FY2026 Deckers Statement Against Modern Slavery

INTRODUCTION

Deckers Outdoor Corporation and its wholly owned subsidiaries (collectively, “we” or “Deckers”) is a global leader in designing, marketing, and distributing innovative footwear, apparel, and accessories developed for both everyday casual lifestyle use and high-performance activities. Our proprietary brands include the UGG®, HOKA®, and Teva® brands.

We sell our products through quality domestic and international retailers, international distributors, and directly to our global consumers through our Direct-to-Consumer business, which is comprised of its e-commerce business and retail stores. To support our business, we leverage our network of global warehouses, distribution centers, and third-party logistics providers, as well as third-party manufacturers and material suppliers. Our products are produced by independent third-party contractors, with manufacturing operations primarily concentrated at select facilities in Asia.

We are a signatory of the Transparency Pledge, supporting industry-wide standards for supply chain disclosure in the garment and footwear sectors. Additionally, we are collaborating with Infor Nexus to systematically map our supply chain and enhance transparency throughout our operations. We maintain and regularly update a list of all our Tier 1 and Tier 2 supply chain partners, providing important information such as each site's location, number of employees, and product types. Refer to “Global Manufacturing Locations” and “Global Supplier Locations” available at https://www.deckers.com/responsibility/policies for more information on our supply chain. Finally, for added transparency, we also disclose manufacturing and supplier locations on Open Supply Hub which can be found at https://opensupplyhub.org.

This statement is being furnished pursuant to the UK Modern Slavery Act, the California Transparency in Supply Chains Act and Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act. This statement covers fiscal year 2026 (April 1, 2025– March 31, 2026).

OUR COMMITMENTS TO ETHICAL PRACTICES

At Deckers, we are committed to ethical business practices and the protection of human rights. We actively work to prevent modern slavery and human trafficking within our operations and supply chains by addressing risks like forced labor, child labor, minimum wage, and health & safety. These issues are continuously monitored through audits, training, and collaboration.

GOVERNANCE, DUE DILIGENCE AND RISK MANAGEMENT

Deckers' Board of Directors, through its Corporate Responsibility, Sustainability & Governance Committee (Corporate Governance Committee), oversees our ESG strategy. Our Board of Directors has ultimate oversight over all sustainability initiatives, strategies, and programs, including human rights, community engagement and social risks. The program's execution is driven by our leadership team and various cross-functional teams including our supply chain teams. One such committee is our 'Environmental Sustainability – Ethical Sourcing Committee' which includes members of our ethical sourcing, facilities, distribution center, brands, innovation, and materials teams.

To prevent, identify and mitigate risks in high-risk areas of our supply chain, including product manufacturing and material supply, we employ various industry tools including Fair Factories Clearinghouse (FFC), Social & Labor Convergence Program (SLCP), and HIGG's Facility Social & Labor Module (FSLM). Our utilization of these industry tools and processes ensures that the workplaces of our suppliers adhere to fair and safe labor standards. Our Ethical Supply Chain (ESC) Supplier Code of Conduct, which is integral part of our supplier agreements, reinforces our commitment to ethical treatment and safe working conditions within our supply chain. We believe that when we work together, we are collectively better. This is why we collaborate with other brands, stakeholders, organizations and leaders in the industry to continually evolve our practices, policies and approach.

We use several methods to evaluate how well we prevent modern slavery and human trafficking in our operations and supply chains. We benchmark our practices against industry best standards, assess ESG-related risks annually, and have our internal audit team review relevant policies and procedures for the Audit & Risk Management Committee. Additionally, third-party assessors sometimes conduct independent evaluations of our efforts.

These steps promote transparency and accountability in maintaining human rights and ethical labor across our business.

AUDITS AND ANNUAL CERTIFICATION

We conduct regular audits (both announced and/or unannounced) of our Tier 1 factory partners' compliance with our fair labor standards through both internal audits and accredited third-party auditors. We engage majority of our Tier 2 partners through auditing, training, or ongoing monitoring. Onsite audits are performed either by our own ESC team or an accredited third-party auditor using a reputable third-party frameworks such as Worldwide Responsible Accredited Production (WRAP), Sedex Members

Ethical Trade Audit (SMETA), and Business Social Compliance Initiative (BSCI). We have shifted from primarily our own self-conducted internal audits toward the utilization of industry assessment tools in an effort to help decrease audit fatigue while continuing to deliver on transparency through verified data. Audit results are consolidated into our Vendor Scorecard process, which is then reviewed with each supplier to encourage adherence to our standards. Our executive management team meets periodically throughout the year to review the performance scorecards of our supply chain partners. Suppliers are also required to submit an annual certification confirming their compliance with our policies, including ESC Supplier Code of Conduct and Restricted Substances Policy.

ADDRESSING POLICY VIOLATIONS AND REMEDIATIONS

Policy violations may lead to investigations, more frequent audits, and/or necessary corrective actions, including remediation plans, termination of employment or business relationships with non-compliant suppliers. When a partner does not meet expectations, we work with them to improve, as walking away does not fulfil our responsibility to promote accountability. Of course, we will terminate our relationship with performers who are not fulfilling our expectations after continued effort. But, overall, we have found that our partners want to improve and remain our partners.

In addition, we proactively monitor for any signs of child labor within our supply chain and take immediate steps to address and remediate such findings. Upholding transparency, we disclose instances of child labor-related findings in our annual Creating Change report (CR Report) available at www.deckers.com/responsibility.

TRAINING

We invest in the ongoing learning of our employees and supply chain partners by providing them with valuable training to help prevent, identify and mitigate risks related to modern slavery and human trafficking. On average, our employees receive approximately 5 hours of compliance and ethics trainings which includes training on human rights policies and procedures at least biennially. In addition, our ESC team provides to both in-person and virtual training opportunities throughout the year to our supply chain partners so that they are well-versed on our expectations.

SUPPORTING AFFECTED FAMILIES

We recognize our efforts may affect vulnerable families. To help, support various initiatives that promote sustainable livelihoods. We also provide support to workers in our operations and supply chain to encourage their ongoing growth and development. Some of these programs include the following:

- RISE, a collaborative initiative that strives to empower low-income women working in global supply chains. To date we have empowered women through training on respect, health and financial inclusion.
- VisionSpring, a program that creates access to vision screening and affordable eyewear to supply chain workers. VisionSpring's mission is to increase lifelong earning, learning, safety and well-bring through eyeglasses.
- Anti-Harassment training in partnership with Better Work, Timeline and Business for Social Responsibility. We want to ensure factory workers are working in an environment where they feel safe, heard, and welcomed to be themselves.

These programs help us to deliver on our commitment to human rights, gender equality, and inclusion for all.

REPORTING VIOLATIONS

To ensure transparency and accountability, we maintain anonymous hotline numbers, accessible to all factory workers for reporting grievances and potential policy violations. This safeguards whistleblowers and encourages the reporting of any misconduct. Our EthicsLine is available 24-7 to all factory workers who wish to voice their concerns. We take all allegations seriously and ensure that we fairly and thoroughly investigate each hotline report we receive. Because we believe in transparency, we publicly report the number of hotline calls received by business unit and issue type in our CR Report available at www.deckers.com/responsibility.

CONCLUSION

We are committed to preventing modern slavery and human trafficking in our business and supply chains. Deckers recognizes its duty to safeguard workers and will continue prioritizing their protection.

POLICIES

Deckers' relevant policies, including its ESC Supplier Code of Conduct and Restricted Substances policies can be found at: http://www.deckers.com/responsibility/policies.

DECKERS
— BRANDS —

SIGNATURE

Deckers Europe Limited and Deckers UK Ltd are required to publish a statement under the UK Modern Slavery Act, and this statement was approved by the Board of Directors of those entities on April 15, 2026.

Deckers Europe Limited

By: 
Name: Alex Henderson
Title: Director
Date: April 15 2026

Deckers UK Ltd.

By: 
Name: Alex Henderson
Title: Director
Date: April 15 2026

Deckers Outdoor Canada ULC is required to publish a statement under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, and this statement was approved by the Board of Directors of such entity on April 15, 2026.

Deckers Outdoor Canada ULC

By: 
Name: Alex Henderson
Title: Director
Date: April 15 2026