

2022  
Environmental  
Social Governance  
Summary Report

CALERES  
EST + 1878





Caleres at a Glance

At Caleres, we care passionately about helping people feel great ... feet first. That comfort arises from both our portfolio of brands and our five-star promise for delivering ESG excellence: Caleres Cares ... Feet First.



For the second consecutive year, Caleres was named to Newsweek’s list of America’s Most Responsible Companies 2023. Caleres ranked second in the fashion and footwear sector and 11th in the consumer goods category.

Caleres is a diverse portfolio of global footwear brands that include Famous Footwear, Sam Edelman, Vionic, Naturalizer, Allen Edmonds, LifeStride, and more. Our products are available virtually everywhere – in the nearly 1,000 retail stores we operate, in hundreds of major department and specialty stores, on our branded e-commerce sites, and on many additional third-party retail websites. Combined, these brands make Caleres a company with both a legacy and a mission. Our legacy is our more than 140 years of craftsmanship and our passion for fit, while our mission is to continue to inspire people to feel great... feet first. Visit [caleres.com](https://caleres.com) to learn more.



Fast Facts

<b>110</b> years listed on the New York Stock Exchange	<b>CAL</b> LISTED <b>NYSE</b>	<b>St. Louis, Missouri</b> global headquarters	<b>~9,300</b> full- and part-time Associates	<b>13</b> owned e-commerce sites
<b>965</b> retail stores, including 873 Famous Footwear stores		<b>~35M</b> pairs of shoes sourced in 2022	<b>13</b> principal brands sold in approximately 72 countries	



CEO Letter

Dear Stakeholders,

# Thank you for your interest in Caleres' environmental, social, governance (ESG) performance.

*This summary report covers our activities primarily in 2022 and  
complements the information found in our [2020 and 2021 full ESG reports](#).*



**A**t the time of this publication, I have been Caleres' CEO for nearly four months. I am honored to step into this role after years of working side by side with my predecessor, Diane Sullivan, whose many accomplishments include overseeing the creation of our formal ESG strategy.



*There is much to  
be excited about  
from the past year  
and about what's to  
come. Thank you for  
taking the time to  
learn more about us.*

Sincerely,

Jay Schmidt, President and CEO

This is an energizing time to be at Caleres and work alongside such a dedicated and creative team.

As we cross the halfway mark on our 2025 ESG goals, we have seen strong progress and, in some cases, completed goals and started new ambitious projects. Our brands are incorporating environmentally preferred materials that fit our customers' unique needs. We are using efficient new methods to produce, package, and ship our products.

Within our workplaces, we are focused on advancing diversity, equity, and inclusion, strengthening our culture, and supporting Associates with opportunities to grow. And we are building on our long history of caring for the communities where we work and live through the Caleres Cares Charitable Trust and Associate volunteerism.

We are also continually working to ensure that our supply chain mirrors our commitment to responsible operations and environmental sustainability.



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## ABOUT THIS REPORT

Our 2022 Environmental, Social, Governance Summary is part of our biennial cycle of comprehensive ESG reporting. The activities and data highlighted within cover primarily fiscal year 2022 (Jan. 30, 2022, through Jan. 28, 2023) and our progress toward our 2025 ESG goals. This summary is part of a larger ecosystem of ESG disclosures, which can be found on our website. Available resources include:

- 2021 Caleres ESG report, prepared in accordance with the GRI Standards 2020: Core option and the Sustainability Accounting Standards Board (SASB) Apparel, Accessories & Footwear Sustainability Accounting Standard
- Information Security topic brief
- Chemical Management topic brief
- Health and Safety Management topic brief





# Our Brands



*Fit means more than how great our shoes feel on your feet. Every bit as important is how well our brands align with our customers' values.*





## Our Brands

### 2022 Brand Highlights

Caleres relies on the unique contributions of individual brands in our portfolio to realize our ESG goals. Each brand brings something different to the table, while all accessing the same responsible supply chain. Whether by utilizing environmentally preferred materials, leading community service programs, or inspiring customers to give back to their communities, our brands are continuously moving forward.

#### Famous Footwear

In celebration of National Park Week and Earth Day, Famous Footwear invited customers to round up their purchase total to support the Gateway Arch Park Foundation, the philanthropic partner of Gateway Arch National Park. Over \$100,000 was raised to support conservation, preservation, and community programs for the national park located in the backyard of our headquarters city.

For information on Famous Footwear's long-standing commitment to the Ticket to Dream Foundation, see page 18.

2022 CALERES  
ESG SUMMARY REPORT

#### Dr. Scholl's + GANNI Collaborate on Classic Clogs

In a move that reflects both sustainability and transparency, Dr. Scholl's worked with Danish brand GANNI on a collection of Dr. Scholl's iconic wooden clogs with unique 1960s-inspired fabrics. The clogs are made with certified organic cotton sourced from Italy, Forest Stewardship Council-certified wood, and partially recycled polyester linings. Both brands shared the origins of the materials and their environmental impacts on their websites.



#### Rykä Delivers Sneakers Designed for Pregnancy

Building on 35 years of experience developing athletic shoes exclusively for women, Rykä debuted its first collection of performance sneakers for expectant mothers. The XpectFit collection embraces the important but sometimes overlooked needs of a large swath of the shoe-buying public by including three styles uniquely designed to support women throughout their pregnancies and beyond.



#### Franco Sarto Recognized for Eco-Conscious Boot

The Franco Sarto Dizzy boot won the Accessories Council Design Excellence Award in the category of footwear under \$250. The Dizzy is a lug-sole, lace-up, wet and cold weather boot. Its upper and linings are partially made from recycled materials. The Franco Sarto team has infused eco-conscious features in its footwear, creating artful styles that tread more lightly on our planet.

#### Vionic + Proteus Partner on Plastics

In celebration of World Oceans Day, Vionic launched a new collection with Proteus Ocean Group and hosted a beach cleanup along the Santa Monica Pier. The efforts were part of a multiyear partnership between Vionic and the ocean conservancy group. Participants collected more than 500 pounds of garbage and recyclable plastics during the beach cleanup. The shoes in the collection also helped keep beaches clean, as each shoe featured fabric made from recycled, ocean-bound plastic bottles.



## Our Brands

### Allen Edmonds Collaborates with Like-Minded Makers

For over 100 years, American heritage luxury brand Allen Edmonds has been handcrafting men's footwear that is designed to last. In September 2022, Allen Edmonds launched its "Legend Series" of brand collaborations, beginning with British outerwear brand Barbour. Both brands are committed to creating products that are built to last and can be recrafted to extend the life of the product. Together, they created a collection that includes a limited version of the Allen Edmonds Higgins Mill Boot.



### Five Caleres Brands Recognized as Best Online Shops

*Caleres brands Famous Footwear, Sam Edelman, Vionic, Naturalizer, and Allen Edmonds made Newsweek's list of Best Online Shops of 2023. The shops were tested and evaluated for trust and security, usability, service and communication, and technical performance.*

### Caleres Brands Celebrate Pride Month

During Pride Month, Caleres brands showed support for the LGBTQIA+ community with unique activations and donations.

*On the Famous Footwear website and social media channels, Associates shared what Pride Month means to them. Sam Edelman gave customers an exclusive Sam Edelman Love tote, and Franco Sarto and Naturalizer each donated 20% of online sales of select products to [The Trevor Project](#). And across our portfolio of brands, customers could round up at checkout to donate to The Trevor Project. All proceeds from Famous Footwear's roundups went to fund the unique needs of LGBTQIA+ youth in foster care. For more information about Caleres' support for the LGBTQIA+ community, see page 14.*





# Our Company



*Caleres creates sustainable value by governing and operating with integrity and transparency and by pursuing ambitious ESG targets.*





Our Company

We recognize that ESG is an essential part of our business. Our governance structure and our sustainability efforts are critical to our enterprisewide approach to managing risk, distinguishing our organization and our brands from the competition, and living our values.

ESG GOVERNANCE AT CALERES

Our senior-level ESG Steering Committee is a cross-functional team that includes our CEO and other top executives. This group is responsible for developing programs, goals, and metrics to support our initiatives, ensuring that we meet our targets, and keeping our board of directors apprised of ESG trends and developments.



EQUITY IN THE BOARDROOM

Caleres was recognized as one of 20 finalists for the 2022 National Association of Corporate Directors (NACD) Diversity, Equity & Inclusion Awards, which recognize boards that have improved their governance and created long-term value for stakeholders by implementing forward-thinking diversity, equity, and inclusion (DE&I) practices. Of the 11 members of our Board of Directors, 55% are women, and 18% are racially/ethnically diverse.



OUR CODE

The [Caleres Code of Business Conduct](#) sets forth the guiding principles of business ethics and legal requirements applicable to all Caleres Associates. It is designed to reinforce our core values and guide us in making everyday business decisions on behalf of the company. The Code has been translated into Chinese, French, Spanish, and Vietnamese. All Caleres Associates acknowledge at the time of hire, and periodically thereafter, that they have read and will abide by the Code of Business Conduct.

2025 ESG TARGETS

In early 2020, we developed a portfolio of ESG targets that we seek to achieve by 2025 based on the results of our materiality assessment and growing stakeholder expectations of our business (baseline year: 2019). We are pleased to report significant progress in 2022.

\* Sampling reduction achieved by focusing on the Caleres “Edit to Win” initiative, which uses 3D technologies, new planning methods, and improved trend forecasting to achieve a higher adoption rate with less waste.

\*\*100% of Caleres shoeboxes are at least 70% recycled and are recyclable in a residential recycling bin. In 2023 we will transition all boxes to [Forestry Stewardship Council](#) content. This certification indicates that the forests from which we harvest wood fiber are managed in an environmentally responsible and socially beneficial manner.

† Goal met through United Way Campaign.

‡ We will report progress against this target once we have achieved 100% participation of our strategic factories, as we expect the waste reduction percentage to fluctuate as new suppliers are brought into our waste reduction program. Meanwhile, our strategic factories that do participate in the Footwear Factory Zero Waste Program have achieved an 89.4% reduction in waste.

Target

■ = 2022 Progress

	75% of goal
100%	of Caleres’ products will use environmentally preferred materials
	62.8% of goal
35%	reduction in physical samples through our Edit to Win initiative*
	31.2% of goal
25%	of footwear units sold in Famous Footwear stores will use environmentally preferred materials
	100% of annual goal
90K	pairs of shoes will be reclaimed/recycled/refurbished each year
	100% of annual goal
100%	of the shoeboxes for our owned brands will use environmentally preferred materials**
	75.2% of goal
25%	reduction in energy use achieved in Caleres-owned retail stores and distribution centers
	57% of goal
100%	of our strategic sourcing supplier base will contribute to waste reduction
	Achieved annual goal
Annual review	of Caleres Cares Charitable Trust in support of ESG
	87% of goal
100%	of our strategic factories to comply with our heightened labor standards, including fair wage programs and social working standards
	Achieved annual goal
100%	of Caleres Associates will actively support environmental/social initiatives†
50%	reduction of waste into landfill and incineration achieved in our strategic factories‡



Our Company

Environmental Data	2019	2020	2021	2022
<b>Energy Consumption and Greenhouse Gas Emissions</b> (Caleres distribution centers, stores, offices, and company-owned factories)				
Energy Consumptions (1,000 gigajoules)	512.21	420.27	439.94	415.71
Electricity	362.19	295.14	306.13	300.18
Natural Gas	127.91	109.04	111.96	93.00
Diesel	22.11	16.09	21.85	22.53
Energy Intensity (1,000 gigajoules per \$1M in revenue)	0.175	0.199	0.158	0.140
Scope 1 Emissions (1,000 metric tons CO <sub>2</sub> e)	1.55	1.13	1.53	1.44
Scope 2 Emissions (1,000 metric tons CO <sub>2</sub> e)	49.94	40.94	42.40	40.38
Emissions Intensity (Scopes 1 and 2; 1,000 metric tons per \$1M in revenue)	0.017	0.020	0.016	0.014
<b>Water</b> (Caleres distribution centers, stores, offices, and company-owned factories)				
Water Consumption (1M gallons)	767.82*	563.54*	358.92*	481.62*
<b>Materials</b> (Caleres Brand Portfolio only; supplier factories)				
Materials Used (million square feet of fabric and synthetics)	96.79	63.26	71.03	100.06†
Materials Used (million square feet of leather)	33.14	17.21	27.42	24.16
<b>Waste/Recycling</b> (Caleres distribution centers)				
Waste Recycled (1,000 tons [U.S.])	-	2.83	3.81	3.75
Waste to Landfill (1,000 tons [U.S.])	-	0.137	0.103	0.121

Scoping Our Scope 3 Emissions

Caleres has been working with our strategic factories to determine a significant source of our Scope 3 greenhouse gas emissions, purchased goods and services.

In our next full ESG report we anticipate disclosing this and other Scope 3 categories.

Environmental Data Footnotes

All environmental data is by fiscal year (fiscal 2022 was Jan. 30, 2022, through Jan. 28, 2023).

Energy and Emissions

Emissions data has been determined using the US EPA Conversion Calculator and includes only those facilities where Caleres manages utilities, representing about 90% of our companywide facility energy and emissions footprint, which excludes our supply chain. We do not currently have data available for the remaining 10% of our facilities' energy and emissions footprint, as utilities are managed by individual landlords at those facilities. These comprise mainly retail stores. Data also includes our corporate fleet, including our corporate jet, as well as Associate use of company vehicles for company activities. We were able to realize an overall reduction in our energy use, even with integrating additional facilities, including Port Washington manufacturing, Vionic UK office, and Blowfish office into our calculations, primarily through energy-efficiency measures in our Famous Footwear stores and distribution centers.

Materials

Materials data reflects materials purchased to produce approximately 90% of products sold within our brand portfolio that are manufactured by third parties.

\* Increase reflects the addition of water consumption at Port Washington, Wisconsin, factory.

† Increase is due to return to more normalized production levels post-pandemic and the inclusion of Blowfish Malibu brand data for the first time.

LEADERSHIP IN ENERGY AND ENVIRONMENTAL DESIGN (LEED)

Four of our major facilities – two distribution centers, one office in New York, and our Vionic headquarters – are LEED certified by the U.S. Green Building Council.

SUSTAINABLE LOGISTICS

In 2023, we are investing in software that will help us understand our Scope 3 emissions from transportation and distribution, as well as track our improvements over time. In the coming year, we anticipate using that data to help us focus on ways to reduce emissions, including converting more freight to rail movement, improving container/trailer utilization, and reducing overall miles. We have already invested significantly in upgrading our distribution centers to introduce greater efficiencies and automation, an effort that was featured in the publication, [Modern Materials Handling](#).



Our Company

REDUCED, REUSED, RECYCLED  
PACKAGING

All shoeboxes for our owned brands use environmentally preferred materials, meaning they contain at least 70% recycled content. All shoeboxes are recyclable in your residential recycling bin.

All polybags and plastic sheets used in packaging are 100% post-consumer recycled polyethylene. The plastic is also recyclable #4 and can be recycled in grocery stores, big box stores, and other facilities that collect plastic bags.

Our distribution centers reuse both pallets and corrugated boxes, turning materials received on shipments from vendors into packaging for shipments to stores, wholesale customers, and returns. Our Lebanon, Tennessee, distribution center alone reused more than 500,000 corrugated boxes in 2022.

A MATERIAL DIFFERENCE

By 2025, we will use environmentally preferred materials in every product in our portfolio of owned brands. We are making this shift at scale, leveraging our brands’ shared supply chain to shift toward:

- Fabrics that are either natural, meaning they’re greater than 20% certified organic, or contain more than 50% certified recycled content.
- Leather that is composed of certified recycled material, or meets the Leather Working Group’s Gold or Silver standards.
- Low-dimethylformamide (DMF), or >5% bio-based content for 50% of our synthetic materials.
- Shoe bottoms made from materials that are greater than 10% natural-based and more than 5% recycled material. The bottoms category contains insoles, footbeds, midsoles, and outsoles.



Eco-Transparency

*To help consumers learn about the environmental features of our products, we provide detailed product descriptions for every shoe on our websites and other retailer websites and post signage in our Famous Footwear retail stores. We’ve also added “Sustainable” or “Eco-Conscious” shopping categories on our websites to easily identify styles made with environmentally preferable materials and processes.*



~126M  
By using post-consumer recycled plastic,  
Caleres  
has diverted  
~126 million  
bottles from  
landfills  
since 2018.

Progress on Incorporating Environmentally Preferred  
Materials (EPMs) in Our Products

	2019	2020	2021	2022	2025 Goal
Fabric	12%	28%	37%	41%	100%
Synthetic	4%	7%	11%	17%	50%
Leather	63%	65%	74%	85%	100%
Shoe Bottoms	3%	5%	14%	19%	25%
Contains At Least One EPM	28%	45%	67%	75%	100%

Small Changes Add Up

Seemingly small  
changes in  
materials can  
add up to a big  
impact.

*In 2022, using recycled polyester saved an estimated:*  
**9.19K**  
*metric tons of CO2e*  
**258.38M**  
*gigajoules of energy*



# *Our* People



*Every day, Caleres Associates live by our values: Passion, Curiosity, Creativity, Caring, and Accountability.*





## Our People

We are continuously working to strengthen our company culture, which is centered on results, caring, and learning. We nurture our Associates and provide them with a strong community and the skills to take the next step in their careers.



# CALERES FORWARD



## PROPELLING CALERES FORWARD

In 2021, Caleres leaders recognized the need to refresh the company culture and connect it with our business strategy and long-term goals. Caleres collaborated with an external partner specializing in culture and strategy to help lead the initiative we call Caleres Forward, which was rolled out in 2022.

After surveying Associates and leaders to understand the baseline of company culture and leadership preferences, we identified three pillars of our aspirational culture – Results, Caring, and Learning – and our four Strategic Truths:

- Delighted Consumers
- Product that Fits
- Inspiring Experiences
- Engaged People

Following a kickoff session with senior management, leadership shared the Caleres Forward strategy in cascading meetings with their teams and identified actions to propel us toward the targets. In the months since, we have introduced tactics that embody these concepts:

- **Strategic Truth Scorecards** that monitor our progress on KPIs for each Strategic Truth.
- **New tools** to gather consistent feedback and sentiment from Associates, including:
  - **Caleres Associate Discussion Groups** of six to eight Associates led by HR Business Partners to gather feedback on a specific topic or challenge.
  - **Pulse Surveys** of randomly selected groups of corporate Associates.
- **Cal Pal**, a program to enhance new-Associate onboarding by connecting them with an existing Associate for the first six to nine months of employment.
- **Caleres 101 – The Business of Shoes**, our new course for the Caleres Learning Center to help everyone better understand our business.

Our second culture survey in fall 2022 showed significant progress toward our aspirational culture goals and increased convergence around our culture.





Our People

DEVELOPING OUR ASSOCIATES

Caleres introduced a number of initiatives intended to better serve the learning and development needs of our Associates. Among these were the introduction of a three-tier leadership training program that includes leadership fundamentals, Q4 leadership, and an advanced leadership workshop. In addition, a Learning Management System (LMS) offering a wide variety of complimentary courses was launched, and a first-ever internal “job fair” was held to help Associates develop a deeper understanding of opportunities and possible areas of career development.

Equitable Access to Education

Caleres has transformed access to continued learning and formal education. As an industry leader, our updated process eliminates barriers to education by paying for tuition upfront. The program is now open to all Associates, and Caleres pays tuition directly to the educational institution rather than reimbursing Associates for the cost, eliminating a major financial barrier.

Hiring and Promoting From Within

These development and education initiatives allow Caleres to promote from within whenever possible. Every opening is posted internally, and a dedicated internal career development page on the company’s intranet site walks Associates through every step of the process when applying for a new role. Specific career pathing is created for select roles to help Associates visualize their potential future at Caleres.

Learning and Development

- Associates completed approximately 6,000 learning modules, representing more than 4,800 hours of learning.
- Famous Footwear Associates completed an additional 33,650+ hours of training.
- 248 Caleres leaders participated in a leadership training workshop.
- 126 Associates pursued a degree or certification as part of the Caleres Education Assistance Program in the fall 2022 semester.
- 180 Associates participated in our internal “job fair.”



HOURS OF TRAINING BY JOB LEVEL

Leadership

111 hours

Management

3,389 hours

Individual Contributor/Other

1,307 hours

SUPPORTING OUR ASSOCIATES

At Caleres, our people provide a critical competitive advantage and we are constantly striving to be a great place to work. A place that prioritizes inclusivity and equality and fosters collaboration across our businesses and functions. We believe our responsible and respectful culture has allowed us to attract, develop, and retain a talented and experienced workforce. In addition to competitive salaries and wages, Caleres remains committed to providing our eligible Associates with a comprehensive package of benefits to choose from that recognize and support different life stages and lifestyles, purposefully created to meet their diverse needs.

We offer a choice of four healthcare programs, including one that Associates helped design in 2022, that are open to Associates and their families, spouses, and life partners. Our retirement plans include a robust 401(k) program for eligible Associates with a generous match, investment options, and profit-sharing opportunities, as well as a fully funded pension plan for eligible Associates. Combined, these plans paid out approximately \$20 million in benefits in 2022. And in recognition of our love of shoes, all current and retired Associates enjoy a discount when purchasing our products.

For more information on our benefits programs, please visit [yourcaleres.com](https://yourcaleres.com).



Our People

**DEVELOPING A DIVERSE, EQUITABLE, AND INCLUSIVE ORGANIZATION**

Caleres believes our company should reflect the diversity of the people and communities we serve. We seek and engage talented individuals from all backgrounds, ethnicities, genders, lifestyles, and belief systems.

**Tracking Diversity and Pay Equity Across the Organization**

In 2022, Caleres leaders introduced DE&I dashboards to examine gender and racial diversity at all levels of the company. Senior leaders met individually with our vice president of DE&I to review the dashboards. This process enhanced our ability to ensure our pay practices are fair and equitable.

**Expanding Caleres Community Resource Groups (CRGs)**

Our CRGs represent internal networks of Associates who identify with a particular group and their allies. They are Associate-led to encourage leadership skills and exposure for Associates across all levels of the organization. CRGs are designed to create a sense of belonging and support recruitment and retention. Leaders of the CRGs also sit on Caleres’ DE&I Advisory Council.

Community Resource Groups

Launched in 2022	<ul style="list-style-type: none"><li>• Black, Indigenous and other People of Color (BIPOC)</li><li>• Parents and Caregivers</li><li>• LGBTQIA+</li><li>• New Associates</li></ul>
Launched in 2023	<ul style="list-style-type: none"><li>• People with Disabilities</li><li>• Sustainability</li></ul>
Anticipated to Launch in 2023	<ul style="list-style-type: none"><li>• Women</li><li>• Veterans</li></ul>



**Supporting LGBTQIA+ Associates**

Caleres introduced additional layers of support for Associates including enhanced benefits to be more inclusive of partners and family structures, and the ability to identify across gendered identities in HR systems. We also introduced training on pronouns and encouraged Associates to add their pronouns to email signature lines, e-cards, and business cards. In early 2023, we added coverage for top and bottom surgery and hair removal for transitioning Associates.

**DE&I Trainings**

Building on our required unconscious bias training, we delivered new mandatory microaggression and LGBTQIA+ trainings for all Associates. Trainings emphasize the intersectionality of DE&I issues.

CREATING COMMUNITY

Caleres Book Club supports a community of learning, connects virtual and on-site Associates, and opens communication about intersectional identities.



Caleres earned a perfect score on the Human Rights Campaign Foundation’s 2022 Corporate Equality Index, the nation’s foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQIA+ workplace equality.



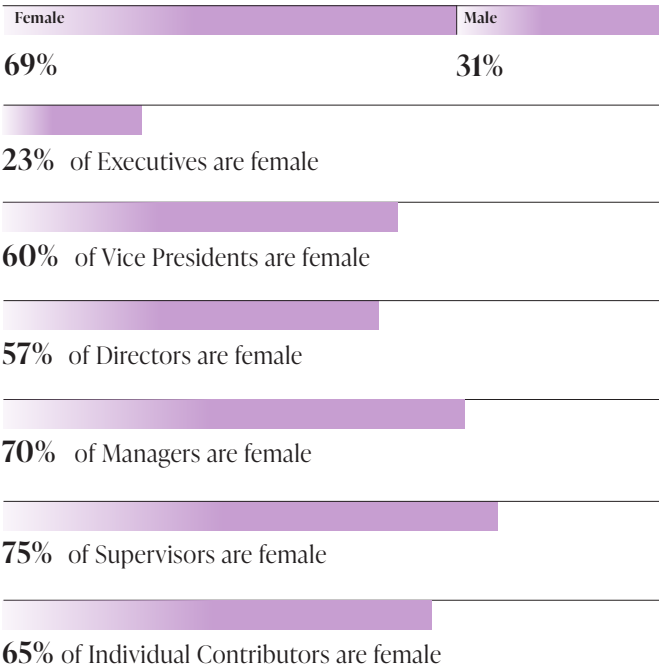
Our People

Associates by the Numbers

All Human Resources data is as of Jan. 28, 2023, the end of the fiscal year.

U.S. Workforce

U.S. Associates/Levels by Gender

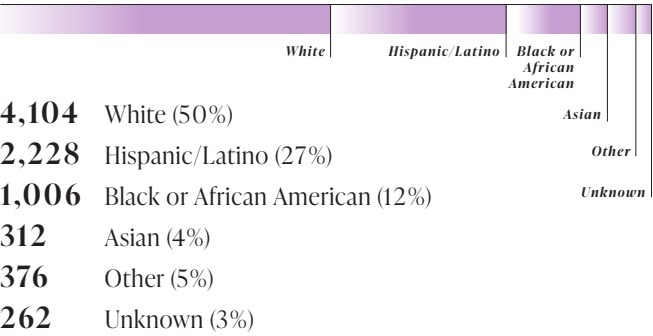


Global Workforce

Workforce by Regions/Countries

8,288	U.S. (89%)	230	Dominican Republic (2%)
510	China (5%)	35	Vietnam (<1%)
231	Canada (2%)	21	Europe (<1%)

U.S. Associates by Race/Ethnicity



Race/Ethnicity by Levels

	Executive	VP	Director	Manager	Supervisor	Individual	Total
White	92%	90%	81%	67%	50%	42%	49%
Hispanic or Latino	0%	2%	7%	16%	26%	32%	27%
Black or African American	0%	3%	2%	10%	11%	14%	12%
Asian	8%	3%	7%	4%	3%	4%	4%
Other	0%	2%	2%	2%	6%	5%	5%
Unknown	0%	0%	1%	1%	4%	3%	3%

Full-Time and Part-Time Associates

9,315	total Associates
5,295	full-time
4,020	part-time



Managing Occupational Health and Safety

Occupational health and safety are daily priorities in our stores, distribution centers, offices, and factories. Our Occupational Health and Safety Management System encompasses policies, procedures, and plans specific to each of these environments. For detailed information on our Occupational Health and Safety Management System, please see our topic brief at [caleres.com/about/esg](https://caleres.com/about/esg).

	2020	2021	2022
Total Recordable Injuries	30	32	53
Recordable Injury Rate	0.645	0.238	0.089
Total High-Consequence Injuries	1	1	1
High-Consequence Injury Rate	0.021	0.007	0.083
Fatalities	0	0	0

# Our Communities



*We give back to people and communities in need and work to advance the profession and professionals of footwear.*





Our Communities

Through the Caleres Cares Charitable Trust, a matching gifts program, and Associate volunteerism, we demonstrate our care for the communities where we live and work.



**Famous Footwear + Ticket to Dream**

Since 2020, Famous Footwear has supported the Ticket to Dream Foundation, which works to ensure those experiencing the foster care system have everyday essentials and opportunities to thrive. Customers' in-store and online roundups have totaled more than \$30 million to date.

In 2022, customers' donations provided gifts and experiences for foster youth during the back-to-school and holiday seasons, as well as targeted support for Hispanic, Latinx, and LGBTQIA+ youth in foster care. Contributions to Ticket to Dream resulted in:

- Nearly 16,000 backpacks, school supplies, and new clothes/shoes
- Nearly 15,000 pairs of socks and winter accessories
- Over 14,000 toys and gifts
- Over 3,000 new laptops and tech accessories
- Fall extracurricular access for 500 foster youth
- Tutoring assistance for over 200 foster youth

**The Home for the Holidays Makeover**

*Ticket to Dream Foundation and Famous Footwear selected the Blumenthal family in Ballwin, Missouri, to receive a free home.*



*The Blumenthals have fostered over 175 children since becoming foster parents over 20 years ago. The organizations fulfilled the family's holiday gift wish list, and the children received bedroom makeovers to give each of them a more comfortable and personalized space.*

**Soles4Souls**

The Caleres Cares Charitable Trust donated \$250,000 in cash and \$250,000 in in-kind donations of athletic shoes to Soles4Souls' 4EveryKid program. The donations are part of a \$1 million pledge to be contributed over two years.

**United Way**

One hundred percent of Caleres Associates participated in our annual United Way campaign. Associate donations and company donations to United Way chapters in St. Louis, New York, and the Bay Area totaled \$668,874.

**Associate Volunteerism**

This year we deployed CyberGrants to track volunteer hours across the organization. Associates logged 1,362 hours, a fivefold increase from the previous year.

The Caleres Cares Charitable Trust gave \$1.2 million in grants and matched over \$376,000

*through our dollar-for-dollar matching gifts program in 2022. The number of Associates participating in the matching gifts program increased 136% in 2022. In addition, our brands and distribution centers donated over \$475,000 to a variety of organizations.*



# *Our* Partners



*By holding our suppliers to high standards and taking part in industry and NGO initiatives, we help drive continuous improvement.*





Our Partners

Caleres sets a high bar for the factories that manufacture our products, and we take a proactive approach to managing our supply chain and associated risks.

ABOUT CALERES' SUPPLY CHAIN

Caleres' primary supply chain consists of 116 factories. There are 96 core Tier 1 factories that make up most of Caleres' sourcing volume and order spend (92%). Of these there are 30 strategic factories that comprise 51% of the sourcing and spend. To become a strategic factory, we evaluate a number of characteristics. In addition to traditional quantitative evaluations, like financial rating and production volume, we conduct a qualitative assessment. A sample of the conditions evaluated includes:

- Commitment to ESG goals
- Contribution to Caleres business and success
- Innovation capabilities
- Shared Caleres values and level of collaboration



**Tier 1** *Finished Product Assembly (Full visibility)*

**Tier 2** *Fabric, Polyurethane, Leather Factories (Full visibility)*

**Tier 3/4** *Raw Material Factories (Partial visibility)*

96 Core Tier 1 Suppliers

NUMBER OF TIER 1 FACTORIES	62	China	2	Brazil
	16	Vietnam	2	Cambodia
	10	India	1	Taiwan
	3	Bangladesh		



SUPPLY CHAIN MANAGEMENT

Caleres takes a proactive approach to managing its supply chain and associated inherent risks. We work with leading independent auditor [ELEVATE Responsible Sourcing Assessment \(ERSA\)](#) to evaluate and grade all suppliers on practices ranging from transparency and compliance with anti-corruption legislation to hiring practices, wages, and benefits.

As part of the supplier onboarding process, it is compulsory for all factories to undergo a factory compliance audit during which we communicate our expectations. The audit assesses potential suppliers on the following topics:

- |                            |                        |
|----------------------------|------------------------|
| • Business Ethics          | • Child Labor          |
| • Environmental Protection | • Hiring Practices     |
| • Health and Safety        | • Wages                |
| • Fire Safety              | • Working Hours        |
| • Forced Labor             | • Housekeeping         |
|                            | • Proper Documentation |

From Jan. 30, 2022, to Jan. 28, 2023, 101 audits were conducted.

All Tier 1 factories must agree to comply with Caleres' [Production Code of Conduct](#) as part of their contractual agreement. Factories are expected to take all necessary measures to ensure that their contractors and subcontractors, including employment agencies, are made aware of and comply with the Production Code of Conduct requirements for labor practices and compliance with laws. When we identify the need, we work with our auditing partner to develop corrective action plans for factories on a case-by-case basis.

Caleres has direct business relationships with most Tier 1 factories, enabling the company visibility across its manufacturers of shoes and materials. To build supply chain visibility, since 2018, Caleres sends questionnaires to all its Tier 1 and Tier 2 suppliers, as well as third-party subcontractors, inquiring about suppliers further upstream.

EVALUATING RISK WITH CALERES' SUPPLY CHAIN

Caleres' supply chain strategy is informed by a risk assessment process that includes risk data from ELEVATE's EiQ platform and Caleres' factory assessment framework. ELEVATE EiQ is a data analytics solution that provides insights into country supply chain risks, sector risks, and specific issues in global supply chains covering key environmental, social, and governance issues. Caleres assesses all core Tier 1 factories twice a year on five key areas including supply risk, speed and agility, quality, sustainability, and operations.

To gain additional visibility into supply chain risks, Caleres asked Tier 1 factories and Tier 2 material suppliers to complete a self-assessment questionnaire in 2022. The questionnaire helped Caleres develop a deeper understanding of the sources for critical raw materials, as well as supplier capabilities and their participation in ESG initiatives.

Our Partners

100%  
of our strategic factory  
base will contribute to  
waste reduction.

Achieving Industry Waste Reduction

50%  
*reduction of waste into  
landfill and incineration  
to be achieved in our strategic factory base.*

100%  
*of our strategic  
factories to  
comply with our  
heightened labor  
standards,  
including fair wage programs  
and social working standards.*



PRIORITIZING  
RESPONSIBLE LEATHER

Our auditing work with ERSAs is paired with leather auditing efforts from the Leather Working Group (LWG) Leather Manufacturer Audit Protocol, which drives best practices and positive social and environmental change through responsible leather production. Recently, LWG established an [Animal Welfare Group](#) with the principal objective of educating the leather supply chain on the salient aspects of animal welfare. In 2022, 85% of the leather we purchased was sourced from tanneries certified LWG Gold or Silver.

MATERIAL CHOICES FOR WATER  
CONSERVATION

Our choice of materials has a significant impact on the amount of water that goes into making our products. LWG, for example, considers water consumption, treatment, and disposal of wastewater when certifying tanneries. It is estimated that tanneries see a 35% reduction in water use in their first year of LWG membership.

FDRA FOOTWEAR FACTORY ZERO  
WASTE PROGRAM

This industrywide training and capacity-building program aims to eliminate manufacturing waste in shoe factories by enabling workers to identify, sort, and recycle waste to keep it out of landfills. The program also collects greenhouse gas emissions and waste generation data at the factory level to help factories track and trace their overall footprint. In 2022, 14 Caleres factories joined the program, bringing the total to 21 factories, or 57% of our strategic factories. At the end of 2022, the 21 participating factories achieved a total reduction of 2,210 metric tons of CO<sub>2</sub>e through waste reuse and recycling activities.

MEKONG SUSTAINABLE  
MANUFACTURING ALLIANCE

This three-year program is working to strengthen sustainable and competitive manufacturing in Cambodia, Thailand, and Vietnam. Caleres has nominated 18 of its factories, two in Cambodia and 16 in Vietnam, to participate in the Alliance's capacity-building activities over the course of the three-year program. In 2022, an initial group of three factories employing a total of 8,658 workers in Vietnam participated. Five Caleres suppliers have participated in trainings organized by the Alliance about managing prevalent social and labor issues in the region. The initiative is funded by USAID and implemented by the Institute for Sustainable Communities (ISC) in partnership with ELEVATE and the Asian Institute for Technology (AIT).

31%+

*of our Tier 1 suppliers participate  
in further ESG efforts through  
programs in addition to  
undergoing ERSAs audits, including  
FDRA Waste Reduction, BSR  
HERProject, Global Recycled  
Standard certification, and  
the Mekong Sustainable  
Manufacturing Alliance.*

ENGAGING FACTORIES ON SCOPE 3  
EMISSIONS

To gain insights into indirect (Scope 3) greenhouse gas emissions across our supply chain, we launched a pilot project to collect and verify greenhouse gas emissions data and water use from several Tier 1 factories as part of annual audits.

Following this pilot, we are expanding supplier engagement to include more of our factories in these calculations to arrive at an estimate of the Purchased Goods and Services portion of our Scope 3 emissions.





[Caleres.com/about/ESG](https://Caleres.com/about/ESG)

