

DECKERS BRANDS CORPORATE ENVIRONMENTAL POLICY

A commitment from leadership to employees, customers, and the community

OVERVIEW

Making our mark on the global marketplace while remaining socially and environmentally conscious is fundamentally important to our success as a company. Environmental sustainability, to us, means continuing to do business in the right way by being mindful of our footprint and continually seeking ways to reduce it. Sustainability is an important part of our business. We are committed to a long-term sustainable approach to caring for and safeguarding the environment. Our approach to protecting the environment is to set long-term goals to address the environmentally significant impacts from our products and business operations.

POLICY

Sustainability and protecting the environment are a priority at Deckers. Our approach to protecting the environment is to set long-term goals to address the environmentally significant impacts from our products and business operations. We use our annual Corporate Responsibility Report to detail our environmental policies and are committed to the following:

- Operate our business in a manner that reduces our impact on the environment, prevents pollution, and protects the environment and its resources.
- Manage the life cycle of our products, solutions, and services in an environmentally responsible manner.
- Maintain full compliance with applicable environmental laws, regulations and other obligations. We require this same compliance of our business partners and contractors.
- Continue to evaluate and review the impact of our business on the environment, set goals to reduce these impacts, and measure our progress; and report performance in our annual Corporate Responsibility report.
- Continually improve our Corporate Responsibility performance.

THIRD-PARTY MANUFACTURING PARTNERS

Throughout the globe, Deckers is committed to working with third-party vendors and service providers who, at a minimum, uphold the relevant environmental laws, regulations and policies of the countries in which they do business. Deckers has ongoing environmental studies with its key



partners to ensure they are operating in a way that is preserving environmental resources for generations to come.

QUESTIONS

For more information about Deckers environmental policy, please contact corporateresponsibility@deckers.com or view our Corporate Responsibility Report available here: <http://www.deckers.com/sites/default/files/pdf/Deckers%20Corporate%20Responsibility%20Reports.pdf>.