

Deckers Public Statement for UK Modern Slavery Act 2015 (Transparency in Supply Chains)

The UK Modern Slavery Act 2015 (Transparency in Supply Chains) requires retail sellers and manufacturers doing business in the UK to disclose, on their Internet website, their efforts to eradicate slavery and human trafficking from their direct supply chains for tangible goods offered for sale.

Deckers Europe Limited (“Deckers”) is a subsidiary of Deckers Outdoor Limited, a US based company. We at Deckers are proud of the steps we have taken to combat slavery and human trafficking. Deckers carefully selects potential partners throughout its supply chains for each of its brands and uses many tools and processes designed to ensure that the factories which manufacture its products are fair and safe places for workers.

In a bid to ensure compliance throughout the supply chain, Deckers includes its Ethical Supply Chain (ESC) Supplier Code of Conduct as part of its Manufacturing Agreement that it has with each factory. Deckers designed its ESC program in 2008 to help ensure that workers in the factories that manufacture its products are treated ethically and work in safe conditions, and to verify that its product supply chain (including the factories which manufacture its products) conform to fair labour standards, which of course preclude slavery and human trafficking. Deckers uses both an internal audit team and accredited third party auditors to regularly assess its factories’ compliance with our fair labour standards. Deckers monitors labour practices as part of the human rights portion of its factory audits (both announced and unannounced). Results from the audit are tallied into a scorecard which is then reviewed with each supplier.

Deckers uses its ESC Supplier Code of Conduct to communicate its expectations about how factories and their suppliers should conduct themselves as it relates to fair labour standards, which includes ensuring that their use of materials incorporated into the company’s products comply with laws of the country or countries in which they are doing business. Deckers’ ESC Supplier Code of Conduct can be found on Deckers’ corporate website. In the event that an employee or contractor fails to meet Deckers’ internal accountability standards and procedures for fair labour standards, Deckers’ corrective action process is used to develop a remediation plan.

Deckers also provides ESC training to its supply chain partners at least once per year. Deckers’ employees are informed about its ESC program and issues through its Code of Ethics which is sent to all employees.