

# WATER POLICY

## OUR APPROACH:

Water is essential to life. It is needed for various personal and commercial uses, including hydration, heating and cooling, and agricultural processes. Although water is a renewable resource, it is currently one of Earth's most poorly managed resources. Water has no substitute, and it's critical we take steps to ensure we are responsibly utilizing water.

We make footwear intended to explore our waterways, relax after a day of surfing, or enjoy a beach lifestyle. While the fashion, apparel and footwear industry use a lot of freshwater resources, we must do our part to reduce, purify and protect where we can.

Throughout our supply chain, we strive to reduce water usage and improve water quality in the communities in which we operate.

## WHAT WE ARE DOING:

### *Corporate Offices:*

Our corporate offices have water mitigation programs in place. We utilize low flow lavatories and faucets and our landscaping utilizes draught tolerant plants that are irrigated by rainwater that is collected on site.

### *Raw Material Sourcing:*

We aim to utilize preferred materials that use less water. We are studying ways to reduce our raw materials water usage and decrease freshwater contamination.

### *Supply Chain:*

We are monitoring and tracking our Tier 1 factory partners, and our Tier 2 supply chain partners, water management, wastewater treatment, and recycling efforts. We require 100% of our business partners to have wastewater discharge permits to ensure proper disposal.

### *Packaging:*

We are studying ways to reduce our packaging materials water usage and striving to reduce packaging water usage per pair.

### *Charitable:*

We support organizations that are committed to protecting our waterways and oceans. Additionally, we have committed to one beach cleanup per year.

### **TARGETS:**

We believe in monitoring our progress to hold ourselves accountable. As such we have identified water targets and report our progress towards them in our annual Corporate Responsibility Report.

- Increase the number of monitored Tier 1 and Tier 2 partners year-over-year and increase recycled water usage;
- Conduct study on water practices for all Tier 1 and top Tier 2 suppliers and ensure these partners are applying industry best practices on water treatment and usage;
- Ensure 100% of our leathers/hides sourced from Leather Working Group Certified Tanneries;
- Host an annual beach cleanup in one of the communities we operate in;
- Ensure best in class water mitigation efforts at corporate headquarters;
- Baseline product materials water usage and freshwater eutrophication produced at the finished material creation level and set reduction targets; and
- Reduce or maintain (+/- 2%) packaging water usage and freshwater eutrophication produced per pair.

### **CONCLUSION:**

For more information about our water conservation and purification efforts, please see our Corporate Responsibility Report, published annually, on our website located at [www.deckers.com/responsibility](http://www.deckers.com/responsibility).