

# PART OF A FAMILY: OUR COMMITMENTS TO OUR COMMUNITY

Our main community targets and progress are outlined below:

WHO	GOAL	DUE	FY20 ACHIEVEMENTS	PROGRESS
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## HUMAN RIGHTS

Positively impact the communities where we operate in, including assuring industry leading human rights practices within our supply chain

DECKERS	Increase employee volunteer efforts by 20% by 2023 and 50% by 2027	2023/ 2027	<ul style="list-style-type: none"> <li>Employees volunteered 1,904 hours</li> <li>Implemented new employee volunteer hours tracking system</li> <li>Appointed Director, Deckers Gives</li> </ul>	Need to Speed Up Efforts
DECKERS	Donate at least \$1,000,000 annually to organizations supporting at-risk youth, community, diversity/inclusion, education, environment, and family and children	2027	Donated \$1,859,658 to various organizations supporting at-risk youth, community, diversity/inclusion, education, environment, and family and children	On Track
DECKERS	Ensure that every Deckers employee has the opportunity to contribute to our local communities	2021	<ul style="list-style-type: none"> <li>Employees who volunteer 100 hours per calendar year receive a \$1,000 donation to a charity of their choice</li> <li>Employees provided up to 24 hours of paid volunteer time</li> </ul>	On Track
DECKERS	Recognize human rights within our supply chain by ensuring at least <b>90%</b> of our Tier 1 and Tier 2 supply chain partners receive Champion, Excellent or Solid audit rankings	2027	<ul style="list-style-type: none"> <li>100% of our Tier 1 partners are audited at least on an annual basis</li> <li>We engaged (audits, training, and environmental projects) the majority of our Tier 2 suppliers – together these Tier 2 partners represent 55% of our total materials spend</li> <li>Anonymous hotline provided to supply chain partners for reporting purposes</li> </ul>	On Track
DECKERS	Ensure our Lost Time Injury Rate is 0.26 and our Total Recordable Incident rate is 0.40	2021	FY20 Lost Time Injury Rate was 0.28 and Total Recordable Incident Rate was 0.40	On Track



## GENDER EQUALITY & QUALITY EDUCATION

Promote diversity, gender equality, female empowerment, and inclusion for all

DECKERS	Gender parity in leadership positions and our Board of Directors	2030	<ul style="list-style-type: none"> <li>Executive Leadership Team: 25% women, 75% men</li> <li>Board: 33% female, 66% male</li> <li>154 directors and above: 67 female director and above (43.5%) and 87 male director and above (56.5%)</li> </ul>	On Track
DECKERS	<b>25%</b> representation of BIPOC in the U.S. at Director and above levels	2027	Target adopted	New Target
DECKERS	<b>100%</b> of Executive Leadership Team has inclusion and diversity related goals	2021	Target adopted	New Target
DECKERS	<b>100%</b> of Director level and above hires interviewed by a panel that includes underrepresented groups (gender, BIPOC)	2021	Target adopted	New Target
DECKERS	Ensure an inclusive and diverse workplace and promote diverse communities	2022	<ul style="list-style-type: none"> <li>VOICES employee led group continued inclusion dialogue</li> <li>Third annual Women's Leadership Summit (postponed due to COVID-19)</li> <li>Appointed a Director of Equity, Inclusion and Diversity to ensure continued success of FY21 EID initiatives and to create a global strategic vision</li> <li>Inclusive signs added at our corporate headquarters campus</li> <li>Three-part mandatory course on unconscious bias finalized for deployment in FY21.</li> <li>UGG pride package benefiting LGBTQ+ community                             <ul style="list-style-type: none"> <li>UGG is committed to representing 60% BIPOC, LGBTQ+, and diversity of body types and abilities in their marketing campaigns</li> </ul> </li> </ul>	On Track
UGG	UGG: Expand HERproject partnership to 2 activations per year	2027	Additional 7 supply chain partners received HERproject training for a total of 20 partners trained (14 Tier 1 footwear factories, 2 Tier 1 lifestyle factories, and 4 Tier 2 suppliers)	On Track
DECKERS	Empower <b>100,000</b> women	2027	<ul style="list-style-type: none"> <li>33,013 women empowered through HERproject since inception of partnership</li> <li>Annual Women's Leadership Summit at Corporate Headquarter location postponed due to COVID-19 pandemic</li> <li>Held equality summit in EMEA office</li> </ul>	On Track