

FY2024 Deckers Statement Against Modern Slavery

INTRODUCTION

Deckers Outdoor Corporation and its wholly owned subsidiaries (collectively, “we” or “Deckers”) is a global leader in designing, marketing, and distributing innovative footwear, apparel, and accessories developed for both everyday casual lifestyle use and high-performance activities. Our proprietary brands include the UGG[®], HOKA[®], Teva[®], Sanuk[®], Koolaburra by UGG[®] and AHNU[®] brands.

We sell our products through quality domestic and international retailers, international distributors, and directly to our global consumers through our Direct-to-Consumer business, which is comprised of its e-commerce websites and retail stores. To support our business, we leverage our network of global warehouses, distribution centers, and third-party logistics providers, as well as third-party manufacturers and material suppliers. All of our products are manufactured by independent third-party contractors, which is concentrated at a limited number of independent manufacturing factories, primarily in Asia.

We are a member of the Transparency Pledge to promote a standard for supply chain disclosure in the garment and footwear industry. In addition, we are working with Sourcemap, a leader in supply chain mapping, for added transparency into our supply chain. We publish a list that includes all of our Tier 1 and Tier 2 supply chain partners and ensure it is regularly updated to include key details like number of employees at each site, location, and types of products made. Refer to “Global Manufacturing Locations” and “Global Supplier Locations” available at <https://www.deckers.com/responsibility/policies> for more information on our supply chain.

This statement is being furnished pursuant to the UK Modern Slavery Act, the California Transparency in Supply Chains Act and Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act. This statement covers our 2024 financial year (April 1, 2023 – March 31, 2024).

OUR COMMITMENTS TO ETHICAL PRACTICES

At Deckers, we are committed to conducting our business in a responsible and ethical manner. We recognize the importance of protecting human rights and are dedicated to preventing modern slavery and human trafficking in our operations and supply chains. We recognize the inherent risks in product manufacturing and material supply and have implemented comprehensive strategies to address these challenges. Forced labor,

child labor, minimum wage and health & safety are top risks in our industry which we continue to actively monitor through audits, training and ongoing collaboration.

GOVERNANCE, DUE DILIGENCE AND RISK MANAGEMENT

Deckers' Board of Directors, through its Corporate Responsibility, Sustainability & Governance Committee (Corporate Governance Committee), oversees our ESG strategy. Our Board of Directors has ultimate oversight over all sustainability initiatives, strategies, and programs, including human rights, community engagement and social risks. The program's execution is driven by our leadership team and various cross-functional teams including our supply chain teams. One such committee is our 'Environmental Sustainability – Ethical Sourcing Committee' which includes members of our ethical sourcing, facilities, distribution center, brands, innovation, and materials teams.

To prevent, identify and mitigate risks in high-risk areas of our supply chain, including product manufacturing and material supply, we employ Fair Factories Clearinghouse, a comprehensive due diligence tool. Fair Factories Clearinghouse, along with other tools and processes, ensures that the workplaces of our suppliers adhere to fair and safe labor standards. Our Ethical Supply Chain (“**ESC**”) Supplier Code of Conduct, which is integral part of our supplier agreements, reinforces our commitment to ethical treatment and safe working conditions within our supply chain. We also recognize that when we work together, we are collectively better. This is why we collaborate with other brands, stakeholders, organizations and leaders in the industry to continually evolve our practices, policies and approach.

We employ a multifaceted approach to assess the effectiveness of our measures to prevent modern slavery and human trafficking in our operations and supply chains. Firstly, we conduct peer benchmarking exercises to compare our practices with industry standards and best practices, ensuring alignment with leading efforts in combating modern slavery and human trafficking. Secondly, as part of our overall enterprise risk management approach, we annually assess risks related to ESG issues. In addition, our internal audit team conducts periodic targeted reviews of our ESG-related policies, including human rights, forced labor and ethical supply chain policies and procedures, to the Audit & Risk Management Committee. Lastly, we engage third-party assessors to conduct independent evaluations of the effectiveness of our policies and procedures in preventing modern slavery and human trafficking in our operations.

By employing these assessment mechanisms, we strive to ensure transparency and accountability in our commitment to upholding human rights and ethical labor practices across our operations and supply chains.

AUDITS AND ANNUAL CERTIFICATION

We conduct regular audits (both announced and unannounced) of our Tier 1 factory

partners' compliance with our fair labor standards through both internal audits and accredited third-party auditors. We engage the majority of our Tier 2 partners through auditing, training, or ongoing monitoring. Our audits are performed against our ESC Supplier Code of Conduct which is based on International Labor Organization standards. Onsite audits are conducted pursuant to our 230-question audit questionnaire which only contains yes/no questions, limiting personal bias. Results from the audit are tallied into a scorecard which is then reviewed with each supplier to encourage adherence to our standards. Additionally, our executive management team meets periodically throughout the year to review the performance scorecards of our supply chain partners. Suppliers are also required to submit an annual certification confirming their compliance with our policies, including ESC Supplier Code of Conduct and Restricted Substances Policy.

ADDRESSING POLICY VIOLATIONS AND REMEDIATIONS

Policy violations may lead to investigations, more frequent audits, and/or necessary corrective actions, including remediation plans, termination of employment or business relationships with non-compliant suppliers. For example, when a partner is not meeting our expectations, we are committed to working with them to improve performance because we don't believe simply walking away solves our commitment to ensure partners are acting responsibly. Of course, we will terminate our relationship with performers who are not fulfilling our expectations after continued effort. But, overall, we have found that our partners want to improve and remain our partners.

In addition, we proactively monitor for any signs of child labor within our supply chain and take immediate steps to address and remediate such findings. Upholding transparency, we disclose instances of child labor-related findings in our annual Creating Change report ("**CR Report**") available at www.deckers.com/responsibility.

TRAINING

We invest in the ongoing learning of our employees and supply chain partners by providing them with valuable training to help prevent, identify and mitigate risks related to modern slavery and human trafficking. On average, our employees receive approximately 5 hours of compliance and ethics trainings which includes training on human rights policies and procedures at least biennially. In addition, our ESC team provides to our supply chain partners both in-person and virtual training opportunities throughout the year so that supply chain partners are well-versed on our expectations.

SUPPORTING AFFECTED FAMILIES

We acknowledge the potential impact of our efforts on vulnerable families. To address this, we are developing initiatives to support families affected by our actions to eradicate forced and child labor. These include support programs and community engagement initiatives aimed at facilitating their transition to sustainable livelihoods. To that end, we

offer various support programs to the men and women working in our activities and supply chain to foster their continued development. Some of these programs include the following:

- HerProject, a collaborative initiative that strives to empower low-income women working in global supply chains. To date we have empowered women through training on respect, health and financial inclusion.
- VisionSpring, a program that creates access to vision screening and affordable eyewear to supply chain workers. VisionSpring's mission is to increase lifelong earning, learning, safety and well-being through eyeglasses.
- Anti-Harassment training in partnership with Better Work, Timeline and Business for Social Responsibility. We want to ensure factory workers are working in an environment where they feel safe, heard, and welcomed to be themselves.

These programs help us to deliver on our commitment to human rights, gender equality, and inclusion for all.

REPORTING VIOLATIONS

To ensure transparency and accountability, we maintain anonymous hotline numbers, accessible to all factory workers for reporting grievances and potential policy violations. This safeguards whistleblowers and encourages the reporting of any misconduct. Our EthicsLine is available 24-7 to all factory workers who wish to voice their concerns. We take all allegations seriously and ensure that we fairly and thoroughly investigate each hotline report we receive. Because we believe in transparency, we publicly report the number of hotline calls received by business unit and issue type in our CR Report available at www.deckers.com/responsibility.

CONCLUSION

We are dedicated to upholding human rights and ethical conduct, continually evolving our strategies to ensure no modern slavery or human trafficking exists within our business or supply chains. We believe in the power of our sale and wish to use that for good. At Deckers, we recognize that we have a responsibility to protect the skilled workers creating our product and that is exactly what we intend to continue doing.

ESC Supplier Code of Conduct and Restricted Substances Policy can be found at: <http://www.deckers.com/responsibility/policies>.



SIGNATURE

Deckers Europe Limited and Deckers UK Ltd are required to publish a statement under the UK Modern Slavery Act, and this statement was approved by the Board of Directors of those entities on April 3, 2024.

Deckers Europe Limited

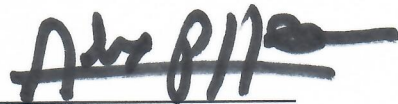
By: 
Name: Alex Henderson
Title: Director
Date: 11 April 2024

Deckers UK Ltd.

By: 
Name: Alex Henderson
Title: Director
Date: 11 April 2024

Deckers Outdoor Canada ULC is required to publish a statement under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, and this statement was approved by the Board of Directors of such entity on April 3, 2024.

Deckers Outdoor Canada ULC

By: 
Name: Alex Henderson
Title: Director
Date: 11 April 2024