

CA Supply Chain Transparency / Modern Slavery Act Disclosure

CALIFORNIA SUPPLY CHAIN TRANSPARENCY ACT/UK MODERN DAY SLAVERY ACT

One of our core values is "Do the Right Thing – Always." Wolverine World Wide, Inc., including its subsidiaries and affiliates (collectively, "Wolverine"), maintains high standards of business ethics and holds a deep regard for human rights. As corporate citizens, we strive to balance social and environmental standards with innovative business solutions. We recognize the importance of responsibly sourced products and are committed to working with supply chain business partners that are dedicated to safe, humane, and ethical working conditions that comply with international labor standards. We require the same from our business partners and have established guidelines to assist in our efforts to select partners who share our ethical commitments. Wolverine has zero tolerance for forced labor, human trafficking, and slavery or involuntary work of any kind.

Pursuant to the requirements of the California Transparency in Supply Chains Act and the Modern Slavery Act, Wolverine makes the following disclosures of our efforts to eradicate slavery and human trafficking from our supply chain:

- **Verification**
Wolverine conducts its own verification and utilizes third-party verification for our finish goods factories to assess risks related to human trafficking, slavery and other social compliance metrics.
- **Auditing**
Wolverine engages an independent party to conduct announced audits of direct suppliers' facilities.
- **Certification**
Wolverine requires that direct suppliers abide by our [Production Code of Conduct](#), which requires that our production partners commit to upholding the human rights of workers, to treat them with dignity and respect, and to improve working conditions within their supply chain and use of child labor, labor from victims of human trafficking or slavery is strictly prohibited. Furthermore, production partners must share Wolverine's Production Code of Conduct with their contractors and subcontractors, requiring their adherence as well.
- **Internal Accountability**
Wolverine maintains internal accountability procedures to ensure company standards on slavery and human trafficking.
- **Training**
Wolverine trains its employees who are directly responsible for sourcing finished goods on mitigating the risk of slavery and human trafficking in our supply chain.
- **Reporting Violations**
You may always ask any question or raise any concern anonymously 24 hours a day from anywhere in the world by using the Wolverine Reportline, which can be accessed by:

The Internet at WolverineReportLine.com or

Telephone: (1) if you are in the United States or Canada, you can call

(888) 414-0916, or (2) if you work in another country, you can find the appropriate toll-free phone number at the back of the Code or at: WolverineReportLine.com.

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