



## HUMAN RIGHTS

As a family-focused brand, Skechers was founded on the philosophy of putting people first – offering comfort and care to its employees and customers, and supporting both with dignity and respect. Human rights is a core value at the heart of how we conduct our business, at every level of our company – from our factories to our suppliers and the rights of our employees.

View our [Corporate Code of Conduct](#) and [Code of Ethics](#).

FACTORIES



SUPPLIERS



EMPLOYEES







**North America Distribution Center**  
Rancho Belago, California  
1.82 million square feet  
Shipped approximately 86 million pairs in 2017



**European Distribution Center**  
Liege, Belgium  
1.06 million square feet  
Shipped approximately 23 million pairs in 2017





**100%**

of our factories' master cartons are recyclable and produced with soy- or water-based ink.

**96%+**

The outbound shipping cartons that we directly handle\* are composed of 96-100% recycled materials.

*\*At distribution centers managing more than 90% of our business.*

**100%**

of our shipping cartons are recyclable.

**94%**

of Skechers-branded shoeboxes are fully recyclable.\*

# 100%

of our foot forms and tissue paper packaging is recyclable.

# 90%

Since 2016, we've reduced our footwear packaging plastic by 90% to less than 7% – all of which is 100% recyclable.

# 100%

of our packaging materials  
are printed with soy- or water-based ink.

# 99%

of Skechers-branded footwear is packaged in shoeboxes that meet the FSC®  
standard for responsible sources.



The mark of  
responsible forestry

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