



We believe that everyone who works for DM's or wears our boots should be part of a community where they feel accepted and included.

We are committed to supporting our employees, the workers in our supply chain and our wider communities to thrive and empowered to express themselves.

OUR PEOPLE

Dr. Martens has long been committed to conducting business in an honest and ethical manner. We expect high standards from each other, and we adhere to the DOCTRINE, our global employee Code of Conduct, which defines the way we do business. All employees must sign the DOCTRINE which covers our standards and expectations of our employees on areas such as human rights and ethical trade, health and safety, anti-bribery, malpractice and harassment. Should there be a need to raise any concerns regarding the principles outlined in the Code of Conduct, we have a confidential whistleblowing hotline, Speak Up.

Employee wellbeing



Mental health



Training





Find a career with Dr. Martens

Diversity, Equity & Inclusion



We select the right person for the job regardless of age, gender, race, ethnicity or sexual orientation. We take all reasonable steps to ensure equality of opportunity in recruitment, training, development and conditions of work.

For more on our DE&I strategy, [go here](#).

You can find our [gender pay gap results here](#).

Our suppliers

Our products are sourced from the United Kingdom, Vietnam, China, Thailand, Laos, Bangladesh, Japan, Portugal and Taiwan (as of April 2022). We believe it is important to develop long-term partnerships with our suppliers and have worked with many of them for more than a decade. Our supplier conferences promote an environment of trust and transparency, whilst building a deeper understanding of the issues faced by our suppliers. As a result of our partnership principles, we have not cancelled any orders (full or in part) during the coronavirus crisis and have continued to pay our

suppliers in full, which reflects our belief in the importance of our supplier relationships.



Policies and procedures



Supplier Code of Conduct



Child labour



Health and safety



Modern slavery



CSR monitoring programme



Community

Supporting communities around the world is part of who we are at Dr. Martens.

We have a history of supporting causes that work to advance social justice issues, including support for anti-racism, LGBTQIA+ rights, and mental health initiatives – all of which we know our people are passionate about. Over the past year, this impact has been amplified through our efforts as a company, as well as by the Dr. Martens Foundation.

THE DR. MARTENS FOUNDATION

The Dr. Martens Foundation is an independent UK registered charity and exists to support causes that advance social justice.

At Dr. Martens we have always encouraged our people to stand up for what they believe in and the Foundation is our commitment to doing even more for people and communities across the world who face social injustice.

What the Foundation stands for:

We will put our best foot forward and lead the way for what is fair. We will support social justice causes, which empower rebellious self-expression and drive forward positive change for society.

- Human Rights - Protecting and respecting everyone's human rights.
- Participation - Social justice is not possible if only some voices are heard and the marginalised are silent.
- Equity - Tackling the structural inequality and embedded bias that exists across society.
- Access - Ability to access essentials like shelter or opportunities in education, music or creative industries.

Dr. Martens Foundation is a company limited by guarantee and a charity registered in England and Wales with company number 13174032 and charity number 1194513. Its registered office is at 28 Jamestown Road, Camden, London, United Kingdom, NW1 7BY. The Foundation isn't accepting unsolicited applications as grant making is currently by invitation only.



VOLUNTEERING

We value diversity and authenticity, so we support an array of local causes around the world, and we encourage our people to do the same too, through volunteering and matched giving. We support our employees to step up for charities of their choice. We encourage our people to use their annual volunteering allowance to support their local community and the causes they feel most passionately about.

Our people continued to support their communities and

volunteer for a wide range of causes, from food banks, vaccinations centres, helping out vulnerable neighbours to homeless shelters. Even through the toughest of times, the DM's family never fails to bring the community spirit.



OUR APPROACH TO
SUSTAINABILITY



PLANET



SITMAP

ACCESSIBILITY

COOKIE DECLARATION

PRIVACY POLICY

TERMS

MODERN SLAVERY STATEMENT

2022 Dr. Martens plc

Dr. Martens plc is registered in England and Wales. Company
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