

About This Report

This Caleres ESG report focuses primarily on activities from 2021, complemented by some historical perspective and qualitative information from early 2022.



Quantitative environmental metrics and human resources metrics are based on fiscal year (Feb. 1, 2021 – Jan. 29, 2022) and health and safety metrics are as of Dec. 31, 2021, and cover all entities contained in our consolidated financial statements, unless otherwise indicated. This report has been prepared in accordance with the GRI Standards 2020: Core option and the Sustainability Accounting Standards Board (SASB) Apparel, Accessories & Footwear Sustainability Accounting Standard. Please see the Reporting Index beginning on Page 34 for more information.

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<i>Disclosure</i>	<i>Disclosure Title</i>	<i>2021 Location/Response</i>
General Disclosures		
102-01	Name of the organization	Caleres, Inc.
102-02	Activities, brands, products, and services	2021 Form 10-K Item 1 (Business) Caleres 2021 ESG Report: Welcome to Caleres, Page 4 ; Our Brands, Page 6 (entire section)
102-03	Location of headquarters	8300 Maryland Avenue St. Louis, Missouri 63105 USA
102-04	Location of operations	2021 Form 10-K Item 2 (Properties) Caleres 2021 ESG Report: Company Overview, Page 5 (Fast Facts)
102-05	Ownership and legal form	Caleres is a publicly traded company listed on the New York Stock Exchange under the stock ticker: CAL
102-06	Markets served	2021 Form 10-K Item 1 (Business) Caleres 2021 ESG Report: Welcome to Caleres, Page 4 ; Our Brands, Page 6 (entire section)
102-07	Scale of the organization	2021 Form 10-K Item 1 (Business) Caleres 2021 ESG Report: Welcome to Caleres, Page 5 (Fast Facts); Our People, Page 22 (Associates by the Numbers)
102-08	Information on employees and other workers	Caleres 2021 ESG Report: Our People, Page 22 (Associates by the Numbers)
102-09	Supply chain	Caleres 2021 ESG Report: Our Company, Page 13 (Shrinking Our Footprint); Page 15 (Managing Chemicals); Our Partners, Page 30 (entire section)
102-10	Significant changes to the organization and its supply chain	2021 Form 10-K : Item 1 (Business)
102-11	Precautionary Principle or approach	2021 Form 10-K : Item 1A (Risk Factors)
102-12	External initiatives	Caleres 2021 ESG Report: Our Company, Page 11 (Corporate Board Initiative); Page 13 (Knowing What We're Made Of); Page 15 (Managing Chemicals); Page 16 (Leadership in Energy and Environmental Design); Our Partners, Page 30 (entire section)
102-13	Membership of associations	Footwear Distributors and Retailers of America
102-14	Statement from senior decision-maker	Caleres 2021 ESG Report: A Message From Our CEO, Page 3
102-15	Key impacts, risks, and opportunities	2021 Form 10-K Item 1 (Business) 2021 Form 10-K Item 1A (Risk Factors)

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<i>Disclosure</i>	<i>Disclosure Title</i>	<i>2021 Location/Response</i>
General Disclosures		
102-16	Values, principles, standards, and norms of behavior	Code of Business Conduct Caleres 2021 ESG Report: Our People, Page 22 (Advancing a Values-Driven Culture)
102-17	Mechanisms for advice and concerns about ethics	Code of Business Conduct , Page 8 (Step Up For Integrity Hotline)
102-18	Governance structure	Website: Corporate Governance 2022 Proxy Statement : Corporate Governance (Board Leadership Structure), Page 11 Caleres 2021 ESG Report: Our Company, Page 11 (Walking the Talk: Corporate Governance); Page 11 (Board of Directors); Page 12 (A Solid Foothold: ESG Governance)
102-19	Delegating authority	Caleres 2021 ESG Report: Our Company, Page 12 (A Solid Foothold: ESG Governance)
102-20	Executive-level responsibility for economic, environmental, and social topics	Caleres 2021 ESG Report: Our Company, Page 12 (A Solid Foothold: ESG Governance)
102-21	Consulting stakeholders on economic, environmental, and social topics	Caleres 2021 ESG Report: Our Company, Page 12 (Focusing Our Efforts: ESG Materiality)
102-22	Composition of the highest governance body and its committees	Website: Corporate Governance 2022 Proxy Statement : Corporate Governance (Board Leadership Structure), Page 10
102-23	Chair of the highest governance body	Website: Corporate Governance 2022 Proxy Statement : Corporate Governance (Board Leadership Structure), Page 11
102-24	Nominating and selecting the highest governance body	Website: Corporate Governance 2022 Proxy Statement : Corporate Governance (Our Principles and Governance Guidelines), Page 9
102-25	Conflicts of interest	2022 Proxy Statement : Corporate Governance (Selection of Directors), Page 12; (Related Parties Transactions), Page 14
102-26	Role of highest governance body in setting purpose, values, and strategy	Caleres 2021 ESG Report: Our Company, Page 11 (Walking the Talk: Corporate Governance)
102-27	Collective knowledge of highest governance body	Caleres 2021 ESG Report: Our Company, Page 12 (A Solid Foothold: ESG Governance)
102-28	Evaluating the highest governance body's performance	Website: Corporate Governance 2022 Proxy Statement : Corporate Governance, Page 10
102-29	Identifying and managing economic, environmental, and social impacts	Caleres 2021 ESG Report: Our Company, Page 12 (A Solid Foothold: ESG Governance); Page 12 (Focusing Our Efforts: ESG Materiality)
102-30	Effectiveness of risk management processes	2022 Proxy Statement : Corporate Governance (Board's Role in Risk Oversight), Page 11

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General Disclosures		
102-31	Review of economic, environmental, and social topics	Caleres 2021 ESG Report: Page 12 (A Solid Foothold: ESG Governance)
102-32	Highest governance body's role in sustainability reporting	The Caleres Board of Directors has reviewed this report and the material topics within.
102-33	Communicating critical concerns	2022 Proxy Statement : Corporate Governance (Communicating With the Board), Page 9
102-35	Remuneration policies	2022 Proxy Statement : Compensation Discussion and Analysis, Page 39
102-36	Process for determining remuneration	2022 Proxy Statement : Compensation Discussion and Analysis, Page 39
102-37	Stakeholders' involvement in remuneration	2022 Proxy Statement : Compensation Discussion and Analysis, Page 39
102-38	Annual total compensation ratio	2022 Proxy Statement : Executive Compensation CEO Pay Ratio, Page 56
102-40	List of stakeholder groups	<p>Associates/prospective Associates, investors/financial community, NGOs/standard-setting organizations, business partners, trade associations, philanthropic organizations, trade customers, consumers, communities, regulators, unions (Canadian operations), other footwear companies. For information on how we engage with these stakeholders, see the following sections of the Caleres 2021 ESG Report:</p> <p>Our Brands, Page 6; Our Company, Page 12 (Focusing Our Efforts: ESG Materiality); Our People, Page 17; Our Communities, Page 25; Our Partners, Page 30</p>
102-41	Collective bargaining agreements	As of Jan. 30, 2022, there were no employees subject to union contracts in the United States. In Canada, we employ approximately 17 warehouse employees under a union contract, which expires Oct. 24, 2022.
102-42	Identifying and selecting stakeholders	We engage with a variety of stakeholders based on their genuine interest in Caleres and the footwear industry and their potential to impact our business, our employees, and the communities where we live and work. Stakeholder interaction takes many forms, with the intent being to better understand stakeholder priorities and how they factor into our operational decisions.
102-43	Approach to stakeholder engagement	We regularly engage with stakeholders through interactions and meetings with various footwear industry organizations, community groups, and others.
102-44	Key topics and concerns raised	Caleres 2021 ESG Report: Page 12 (Focusing Our Efforts: ESG Materiality)

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<i>Disclosure</i>	<i>Disclosure Title</i>	<i>2021 Location/Response</i>
General Disclosures		
102-45	Entities included in the consolidated financial statements	Except where specifically noted, all quantitative information included in this report pertains to all entities included in our consolidated financial statements. Qualitative information may pertain to all entities in our consolidated financial statements or just some, depending upon the context.
102-46	Defining report content and topic Boundaries	Caleres 2021 ESG Report: Our Company, Page 12 (Focusing Our Efforts: ESG Materiality); Reporting Index, Page 44 (Management Approach)
102-47	List of material topics	Caleres 2021 ESG Report: Our Company, Page 12 (Focusing Our Efforts: ESG Materiality); Reporting Index, Page 44 (Management Approach)
102-48	Restatements of information	Some environmental and health and safety data has been restated. Please see Pages 16 and 24 , respectively.
102-49	Changes in reporting	Not applicable
102-50	Reporting period	Quantitative environmental and human resources metrics are based on fiscal year (Feb. 1, 2021 – Jan. 29, 2022). Quantitative health and safety metrics are based on calendar year 2021. Qualitative information may be based on either fiscal or calendar year 2021, with some anecdotal information from early calendar or fiscal year 2022.
102-51	Date of most recent report	April 2021
102-52	Reporting cycle	We plan to issue a full ESG report on a biannual basis and provide updates on our progress against our 2025 ESG targets annually.
102-53	Contact point for questions regarding the report	esg@caleres.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards 2020: Core option and contains many GRI General Disclosures associated with the GRI Comprehensive option.
102-55	GRI content index	Caleres 2021 ESG Report: Reporting Index, Page 34
102-56	External assurance	Other than the information referred to from our 2021 Form 10-K, we have not obtained external assurance for the data contained in this report.

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<i>Disclosure</i>	<i>Disclosure Title</i>	<i>2021 Location/Response</i>
Management Approach		
103-1	Explanation of the material topic and its Boundary	Caleres 2021 ESG Report: Reporting Index, Page 44
103-2	The management approach and its components	Caleres 2021 ESG Report: Reporting Index, Page 44
Economic Performance		
201-1	Direct economic value generated and distributed	2021 Form 10-K : Consolidated Results, Page 27
201-3	Defined benefit plan obligations and other retirement plans	2021 Form 10-K : Retirement and Other Benefit Plans, Page 61
201-4	Financial assistance received from government	None
Market Presence		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Partially reported: Caleres 2021 ESG Report: Our People, Page 23 (Benefits and Compensation) Website: Benefits
Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	Caleres 2021 ESG Report: Our Communities, Page 25 (entire section)
203-2	Significant indirect economic impacts	Caleres 2021 ESG Report: Our Brands, Page 6 (entire section); Our Communities, Page 25 (entire section)
Anti-corruption		
205-1	Operations assessed for risks related to corruption	Caleres maintains a Global Anti-corruption Policy, based on guidance from the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, and other local and international bribery and corruption laws. Compliance with the policy is subject to annual internal audits and surveys and reinforced through periodic trainings.
205-2	Communication and training about anti-corruption policies and procedures	Partially reported: Code of Business Conduct , Page 19 (Avoiding Bribery and Corruption)
205-3	Confirmed incidents of corruption and actions taken	During the reporting period, Caleres experienced no confirmed incidents of corruption that would rise to the significance of inclusion in our 2021 Form 10-K.

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Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting period, Caleres was not subject to legal actions for anti-competitive behavior, anti-trust, and monopoly practices, nor were there any such open actions in fiscal year 2021.
Materials		
301-1	Materials used by weight or volume	Caleres 2021 ESG Report: Our Company, Page 16 (Environmental Data)
301-2	Recycled input materials used	Caleres 2021 ESG Report: Our Company, Page 13 (Knowing What We're Made Of); Page 14 (Making Material Choices); Page 16 (Environmental Data)
301-3	Reclaimed products and their packaging materials	Caleres 2021 ESG Report: Our Company, Page 13 (Shrinking Our Footprint); Page 16 (Environmental Data)
Energy		
302-1	Energy consumption within the organization	Caleres 2021 ESG Report: Our Company, Page 16 (Environmental Data)
302-2	Energy consumption outside of the organization	(Partially reported) Caleres 2021 ESG Report: Our Company, Page 16 (Environmental Data); energy and emissions for employee use of private vehicles for company activities are incorporated into our data to the extent that employees have submitted reimbursement for such usage.
302-3	Energy intensity	Caleres 2021 ESG Report: Our Company, Page 16 (Environmental Data)
302-4	Reduction of energy consumption	Caleres 2021 ESG Report: Our Company, Page 12 (2025 ESG Targets); Page 15 (Facilitating Environmental Improvements); Page 16 (Environmental Data)
302-5	Reductions in energy requirements of products and services	Caleres 2021 ESG Report: Our Company, Page 13 (Designing in a New Dimension); Page 14 (Making Material Choices)
Water		
303-5	Water consumption	Caleres 2021 ESG Report: Our Company, Page 16 (Environmental Data)

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<i>Disclosure</i>	<i>Disclosure Title</i>	<i>2021 Location/Response</i>
Emissions		
305-1	Direct (Scope 1) GHG emissions	Caleres 2021 ESG Report: Our Company, Page 16 (Environmental Data)
305-2	Indirect (Scope 2) GHG emissions	Caleres 2021 ESG Report: Our Company, Page 16 (Environmental Data)
305-3	Other indirect (Scope 3) GHG emissions	(Partially reported) Caleres 2021 ESG Report: Our Company, Page 16 (Environmental Data); energy and emissions for employee use of private vehicles for company activities are incorporated into our data to the extent that employees have submitted reimbursement for such usage.
305-4	GHG emissions intensity	Caleres 2021 ESG Report: Our Company, Page 16 (Environmental Data)
305-5	Reduction of GHG emissions	Caleres 2021 ESG Report: Our Company, Page 13 (Designing in a New Dimension); Page 14 (Making Material Choices); Page 15 (Facilitating Environmental Improvements); Page 16 (Environmental Data)
Effluents and Waste		
306-2	Waste by type and disposal method	Caleres 2021 ESG Report: Our Company, Page 16 (Environmental Data). Related: Our Partners, Page 32 (Achieving Industry Waste Reduction)
Environmental Compliance		
307-1	Noncompliance with environmental laws and regulations	During the reporting period, Caleres received no notices of noncompliance with environmental laws and regulations that would rise to the significance of inclusion in our 2021 Form 10-K. The company is involved in environmental remediation relating to existing conditions caused by past operations, as reported in our 2021 Form 10-K: Environmental Matters , Page 54
Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	Caleres 2021 ESG Report: Our Partners, Page 31 (Ensuring Suppliers Make the Grade); Production Code of Conduct
308-2	Negative environmental impacts in the supply chain and actions taken	Caleres 2021 ESG Report: Our Partners, Page 31 (Ensuring Suppliers Make the Grade); SASB CG-AA-430a.1, Page 46

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<i>Disclosure</i>	<i>Disclosure Title</i>	<i>2021 Location/Response</i>
Employment		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Caleres 2021 ESG Report: Our People, Page 23 (Recruiting, Developing, and Retaining Top Talent) Website: Benefits
401-3	Parental leave	(Partially reported) Caleres 2021 ESG Report: Our People, Page 23 (Recruiting, Developing, and Retaining Top Talent)
Occupational Health and Safety		
403-1	Occupational health and safety management system	Caleres 2021 ESG Report: Our People, Page 24 (Managing Occupational Health and Safety) Caleres 2020 ESG Report: Our People, Page 31 (Managing Occupational Health and Safety)
403-2	Hazard identification, risk assessment, and incident investigation	Caleres 2021 ESG Report: Our People, Page 24 (Managing Occupational Health and Safety) Caleres 2020 ESG Report: Our People, Page 31 (Managing Occupational Health and Safety)
403-3	Occupational health services	Caleres 2021 ESG Report: Our People, Page 23 (Benefits and Compensation) and Page 24 (Managing Occupational Health and Safety)
403-4	Worker participation, consultation, and communication on occupational health and safety	Caleres 2021 ESG Report: Our People, Page 24 (Managing Occupational Health and Safety) Caleres 2020 ESG Report: Our People, Page 31 (Managing Occupational Health and Safety)
403-5	Worker training on occupational health and safety	Caleres 2021 ESG Report: Our People, Page 24 (Managing Occupational Health and Safety) Caleres 2020 ESG Report: Our People, Page 31 (Managing Occupational Health and Safety)
403-6	Promotion of worker health	Caleres 2021 ESG Report: Our People, Page 24 (Managing Occupational Health and Safety) Caleres 2020 ESG Report: Our People, Page 31 (Managing Occupational Health and Safety)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Production Code of Conduct
403-8	Workers covered by an occupational health and safety management system	Caleres 2021 ESG Report: Our People, Page 24 (Managing Occupational Health and Safety) Caleres 2020 ESG Report: Our People, Page 31 (Managing Occupational Health and Safety)
403-9	Work-related injuries	Caleres 2021 ESG Report: Our People, Page 24 (Managing Occupational Health and Safety)
403-10	Work-related ill health	See GRI 403-9. Caleres does not distinguish between work-related injuries and work-related ill health.

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<i>Disclosure</i>	<i>Disclosure Title</i>	<i>2021 Location/Response</i>
Training and Education		
404-2	Programs for upgrading employee skills and transition assistance programs	Caleres 2021 ESG Report: Our People, Page 18 (Growing Diversely) and Page 23 (Recruiting, Developing, and Retaining Top Talent)
404-3	Percentage of employees receiving regular performance and career development reviews	Caleres 2021 ESG Report: Our People, Page 19 (Implementing Additional Training and Education) and Page 23 (Recruiting, Developing, and Retaining Top Talent)
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Caleres 2021 ESG Report: Our Company, Page 11 (Caleres Board of Directors); Our People, Page 22 (Associates by the Numbers)
Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Partially reported: Caleres 2021 ESG Report: Our Partners, Page 31 (Ensuring Suppliers Make the Grade) Production Code of Conduct
Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	Partially reported: Caleres 2021 ESG Report: Our Partners, Page 31 (Ensuring Suppliers Make the Grade) Production Code of Conduct
Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Partially reported: Caleres 2021 ESG Report: Our Partners, Page 31 (Ensuring Suppliers Make the Grade) Production Code of Conduct
Human Rights Assessment		
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Partially reported: Caleres 2021 ESG Report: Our Partners, Page 31 (Ensuring Suppliers Make the Grade) Production Code of Conduct
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Caleres 2021 ESG Report: Our Brands, Page 6 (entire section); Our Communities, Page 25 (entire section)

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<i>Disclosure</i>	<i>Disclosure Title</i>	<i>2021 Location/Response</i>
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	Caleres 2020 ESG Report: Our Partners, Page 31 (Ensuring Suppliers Make the Grade); Conflict Mineral Disclosure
414-2	Negative social impacts in the supply chain and actions taken	Caleres 2021 ESG Report: Our Partners, Page 31 (Ensuring Suppliers Make the Grade)
Public Policy		
415-1	Political contributions	Caleres does not contribute to political causes or candidates and does not operate a PAC. We do belong to the Footwear Distributors and Retailers of America, which engages in some lobbying activities.
Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Caleres 2021 ESG Report: Our Company, Page 15 (Managing Chemicals)
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	During the reporting period, Caleres received no notices of noncompliance concerning the health and safety impacts of products and services that would rise to the significance of inclusion in our 2021 Form 10-K.
Marketing and Labeling		
417-1	Requirements for product and service information and labeling	All of our products are required to contain labeling that identifies the source and contents of certain components to comply with various customs regulations and with California Proposition 65.
417-2	Incidents of noncompliance concerning product and service information and labeling	During the reporting period, Caleres received no notices of noncompliance concerning product and service information and labeling that would rise to the significance of inclusion in our 2021 Form 10-K.
417-3	Incidents of noncompliance concerning marketing communications	During the reporting period, Caleres received no notices of noncompliance concerning marketing communications that would rise to the significance of inclusion in our 2021 Form 10-K.

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<i>Disclosure</i>	<i>Disclosure Title</i>	<i>2021 Location/Response</i>
Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	During the reporting period, Caleres received no substantiated complaints concerning breaches of customer privacy and losses of customer data.
Socioeconomic Compliance		
419-1	Noncompliance with laws and regulations in the social and economic area	During the reporting period, Caleres received no notices of noncompliance with laws and regulations in the social and economic area that would rise to the significance of inclusion in our 2021 Form 10-K; see also GRI 307-1.

Disclosure 103-1 and 103-2: Management Approach

Material Topic	Definition	Location	Boundary
Brand Portfolio	The products in the iconic brands within our Brand Portfolio have environmental and social implications associated with design, manufacturing, transportation, and end-of-life disposition. We use digital technology and 3D printing at the design stage to reduce the number of physical samples made and shipped. The vast majority of our products are produced by contract manufacturers, and all of our brands share this same supply chain. This enables Caleres to use our scale and influence to ensure that our products incorporate environmentally preferable materials, are made in a socially and environmentally responsible manner and, where practicable, are reclaimed, recycled, and/or refurbished after their initial useful life by the consumer.	Caleres 2021 ESG Report: Our Brands, Page 6 (entire section); Our Company, Page 13 (Shrinking Our Footprint); Our Partners, Page 30 (entire section)	Internal/ External
Packaging	From shipping containers to individual shoeboxes and packing components, all the products in our Brand Portfolio and in our retail stores require some degree of packaging. We are re-imagining how we package the products in our Brand Portfolio to not only reduce the volume of packaging materials but also ensure that they are made from environmentally preferable materials. We are also encouraging the companies that supply products to our Famous Footwear stores to do the same.	Caleres 2021 ESG Report: Our Company, Page 31 (2025 ESG Targets); Page 14 (Packaging it Down)	Internal/ External
Materials Recovery/Waste Reduction	Shoe manufacturing results in excess materials including leather, fabric, foam, and cardboard, primarily from cutting processes. We are working with industry groups to change the perception of these byproducts from waste to resources and encouraging and helping to enable our contract manufacturers to reclaim and recycle these materials. We are also working to reduce waste and increase recycling in our distribution centers, retail stores, and offices, and we have programs in place to give new life to worn shoes.	Caleres 2021 ESG Report: Our Company, Page 31 (2025 ESG Targets); Page 13 (Shrinking Our Footprint); Page 16 (Environmental Data)	Internal/ External

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Disclosure 103-1 and 103-2: Management Approach

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Material Topic	Definition	Location	Boundary
Facility Energy and Emissions	Heating and cooling millions of square feet of distribution centers, offices, stores, and company-owned factories requires a significant amount of energy. We are working to shrink the carbon footprint of our facilities through new energy management systems and energy-efficient retrofits.	Caleres 2021 ESG Report: Our Company, Page 12 (2025 ESG Targets); Page 13 (Shrinking Our Footprint); Page 16 (Environmental Data)	Internal/ External
Sustainable Product Offerings	Today's consumer is more environmentally and socially conscious than ever. Caleres is stepping up to not only meet the demand for products that fit this bill, but to help create it. In our Brand Portfolio and through agreements with the other companies that supply products to our Famous Footwear brand, we feature more sustainable offerings than ever before. We're communicating this through in-store signage, product labeling, and on our various brand websites. And we're offering consumers ways to easily recycle and even refurbish their footwear.	Caleres 2021 ESG Report: Our Brands, Page 6 (various examples throughout section); Our Company, Page 12 (2025 ESG Targets); Page 13 (Shrinking Our Footprint)	External
Supply-Chain Labor Standards	With the vast majority of our Brand Portfolio products being produced by contract manufacturers in Asia, we recognize the importance of holding our suppliers accountable for the way they treat employees in terms of wages, hours worked, and freedom of association. All of our Tier 1 suppliers must comply with our Production Code of Conduct, and each is audited on-site by a respected third-party provider. All Tier 2 suppliers must be approved by Caleres.	Caleres 2021 ESG Report: Our Company, Page 12 (2025 ESG Targets); Our Partners, Page 31 (Ensuring Suppliers Make the Grade) Production Code of Conduct	External
Associates	Our Associates are at the heart of everything we do. Caleres genuinely cares about their well-being and their opportunities for advancement. Through a redoubled focus on diversity, equity, and inclusion and through competitive compensation and benefits, training and development, and health and safety systems, we strive to ensure that every employee feels safe, welcome, and inspired.	Caleres 2021 ESG Report: Our People, Page 17 (entire section)	Primarily Internal