acid	149-57-5	5.0	Total Extraction/ GC-FID7
55	Perfluorooctanoic acid and related substances10 (PFOA)	335-67-1	0.001	Total Extraction/ LC-MS/MS7
56	Pentachlorobenzene	608-93-5	1.0	Total Extraction/ EPA 8270
57	Bisphenol F (BPF)10	620-92-8	1.0	Total Extraction/ EPA 1694
58	C.I. Solvent Yellow 14	842-07-9	1.0	Total Extraction/ LC-M/MS7
59	N-Methylpyrrolidone	872-50-4	1.0	Total Extraction/ EPA 8270
60	Decabromodiphenyl ether (BDE-209)	1163-19-5	50.0	Total Extraction/ EPA 8270
61	Ethylhexyl diphenyl phosphate10 (EHDPP)	1241-94-7	50.0	Total Extraction/ GC-MS7
62	Tricresyl phosphate10 (TCP)	1330-78-5	50.0	Total Extraction/ GC-MS7
63	Perfluorooctane sulphonic acid and its salts (PFOS)	1763-23-1	0.001	Total Extraction/ LC-MS/MS7
64	4-Octylphenol	1806-26-4	10.0	Total Extraction/ GC-MS7
65	2-Ethyl-hexyl-4-methoxycinnamate	5466-77-3	5.0	Total Extraction/ HPLC7
66	Mercury & mercury compounds	7439-97-6	0.5	Total Digestion/ EPA8
67	Antimony & Antimony compounds	7440-36-0	1.0	Total Digestion (EPA 3052)/ EPA 60209
68	Arsenic & Arsenic compounds including arsenic trioxide (1327-53-3) & dimethyl arsenic acid (75-60-5)	7440-38-2	1.0	Total Digestion (EPA 3052)/ EPA 60208
69	Cadmium & cadmium compounds	7440-43-9	1.0	Total Digestion (EPA 3052)/ EPA 60208
70	Cobalt & Cobalt compounds	7440-48-4	1.0	Total Digestion (EPA 3052)/ EPA 60208
71	Tris(1-chloro-2-propyl) phosphate10 (TCPP)	13674-84-5	50.0	Total Extraction/ EPA 8270
72	Tris(1,3-dichloro-2-propyl) phosphate (TDCPP)	13674-87-8	50.0	Total Extraction/ EPA 8270
73	Butylated hydroxyanisole (BHA)	25013-16-5	10.0	Total Extraction/ GC-MS7
74	Nonylphenol10	25154-52-3	25.0	Total Extraction/ GC-MS7
75	Hexabromocyclododecane	25637-99-4	50.0	Total Extraction/ EPA 1694

76	Bis (2-ethylhexyl) tetrabromophthalate10(TBPH)	26040-51-7	50.0	Total Extraction/ EPA 8270
77	Diisodecyl phthalate (DIDP)	26761-40-0	25.0	CPSC-CH-C1001-09.3
78	Diisononyl phthalate unbranched (DINP)	28553-12-0	25.0	CPSC-CH-C1001-09.3
79	Bis(chloromethyl)propane-1,3-diyl tetrakis-(2-chloroethyl) bis(phosphate) (V6)10	38051-10-4	50.0	Total Extraction/ EPA 1694
80	Isopropylated triphenyl phosphate10 (IPTPP)	68937-41-7	50.0	Total Extraction/ GC-MS7
81	4-Nonylphenol branched10	84852-15-3	25.0	Total Extraction/ EPA 8270
82	Decabromodiphenyl ethane10(DBDPE)	84852-53-9	50.0	Total Extraction/ EPA 8270
83	Short-chain chlorinated paraffins10(SCCP)	85535-84-8	50.0	Total Extraction/ GC-MS7
84	Chlorinated paraffins10	108171-26-2	50.0	Total Extraction/ GC-MS7
85	2-ethylhexyl-2,3,4,5-tetrabromobenzoate10 (TBB)	183658-27-7	50.0	Total Extraction/ EPA 8270
86	Perfluorohexane Sulfonic Acid (PFHxS)	355-46-4	0.025	Total Extraction/ GC-MS7
87	Perfluoroheptanoic Acid (PFHpA)	375-85-9	0.025	Total Extraction/ GC-MS7
88	Perfluorononanoic Acid (PFNA)	375-95-1	0.025	Total Extraction/ GC-MS7

Exhibit F

Complete List of PFCs

No.	Name of Analyte(s)	CAS-No.	No.	Name of Analyte(s)	CAS-No.
1	Perfluorobutanesulfonic acid and salts (PFBS)/ (L-PFBS)	375-73-5 / 29420-49-3	18	Perfluoro-3,7-dimethyloctanoic acid (PF-3,7-DMOA)	172155-07-6
2	Perfluorohexanesulfonic acid and salts (PFHxS)/ (L-PFHxS)	355-46-4 / 82382-12-15	19	7H-Perfluoroheptanoic acid (HPFHpA)	1546-95-8
3	Perfluoro-1-heptanesulfonic acid (PFHpS)/ (L-PFHpS)	375-92-8 / 68555-66-8	20	Perfluorooctane sulfonfluoride (PFOSF/POSF)	307-35-7
4	Perfluorooctanesulfonic acid (PFOS)	Various (1763-23-1 / 56773-72-3)	21	2H,2H,3H,3H-Perfluoroundecanoic acid (PFUnA)	34598-33-9
5	Perfluorodecane sulfonic acid and salts (PFDS)/ (L-PFDS)	335-77-3 / 2806-15-7	22	1H,1H,2H,2H-Perfluorooctylacrylate (FTA 6-2)	17527-29-6
6	Perfluorooctane Sulfonamide (PFOSA)	754-91-6	23	1H,1H,2H,2H-Perfluorodecylacrylate (FTA 8-2)	27905-45-9
7	Perfluorobutyric Acid (PFBA)	375-22-4	24	1H,1H,2H,2H-Perfluorododecylacrylate (FTA 10-2)	17741-60-5
8	Perfluoropentanoic Acid (PFPA)	2706-90-3	25	2-Perfluorobutylethanol (FTOH 4-2)	2043-47-2
9	Perfluoro-n-hexanoic acid (PFHxA)	307-24-4	26	2-Perfluorohexylethanol (FTOH 6-2)	647-42-7
10	Perfluoro-n-heptanoic acid (PFHpA)	375-85-9	27	2-Perfluorooctylethanol (FTOH 8-2)	678-39-7
11	Perfluoro-n-octanoic acid (PFOA)	335-67-1	28	2-Perfluorodecylethanol (FTOH 10-2)	865-86-1
12	Perfluoro-n-nonanoic acid (PFNA)	375-95-1	29	2-(N-methylperfluoro-1-octanesulfonamido)-ethanol (N-MeFOSE)	24448-09-7
13	Perfluoro-n-decanoic acid (PFDA)	335-76-2	30	2-(N-Ethylperfluoro-1-octanesulfonamido)-ethanol (N-EtFOSE)	1691-99-2
14	Perfluoroundecanoic Acid (PFUnA)	2058-94-8 / 4234-23-5	31	N-Methylperfluoro-1-octanesulfonamide (N-MeFOSA)	31506-32-8
15	Perfluorododecanoic Acid (PFDoA)	307-55-1	32	N-Ethylperfluoro-1-octanesulfonamide (N-EtFOSA)	4151-50-2
16	Perfluorotridecanoic Acid (PFTrA)	72629-94-8	33	1H,1H,2H,2H-Perfluorooctanesulphonic acid (H4PFOS 6-2)	27619-97-2
17	Perfluorotetradecanoic Acid (PFTeA)	376-06-7	34	2- Pertfluorododecylethanol(12:2 FTOH)	39239-77-5

No.	Name of Analyte(s)	CAS-No.	No.	Name of Analyte(s)	CAS-No.
35	1H,1H,2H,2H-Perfluorooctyl methacrylate (6:2 FTMA)	2144-53-8	52	Sodium perfluorononanoate (PFNA-Na)	21049-39-8
36	1H,1H,2H,2H-Perfluorodecyl methacrylate (8:2 FTMA)	1996-88-9	53	Ammonium perfluorodecanoate (PFDA-NH4)	3108-42-7
37	1H,1H,2H,2H-Perfluoro-ndodecyl methacrylate (10:2 FTMA)	2144-54-9	54	Sodium perfluorodecanoate (PFDA-Na)	3830-45-3
38	Perfluorooctyl iodide (PFOI)	507-63-1	55	Perfluorobutanesulfonic acid potassium salt (PFBS-K)	29420-49-3
39	Perfluorodecyl iodide (PFDI)	423-62-1	56	Perfluorobutanesulfonic acid hydrate (PFBS-H20)	59933-66-3
40	Pe rfluorododecyl iodide (PFDoDI)	307-60-8	57	Perfluorohexanesulfonic acid potassium salt (PFHxS-K)	3871-99-6
41	Perfluorodecyl ethyl iodide (10:2 FTI)	2043-54-1	58	Perfluorohexanesulfonic acid sodium salt (PFHxS-Na)	82382-12-15
42	Perfluorododecyl ethyl iodide (12:2 FTI)	30046-31-2	59	Perfluoro-1-heptanesulfonic acid potassium salt (PFHpS-K)	60270-55-5
43	Perfluoro-n-hexanoic acid ammonium salt (PFHxA-NH4)	21615-47-4	60	Perfluorooctanesulfonic acid potassium salt (PFOS-K)	2795-39-3
44	Perfluorooctanoyl fluoride (PFOA-F)	335-66-0	61	Ammonium perfluorooctanesulfonate (PFOS-NH3)	29081-56-9
45	Methyl perfluorooctanoate (PFOA-Me)	376-27-2	62	Perfluorooctanesulfonic acid lithium salt (PFOS-Li)	29457-72-5
46	Ethyl perfluorooctanonate (PFOA-Et)	3108-24-5	63	Perfluorooctanesulfonic acid tetraethylammonium salt (PFOS-N(C2H5)4)	56773-42-3
47	Sodium perfluorooctanoate (PFOA-Na)	335-95-5	64	Perfluorooctane sulfonate diethanolamine salt (PFOSNH(OH)2)	70225-14-8
48	Potassium perfluorooctanoate (PFOA-K)	2395-00-8	65	1,1,2,2,3,3,4,4,5,5,6,6,7,7,8,8,8-heptadecafluoro-1-octanesulfonate N-Decyl-N,Ndimethyl-1-decanaminium salt (PFOSN(CH3)2•((CH2)9CH3)2)	251099-16-8
49	Silver perfluorooctanoate (PFOA-Ag)	335-93-3	66	Perfluorodecane sulfonic acid sodium salt (PFDS-Na)	2806-15-7
50	Ammonium pentadecafluorootanoate (APFO)	3825-26-1	67	Perfluorodecane sulfonic acid potassium salt (PFDS-K)	2806-16-8
51	Ammonium perfluorononanoate (PFNA-NH4)	4149-60-4	68	1H,1H,2H,2Hperfluorohexane sulfonate acid, Sodium salt (4:2 FTS)	757124-72-4

No.	Name of Analyte(s)	CAS-No.	No.	Name of Analyte(s)	CAS-No.
69	1H,1H,2H,2H-perfluorohexane sulfonate acid sodium salt (4:2 FTS-Na)	N/A	81	Mono[2-(perfluorodecyl)ethyl] Phosphate Cyclohexylamine Salt (10:2 monoPAP-(C6H11NH2)2)	NA
70	1H,1H,2H,2H-Perfluorodencane sulfonate acid (8:2 FTS)	39108-34-4	82	Bis[2-(perfluorodecyl)ethyl] Phosphate (10:2 diPAP)	1895-26-7
71	1H,1H,2H,2H-Perfluorodencane sulfonate acid Sodium salt (8:2 FTS-Na)	N/A	83	Perfluorohexanesulfonic acid lithium salt	55120-77-9
72	1H,1H,2H,2H-Perfluorododecane sulfonic acid (10:2 FTS)	120226-60-0	84	Perfluorohexanesulfonic acid ammonium salt	68259-08-5
73	2-(N-Ethylperfluorooctanesulfonamido) ethyl acrylate (N-EtFOSA-AC)	423-82-5	85	2,3,3,3-tetrafluoro-2-(heptafluoropropoxy) propanic acid ammonium salt (HFPO-DA-NH4)	62037-80-3
74	Perfluorooctane sulfonamidoacetic acid (FOSAA)	2806-24-8	86	2,3,3,3-tetrafluoro-2-(heptafluoropropoxy) propanic acid potassium salt (HFPO-DA-K)	67118-55-2
75	2-(NMethylperfluorooctanesulfoamido) acetic acid (N-MeFOSAA)	2355-31-9	87	2,3,3,3-Tetrafluoro-2-(perfluoropropoxy)propanoyl fluoride (HFPO-DA-F)	21062-98-8
76	N-Ethylperfluorooctanesulfonamidoacetate (N-EtFOSAA)	2991-50-6	88	Perfluorohexane sulfonamide	41997-13-1
77	2,3,3,3-tetrafluoro-2-(heptafluoropropoxy) propanic acid (HFPO-DA)	13252-13-6	89	N-Methylperfluoro-1-hexanesulfonamide	68259-15-4
78	2H,2H-Perfluorodecanoic acid (8:2 FTCA /H2PFDA)	27854-31-5	90	(Perfluorooctyl)ethylene (8:2 FTO)	21652-58-4
79	Tetrabutylphosphonium 2H, 2Hperfluorodecanoate (8:2 FTCAP(C4H9)4)	882489-14-7	91	Perfluorooctyl ethyl iodide (8:2 FTI)	2043-53-0
80	Mono[2-(perfluorodecyl)ethyl] Phosphate (10:2 monoPAP)	57678-05-4	-	-	-

Exhibit G

Conflict Minerals Policy

Date Adopted: May 29, 2014

Deckers Brands ("Deckers") is committed to ensuring full compliance with Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act relating to trade in conflict minerals.

The conflict minerals law is intended to address concerns that proceeds from the trade and exploitation of certain minerals originating in several central African countries in the Democratic Republic of Congo (DRC). By passing the "conflict minerals" law, Congress hoped to help put an end to this violence.

The law requires any publicly traded company to report to the U.S. Security and Exchange Commission (SEC) and disclose on its website whether any conflict minerals that are necessary to the functionality or production of products manufactured by the company are sourced in the DRC or neighboring countries. The Act defines "conflict minerals" as tin (derived from cassiterite), tantalum (derived from columbite-tantalite), tungsten (derived from wolframite) and gold. These minerals are often referred to as 3TG. It is important to note that the law does not prohibit the use of conflict minerals in products – it merely invokes certain reporting requirements.

Deckers is committed to sourcing product in a socially and environmentally responsible manner, and works with suppliers that share our commitment to sourcing responsibly. To that end, Deckers requires all suppliers to cooperate with our efforts to determine the source of any 3TG in our products. We further expect our suppliers to make every effort to source these minerals from areas outside the DRC region.

Beginning in June 2014, Deckers and all other publicly traded companies must file annual conflict minerals reports with the SEC and post those reports on their website. As reports are filed (once per year in the month of June) they will be posted to this page for public review.

Deckers takes its responsibility under the conflict minerals law very seriously and is working diligently to ensure full compliance. Inquiries regarding our conflict minerals policy may be directed to laces@deckers.com.

Exhibit H

List of Approved Laboratories

BUREAU VERITAS HONG KONG LTD. Analytical Division Bureau Veritas Hong Kong Limited 1/F, Pacific Trade Centre, 2 Kai Hing Road, Kowloon Bay, Kowloon, Hong Kong Tel: (852) 2331 0104 Fax: (852) 2331 0669 Email: christine.law@hk.bureauveritas.com (1st CS) Email: carol-kk.tse@hk.bureauveritas.com (2nd CS)	**BUREAU VERITAS CONSUMER PRODUCTS SERVICES GERMANY** Georg-Wilhelm Str. 183, D-21107 Hamburg Tel: 49 40 5302084-0 Fax: 49 40 5302084-19 Email: cps-hamburg@de.bureauveritas.com	**BUREAU VERITAS CONSUMER PRODUCT SERVICE (SHANGHAI)** 3/F, #6 Bldg, No.168 Guanghua Road, Zhuanqiao Town, Minhang, Shanghai China, 201108 Contact: Ms. Coco Cao Tel: 86-21-24081754 Email: coco.cao@cn.bureauveritas.com Contact: Ms. Kate Yuan Tel: 86-21-24081794 Email: kate.yuan@cn.bureauveritas.com
BUREAU VERITAS CONSUMER PRODUCTS SERVICES VIETNAM LTD., Lot C7-C9, Conurbation 2, Cat Lai Industrial Zone, District 2, HCMC, VN Contact: Nany Tran Tel: + 84-8-37421604~6 – Ext: 301 Hot Line: +84-8-3742 3888 Fax: + 84-8-37421603 Email: navy.tran@vn.bureauveritas.com	**BUREAU VERITAS HONG KONG LTD (TAIWAN BRANCH)** 37, Zhongyang S. Rd., Sec. 2, Beitou, Taipei 112, Taiwan, R.O.C.112 Tel: 886-2-2895-3666 Fax: 886-2-2895-6999 Contact: Ms. Queeny Chen (CS, BD) Mr. Jack Chiu (Technical) Email: general.twncps@tw.bureauveritas.com	**BUREAU VERITAS CONSUMER PRODUCTS SERVICES (GUANGZHOU) CO., LTD** Block B, Mei Lin Plaza, No. 183 Shi Nan Road, Dong Chong, Panyu, Guangzhou, Guangdong Province, China Tel: (86)-20 2290 2088 Ext 120 Fax: (86)-20 2290 2098 Mr. Kenny Huang (CS) Email: kenny.huang@cn.bureauveritas.com
INTERTEK TESTING SERVICES HONG KONG LTD. 4/F Garment Centre, 576 Castle Peak Road, Kowloon, Hong Kong Contact: Ms. Katrin Tam Tel: (852) 2173 8891 Fax: (852) 2741 7065 Email: katrin.tam@intertek	**INTERTEK TESTING SERVICES (SHENZHEN) LTD, GZ GDD BRANCH**E201, No.7-2, Caipin Road, Guangzhou Science City, Guangzhou Economic & Technological Development District, Guangzhou Contact: Penny Peng Tel.: 86 20 82139220, 28209220 Fax: 86 20 22321669 ext: 9263, 9291 Email: penny.peng@intertek.com	**INTERTEK VIETNAM LTD. CONSUMER GOODS** 1st floor, Etown.EW building, 364 Cong Hoa St., Ward 13 Tan Binh Dist., Ho Chi Minh City, Vietnam Contact: Ms. Phuong Le Direct Line: 84 86 2971122 Tel: 84 86 2971099 Ext: 136 Fax: 84 86 2971098 Email: Phuong.le@intertek.com
INTERTEK TESTING SERVICE LTD., TAIWAN 8F/10F., No. 423 Ruiguang Rd., Neihu District, Taipei 114690, Taiwan R.O.C. Contact: Josephine Chang Tel: 886 2 66022888 ext 216 Fax:886 2 66022400 / 2401 Email: Josephine.chang@intertek.com	**INTERTEK TESTING SERVICES LTD, SHANGHAI HANGZHOU BRANCH** 3-4/F, No.6 Building, 1180 Binan Road, High @ New Tech Zone (Binjiang), Hangzhou 310052, China Contact: Ms. Shmily Hou Tel: (86-571) 8679 1228 Fax: (86-571) 8679 0296 Email: shmily.hou@intertek.com	**INTERTEK TESTING SERVICES LTD, USA** 545 East Algonquin Rd. Suite F Arlington Heights, Illinois 60005 Contact: Amy Bissinger Tel :847-871-1020 ext316 Fax: Email: amy.bissinger@intertek.com

SGS HONGKONG LIMITED Textiles and Footwear Services 4/F On Wui Centre, 25 Lok Yip Road, Fanling, N.T., Hong Kong Contact: Michael Heung Phone: 852-2765-3684 Fax: 852-2334-8752 E-mail: michael.heung@sgs.com	**SGS VIETNAM LTD** Lot III 21, Road 19/5A, Tan Binh Industrial Park Tay Thanh Ward, Tan Phu District, HCMC, VN Contact: Ms. Nhung Bui Tel: (84-8) 3816 0999 Fax: (84-8) 3816 0996 Email: nhung.bui@sgs.com	**SGS-CSTC STANDARDS TECHNICAL SERVICES CO. LTD.** Softlines Testing Services 198 Kezhu Road, Scientech Park Guangzhou Economic and Technology Development District Guangzhou, China Contact: Jerry Chan Phone: 86-20-32136119 MP: 86-13924122428 Fax: 86-20-8207 5161 Email: jerry.chanrc@sgs.com
SGS SHANGHAI SGS-CSTC Standards Technical Services 1/F, 3rd Building No. 889 Yishan Road Shanghai 200233, CHINA **Phone:** (86-21) 54 64 45 50 **Telefax:** (86-21) 64.95.17.17 (86-21) 64.95.87.63 (Textile Lab) Contact: Ms. Carol Chen/Mr. Jerry Chan Email: carol.chen@sgs.com jerry.chanrc@sgs.com	**SGS TAIWAN** SGS Taiwan Limited No. 31, Wu Chyuan Road Wuku Ind. Zone Taipei County 248 TAIWAN Phone: (886-2) 22.99.39.39/ 22.99.29.11 Telefax: (886-2) 22.99.32.59 (886-2) 22.99.32.27 (Textile Lab.) Contact: Cindy Chen Email: cindy.chen@sgs.com	**SGS TAIWAN KAOHSIUNG** Multi Chemical Laboratory-KaohSiung 61, Kai-Fa Rd, Nanzih Export Processing Zone, Kaohsiung, Taiwan 81170 Phone: (886-7) 3012121 ext. 4102 Telefax: (886-7) 3010867 Contact: Janny Lin Email: janny.lin@sgs.com
TUV RHEINLAND (GUANGZHOU) CO., LTD. No. 199 Kezhu Road, Guangzhou Science City, Guangzhou, China Contact: Jim Li Tel: (+86) 20 2839 1467 Fax: (+86) 20 2839 1999 MP: (+86) 13825018698 Email: jim.li@tuv.com	**TÜV RHEINLAND (SHENZHEN) CO., LTD.** 3F, Cybio Electronics Building, 2nd Langshan Rd., The fifth Industrial Area, High-Tech Industry Park (North Area), NanShan District, Shenzhen P. R. China Contact: Carrie Huang Tel: (+86) 755-8268 1188 ext 1529 MP: (+86) 15989438540 Fax: (+86) 755-25980321 Email: carrie.huang@tuv.com	**TÜV Rheinland Taiwan Ltd.** Softlines, Greater China 4F., No.758, Sec. 4, Bade Rd., Songshan Dist., Taipei 105, Taiwan Contact: Arthur H.W. Cheng Tel: (+886)-2-2172-7000 ext.1016 Fax: (+886)- 2- 2528- 0018 Email: arthurhw.cheng@tuv.com
TUV RHEINLAND SHANGHAI CO., LTD. 12/F, Shanghai TUV building, No.177, Lane 777, West Guangzhong Road, Shanghai 200072, P. R. China Contact: Carmen Yan Tel: 86-21-60811666 Fax: 86-21-60747298 E-mail: carmen.yan@shg.chn.tuv.com	**TUV RHEINLAND VIETNAM CO., LTD.** Block No. 10, Street No. 4, Quang Trung Software City, District 12, Ho Chi Minh City, Vietnam Contact: Ms. My Nguyen or Ms. Trinh Trinh Tel. +84 8 3715 4025 (Ext. 328 or 157) Fax +84 8 3715 4028 Email: my.nguyen@tuv.com Trinh.trinh@tuv.com	**BUREAU VERITAS CPS VIETNAM LTD.** 386 Nguyen Van Linh Street, Dai Tu Industrial Zone, Long Bien District, Hanoi, Vietnam Contact: Ms. Huyen Nguyen Tel. +84 98 906 8561 or +84 24 367 41370 ext. 203 Fax + 84-4-36741367 Email: thihuyen.nguyen@bureauveritas.com

Exhibit I

RSL Failure Resolution Protocol – for authorized Suppliers

The RSL Failure Resolution Protocol is intended to provide Deckers approved suppliers with a guideline to ensure all materials to be used in the manufacturing of Deckers Brands ("Deckers") product is compliant with Deckers' Restricted Substances Policy ("RS Policy").

Applicability
This protocol applies to all Deckers approved suppliers and all materials used in Deckers products. Additionally, corrective actions must be carried out and documented in a Failure Resolution Form ("FRF") for any test failure event on either a sample or production material.

Responsibilities

- Deckers Materials Department
  - Manage Procedure
- Deckers Compliance Program (LACES)
  - Set standards & provide advice on override decisions
- Deckers Approved Suppliers
  - Execute and Document
- Deckers Quality Assurance (RSL compliance team)
  - Verify Compliance

PROCEDURE

1. All testing must be performed on production ready material.

2. Prior to production, suppliers must provide factories with test results proving compliance with Deckers RS Policy.

   2.1 All testing must be performed at a Deckers Approved Laboratory. Please refer to the RS Policy for the complete list of approved laboratories.

   2.2 All samples sent to the laboratory must be accompanied by a Deckers RS Testing Template.

   2.3 Test results will be valid for 12 months from the test date unless otherwise stated.

   2.4 Deckers will, at its discretion, perform random testing in production materials and reserves the right to request testing at any point on any material.

3. Deckers approved labs will conduct the testing and will send all the results to the test requestor and Deckers distribution list (Sr. Materials Manager CN, LACES, and Deckers RS Compliance Team).

   3.1 Deckers RS Compliance Team will upload test reports to PLM system under specific material updating its RS status accordingly (pass, override, fail or retest).

   3.2 System will send automatic e-mails when RS status is changed, to anything less than approved, to the same Deckers distribution list.

4. In the event of a fail rating, either on annual or random test, the vendor will complete Deckers' RSL FRF while conducting thorough analysis to determine root cause and proposing short term containment plan and permanent corrective action(s) under these guidelines:

   4.1 Assign person responsible for the corrective action plan

Assemble a small group of people with the knowledge, time, authority and skill to solve the problem and implement corrective actions. The group must select a team leader.

4.2 Describe the Problem

Describe the problem in measurable terms. Specify the internal or external customer problem by describing it in specific terms.

4.3 Implement and Verify Short-Term Containment Actions

Define and implement those intermediate actions that will protect the customer from the problem until permanent corrective action is implemented. Verify with data the effectiveness of these actions.

4.4 Define and Verify Root Causes

Identify all potential causes which could explain why the problem occurred. Test each potential cause against the problem description and data. Identify alternative corrective actions to eliminate root cause.

4.5 Verify Corrective Actions

Confirm that the selected corrective actions will resolve the problem for the customer and will not cause undesirable side effects. Define other actions, if necessary, based on potential severity of problem.

4.6 Implement Permanent Corrective Actions

Define and implement the permanent corrective actions needed. Choose on-going controls to ensure the root cause is eliminated. Once in production, monitor the long-term effects and implement additional controls as necessary.

4.7 Prevent Recurrence

- Modify specifications, update training, review workflow, improve practices and procedures to prevent recurrence of this and all similar problems.

5. The FRF must be submitted to the Sr. Materials Manager, CN within 2 weeks from the failure report date.

6. All Failure Resolution documents will be tracked by Deckers for verification and filed under vendor data base in internal PLM system.

7. If a vendor is deemed unreliable due to multiple material RS Policy failures, Deckers at its sole discretion may place that vendor on a probationary status. This will result in increased testing frequency.

8. If a vendor on probation continues to supply non-compliant material, further measures will be initiated by Deckers at its sole discretion. These include termination of all business dealings with that vendor.

SUPPORT DOCUMENTATION

- Schedule A: RSL Failure Resolution Form (FRF)

Schedule A:

RSL Failure Resolution Form ("FRF")

BRAND SAMPLE TESTED FOR:
☐UGG ☐ I Heart UGG ☐Teva ☐Tsubo ☐Ahnu ☐Hoka ☐Sanuk ☐Mozo

PRODUCT TYPE:
☐ Footwear ☐ Apparel ☐ Home ☐ Other

SAMPLE TYPE:
☐ Production Quality Material ☐ R&D Material ☐ Finished Product ☐ Other

RE-TEST:
☐ Yes ☐ No

What chemical failed:				
Were you aware that this chemical was in the RSL? ☐ Yes ☐ No				
Test Report #: **(attach test report)**	**Lab where sample was tested:**		**Date Tested:**	
SUPPLIER INFORMATION				
Supplier Name & Address:	**Sample Submitter Company:**	**Sample Submitter Contact Name:**	**Sample Submitter Contact Info (phone/fax/email):**	
SAMPLE DESCRIPTION				
Product Style Number (SKU):	**Material Name:**	**Material Type:**	**Material ID:**	**Date Material Made:**

Color(s) Tested:	GCWQ# (Graphic Colorway Numbers):	GCW & Color Description:
Factory(ies) Supplied to & Quantity Supplied:	**Failed chemical trade name and CAS#:**	**Material/Component/Product description:**

Why is this chemical used in your process?

What was the root cause of the RSL failure?

List the containment action steps and timetable to replace/dispose of failed product or material.

List the corrective action steps and timetable to correct this problem and avoid the failure in the future.

Who is responsible for the implementation of the corrective action plan? (Name, Email, Phone, Address)

How will this corrective action be sustainable?

What type of follow up testing will be done and how often?

I WILL ENSURE THE COMPANY I REPRESENT IMPLEMENTS THE RESOLUTION LISTED ABOVE SO THAT ALL FUTURE PRODUCTION OF THIS DESCRIBED MATERIAL WILL MEET THE REQUIREMENTS OF THE DECKERS RESTRICTED SUBSTANCES LIST.

Supplier Representative Signature: _____
Date: _____

ACKNOWLEDGED BY:
Deckers Representative Signature: _____
Date: _____

Exhibit J

FACTORY CERTIFICATE OF COMPLIANCE

WITH DECKERS RESTRICTED SUBSTANCES POLICY
AND EU REACH REGULATION

To: Deckers Brands and its subsidiaries ("Deckers")

Factory: _____

Address: _____

The undersigned, a duly appointed Officer of the Company, hereby acknowledge the Deckers Restricted Substances Policy, California Proposition 65, and EU REACH Regulation (EC) No. 1907/2006. We certify that all products and every component thereof produced and shipped to Deckers can comply with the Deckers Restricted Substances Policy and EU REACH Regulation, do not contain any of the substances detailed in "List of SVHC" in a concentration of more than 0.1% weight by weight (w/w), as well as the restrictions codified by U.S. and E.U. law. We further agree to be held liable for all loss and damage suffered by Deckers should any of those Restricted Substances and SVHC listed be found in any Deckers product (footwear, apparel, bag etc.) in violation of this Policy. We confirm that we have received, read and are fully aware of the Deckers Restricted Substances Policy and the REACH SVHC list.

Name (print): _____

Title: _____
(Vice President or above)

Signature: _____

Date: _____

Exhibit K

LICENSEE/AGENTS CERTIFICATE OF COMPLIANCE

WITH DECKERS RESTRICTED SUBSTANCES POLICY
AND EU REACH REGULATION

To: Deckers Brands

Company Name: _____

Address: _____

The undersigned, a duly appointed Officer of the Company, hereby acknowledge the Deckers Restricted Substances Policy, California Proposition 65 and EU REACH Regulation (EC) No. 1907/2006. We certify that all products and every component thereof produced and shipped to Deckers can comply with the Deckers Restricted Substances Policy and EU REACH, do not contain any of the substances detailed in "List of SVHC" in a concentration of more than 0.1% weight by weight (w/w), as well as the restrictions codified by U.S. and E.U. law. We further agree to be held liable for all loss and damage suffered by Deckers should any of those Restricted Substances and SVHC listed be found in any Deckers product (footwear, apparel, bag etc.) in violation of this Policy. We confirm that we have received, read and are fully aware of the Deckers Restricted Substances Policy and the REACH SVHC list.

Name (print): _____

Title: _____
(Vice President or above)

Signature: _____

Date: _____

Exhibit L

SUPPLIER CERTIFICATE OF COMPLIANCE

WITH DECKERS RESTRICTED SUBSTANCES POLICY
FOR MATERIAL WHICH IS PRODUCED ON THE SAME RAW BASE MATERIAL

We, the undersigned, hereby certify that _____
[*Write the production material name(s)*]

Is manufactured using the same base raw material as _____
[*Write tested material name*]

with report # _____ , tested at _____
[*Write report number*] [*Name of testing institute*]

on _____.
(*Report issued date "D/M/Y"*)

Name (print): _____

Signature: _____

Title: _____

Company: _____

Address: _____

Date: _____

Exhibit M

SUPPLIER CERTIFICATE OF COMPLIANCE

WITH DECKERS RESTRICTED SUBSTANCES POLICY
FOR MATERIAL WHICH IS PRODUCED USING SAME BASE COLOR DYES/PIGMENT

We, the undersigned, hereby certify that _____
[*Write production color description/code*]

is manufactured using mixed base colors _____
[*Write tested base colors/codes*]

with report # _____,
[*Write report number*]

tested at _____ on _____.
[*Name of testing institute*] [*Report issued date "D/M/Y"*]

Name (print): _____

Signature: _____

Title: _____

Company: _____

Address: _____

Date: _____

Exhibit N
CPSIA Certificate of Compliance

DECKERS BRANDS

Certificate #: FC_SN_CC_YYYYMMDD

Certificate of Compliance

_____ hereby certify that the product contained within this shipment complies with all applicable rules, regulations, bans and standards under the United States Consumer Product Safety Improvement Act of 2008 (CPSIA).

1.Product Identification _____

2.Applicable Product Safety Rule,Ban,Standard, or Regulation for Product Identified (check those that apply):

- [ ] 16 CFR 1303-Ban of Lead-Containing Paint and Certain Consumer Products Bearing Lead-Containing
- [ ] CPSC Total Lead Content in Substrate Material
- [ ] 16 CFR 1501 - Method for Identifying Toys and Other Articles Intended for Use by Children Under 3
- [ ] 16 CFR 1500.48 - Technical Requirements for Determining a Sharp Point in Toys and Other Articles
- [ ] 16 CFR 1500.49 - Technical Requirements for Determining a Sharp Edge in Toys and Other Articles
- [ ] 16 CFR 1500 Section 51-53 - Test Methods for Simulating Use and Abuse of Toys and Other Articles
- [ ] 16 CFR 1610 - Standard for the Flammability of Clothing Textiles
- [ ] 16 CFR 1611- Standard for the Flammability of Vinyl Plastic Film
- [ ] 16 CFR 1615 - Standard for the Flammability of Children's Sleepwear; Size 0 through 6X
- [ ] 16 CFR 1616 - Standard for the Flammability of Children's Sleepwear; Size 7 through 14
- [ ] 16 CFR 1630 - Standard for the Surface Flammability of Carpets & Rugs
- [ ] 16 CFR 1631 - Standard for the Surface Flammability of Small Carpets & Rugs;
- [ ] 16 CFR 1500.19 - Labeling Requirement for Certain Toys and Games
- [ ] ASTM F-1816-CPSC guidelines for Drawstrings on Children's Upper Outwear Intended for Use by

3. U.S. importer certifying compliance of product:
Name: _____
Address: _____
'elephone: _____

4. U.S. Based Contact Maintaining Test Records of Products:
Name: _____
Address: _____
-mail add: _____
'elephone: _____

5. Foreign manufacturer certifying compliance of product:
Name: _____
Address: _____
'elephone: _____

6. Date(s) and Place(s) of Manufacturing:
Date of Manufactory: _____
Name and Address of Manufacturing Facility: _____

7. Testing:
Products and materials were tested by 3rd Party Lab and was found Compliant to product safety laws checked

8. Test report and 3rd Party Lab Information:

Testing _____
Test Report #: _____
3rd Party Lab Name: _____
Address: _____
E-mail address: _____
Telephone: _____

Important Note:This Certification is valid for use starting Dec. 22, 2008 and onwards.


UGG
KOOLABURRA
BY UGG
HOKA
Teva
Sanük