

“Deckers Brands’ response” 5 April 2024

At Deckers, we respect all human rights and prioritize working with partners who share in this vision. Our Ethical Supply Chain (ESC) team continues to elevate our program and ensure we are a leader in this space. We audit 100% of our Tier 1 partners, and we engage the majority of our Tier 2 partners either through audits, training opportunities, or through environmental monitoring. This includes onsite visits, worker interviews, and detailed review of supplier records including overtime, wage and benefit information. Our audits are performed against our Ethical Supply Chain Supplier Code of Conduct which is based on International Labor Organization standards. We have zero tolerance for forced labor, child labor, discrimination, harassment, or abuse. Workers should be compensated in accordance with minimum wage laws (at a minimum), shall work no more than 60 hours per week (or in compliance with local law if lower), and are required to be provided with at least one day off in seven. Business partners must ensure a safe and healthy work environment and should respect the right of workers to have the freedom of association/collective bargaining.

We have investigated these claims thoroughly. Shoe Premier II has confirmed that, at the location we utilize, there were no mass layoffs or terminations during the time period referenced.