

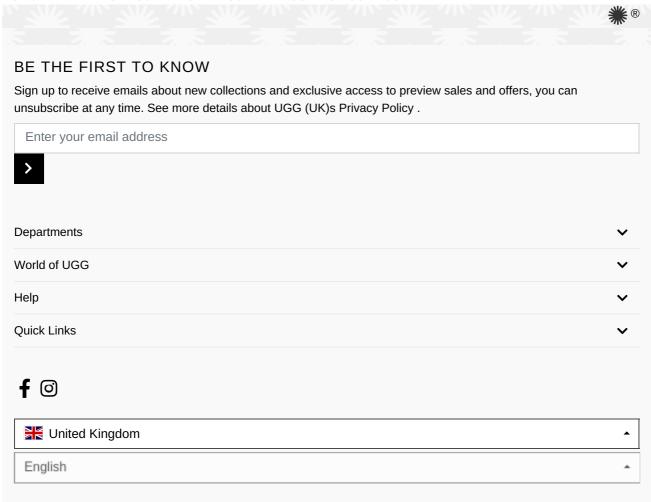
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## POLICIES AND PRINCIPLES.

Our policies go beyond simply meeting the minimum requirements necessary to abide by law. They help set expectations for our partners so that we can have successful relationships and be completely transparent with our consumers. We encourage you to view our policies below.

ETHICAL SOURCING AND ANIMAL WELFARE POLICY DECKERS CODE OF ETHICS PAPER AND FOREST PROCUREMENT POLICY RESTRICTED SUBSTANCES PACKET CONFLICT MINERALS POLICY ETHICAL SUPPLY CHAIN SUPPLIER CODE OF CONDUCT



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