



## **Conflict Minerals Policy**

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Deckers Outdoor Corporation (“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 were helping to finance extreme violence 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](mailto:laces@deckers.com).