

Deckers Public Statement for SB 657

The California Transparency in Supply Chains Act of 2010 (SB 657) requires retail sellers and manufacturers doing business in California 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 uses many tools and processes designed to ensure that the factories which manufacture its products are fair and safe places for workers. 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 labor 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 labor standards. Deckers monitors labor 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 labor 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 labor 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.