

CALERES
★ 5 ★



2020
ENVIRONMENTAL
SOCIAL GOVERNANCE
REPORT



step inside



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"At Caleres, we are committed to exceeding expectations for what a great footwear company should be."



A MESSAGE FROM
OUR CEO

Dear Stakeholders,

Our mission, to inspire people to feel great...feet first, includes wanting our stakeholders to feel great about working at Caleres, doing business with us, and having us in their communities.

Since the founding of our company, the ★5★ mark has symbolized a promise to customers that they can trust the superior craftsmanship of our shoes. But today, our customers, Associates, shareholders, business partners and neighbors need to trust not just our products, but the company and the people behind them.

It is in this spirit that we are sharing our inaugural environmental social governance (ESG) report, which covers our activities in 2020 and our ambitious goals for the next five years.

In the footwear industry, end-to-end visibility into the supply chain is challenging. That's why many of our ESG goals intentionally focus on high-impact areas of opportunity, namely the materials that go into our products, their byproducts and supply chain labor standards. By 2025, we will use environmentally preferred materials to produce all our products and packaging, and we will ensure all of our strategic factories around the world comply with leading global work standards. I have no doubt that our team will bring to bear the incredible creativity and dedication shown throughout our history, especially this past year, to accomplish these goals.

The global COVID-19 pandemic, economic recession, and national reckoning with racial injustice pushed us to think differently and continuously revisit our priorities in 2020. As a company, we recommitted ourselves to raising consciousness about the importance of diversity and inclusion in our workforce and welcomed our first Vice President of Diversity, Equity and Inclusion. Our team demonstrated the Caleres values every day — even as we were tested by new ways of working, furloughs, salary reductions and layoffs — and persevered in the face of adversity.

Each section of this report illuminates a different part of our business and spotlights how our brands and Associates rose to the occasion, both as employees and community members. From outfitting frontline healthcare workers with donated personal protective equipment and comfortable footwear to establishing curbside pickup and adapting to meet the increased demand from online orders, every corner of our organization found creative ways to execute with excellence.

Moving forward, the pace of change and innovation will not slow down for Caleres. We will continue to pursue our strategic goals with the same ferocity and passion that the brilliant people of Caleres demonstrated in 2020. That is our promise to you.

Thank you for your interest in our journey.

All my best,

Diane Sullivan, Chairman and CEO

COMPANY
OVERVIEW

As a global footwear company, home to a diverse portfolio of loved and admired brands, Caleres has been ferocious about fit since 1878.

Our brand collections have been developed and acquired to meet the evolving needs of today's assorted and growing audiences. Consumer insights drive every aspect of the innovation and design that go into our products, and our legacy of craftsmanship – expertly honed for more than 140 years – serves as our foundation for quality.

Caleres invests heavily in technology, trend research, innovation, social and environmental responsibility, sourcing and the brilliant people who will lead us into the future and allow us to capitalize on consumer and shopping trends – all with the goal of delivering the most compelling brand portfolio in the market.

We meet consumers where they want to shop, be that in-store or online. Our brands live in our branded e-commerce sites, department stores, and 1,000-plus retail stores. This includes our more than 900 Famous Footwear stores, which offer an array of company-owned and licensed brands, as well as a multitude of products from other leading companies.

For more information on our company and its commitment to ESG excellence, see [Page 11](#).

our
mission

To inspire people to feel
great ...feet first.

Fast Facts

✦ **\$2.1B**

In net sales
(see our [2020 Form 10-K](#) for
more financial information)

✦ **St. Louis, Missouri**

Global headquarters

✦ **~8,400**

Full- and part-time
Associates
(as of Jan. 30, 2021)

✦ **1,000+**

Retail stores, including more than
900 Famous Footwear locations

✦ **~28M**

Pairs of shoes sourced
in 2020

✦ **14**

Principle brands sold
in 68 countries



To preserve the founding spirit of our company, we have integrated the ★5★ mark of quality into our corporate logo. Introduced in 1885, ★5★ represented our promise of comfort and fit. The company paid \$5 to the wearer if the stamp wore out.

Derived from
the Latin Word,
Calère

Our company name comes from the Latin word meaning to glow with passion or intensity. And it's this sense of dedication that helped our founder, George Warren Brown, forever change the way the world felt about fit. Before our company was born, shoemakers typically made the same shoe for both the left and right foot, and it was difficult to distinguish shoes made for men and women.

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our brands

Every shoe tells a story, and Caleres has the perfect fit for every one of them. Outfitted in our brands, customers can step confidently into athletic events, new jobs, special occasions, and everyday adventures.

We offer retailers and consumers a carefully cultivated portfolio of leading brands by designing, developing, sourcing, manufacturing, marketing and distributing branded footwear that caters to virtually every lifestyle.

Notwithstanding the many challenges we all faced in 2020, our brands continued to innovate and inspire, while remaining true to their unique identities and relationships to consumers. This is evident in the way our brands responded to the COVID-19 pandemic, other impending social needs and in the continued migration to more environmentally preferred materials and processes.



outfitting healthcare heroes

When the COVID-19 pandemic struck, Caleres' brands stepped up to ensure that frontline healthcare workers had what they needed to work safely and comfortably. In a period of unprecedented need, we looked for opportunities to give back to the heroes who give their all for their patients and communities.

As part of the Free Pair for Healthcare initiative, Famous Footwear partnered with Crocs to deliver more than **20,000 pairs of shoes and shoe coverings to healthcare workers in New York and St. Louis.**

In Port Washington, Wisconsin, team members at our domestic Allen Edmonds factory used their manufacturing acumen to quickly produce more than **200,000 face masks** for local hospitals, including Children's Hospital in Milwaukee. These simple, effective masks designed for patients and visitors allowed hospital staff to conserve their limited supply of N95 masks.

In our hometown community of St. Louis, Dr. Scholl's donated **2,300 pairs of slip-resistant protective shoe covers** for healthcare workers at Barnes Jewish Hospital.

The Caleres office in New York City donated boxes of **N95 masks** to Montefiore Hospital, where they were used by hospital staff conducting drive-thru COVID tests.

Vionic donated more than **450 pairs each of Vionic Pro shoes and orthotic inserts** to help healthcare heroes work more comfortably in New Orleans, New York City and San Francisco.

This is just a sampling of how our brands responded when their communities needed them most.

For more information on corporate philanthropy and volunteerism, please see the Our Communities section, beginning on [Page 33](#).



Brands Banding Together For COVID-19 Relief

Together, Allen Edmonds, Sam Edelman, Vionic, Dr. Scholl's and Ryka donated more than

- ✦ **200,000 masks,** nearly
- ✦ **5,000 pairs of shoes,** and
- ✦ **\$250,000**

to support frontline healthcare workers and COVID-19 relief efforts, including donations to hospitals in New Orleans, New York, San Francisco, and St. Louis.

FAMOUS
FOOTWEAR

steps
up

Multiyear partnership with
Ticket to Dream Foundation
supports foster kids.

Famous Footwear believes that everyone, especially those in need, deserve to experience the confidence that comes from owning a new pair of shoes. In July 2020, the Ticket to Dream Foundation became the official national charity partner of Famous Footwear. Ticket to Dream is dedicated to providing hope and opportunity for foster children across the United States. Through this partnership, Famous Footwear has engaged Associates, customers and partners to work together to improve the lives and futures of foster kids of all ages.



Photo captured pre-pandemic.

We have donated 12,000 pairs of shoes and are accepting donations at our registers across the country for a variety of other needs.

To date, Famous Footwear has raised and donated nearly \$2 million as part of this initiative.

Whether it's lacing up a new pair of kicks, having essential items on hand to improve their experience in care, equipping them with school essentials or celebrating the joy of the holidays, Famous Footwear helps foster youth feel a little famous.

To date, Famous Footwear
has raised and donated nearly

\$2 million

as part of this initiative.



Back-to-School
More Sustainably

Famous Footwear will enter the 2021 back-to-school season with its most sustainable product collection ever, both from the Caleres portfolio and other iconic brands.

Limited-edition Naturalizer VOTE boot
raises money and awareness to help women
explore the possibility of running for office.

In August 2020, in anticipation of the U.S. presidential election, [Naturalizer](#) teamed with Rebecca Lee Funk, founder of popular activist network [The Outrage](#), to release a limited-edition boot meant to empower women everywhere.

The word, “VOTE” appears in capital letters on the boot along the toe area in an exclusive, hand-painted design. Among the beneficiaries of this initiative are [She Should Run](#), a nonpartisan, nonprofit organization that works to increase the number of women considering a run for public office.

This collaboration is significant to both brands’ core values of female empowerment and equality. And, by raising money for women’s causes, the VOTE boot represents a big step in the right direction.

running
for
office



comfortable,
Original,
sustainable



Dr. Scholl's Shoes Original Collection
offers the brand's most sustainable
options yet.

Since Dr. Scholl's Shoes made its debut with a simple wooden clog in the 1960s, consumers have depended on the brand for easy-to-wear styles that look and feel great. Today, consumers can also count on Dr. Scholl's for products that are better for our planet.

The Spring 2021 Original Collection was the most sustainable line to date. Nearly every shoe in the line was made using responsibly sourced materials and sustainable techniques like waterless dying. Topcloths and linings made from recycled water bottles have diverted more than 20 million bottles from landfills. And for every pair sold – more than 135,000 to date – Dr. Scholl's donated a tree to [Trees for the Future](#) to offset carbon emissions and help farmers regenerate their soil for the next generation.

style meets sustainability. repeat.



Allen Edmonds features eco-conscious innovation and exceptional shoe recrafting.

With stunning design and quality craftsmanship, the Allen Edmonds Discovery Collection features renewable and sustainably sourced materials, including vegetable-tanned leathers, recycled soles, biodegradable elements and more.

But the brand's eco-friendly offerings don't stop there. Allen Edmonds also offers recrafting of most of its shoes, boots and even sneakers, saving components and resources. The result is a shoe in almost-new condition for a fraction of the cost. Most pairs of Allen Edmonds shoes have the potential to be recrafted up to three times, extending their life for decades. The program has kept more than 500,000 pairs from landfills.



making a great first impression



Big strides forward for Sam Edelman packaging.

Sometimes what's on the outside really counts. And that's definitely the case with the Spring 2021 launch of the new Sam Edelman shoebox and packaging, which will eliminate plastic, reduce stuffing and offer other enhancements. The goal is to make the box fully recyclable by Fall 2021.

Read more about how Caleres is re-imagining packaging within our Brand Portfolio on [Page 18](#).

Dressing for Success

Each year, Sam Edelman partners with the nonprofit organization, Dress for Success, to provide a fresh start to women in need of professional attire with shoe samples no longer needed at the end of the season.



wellness
from the
ground up

Vionic empowers consumers, Soul to Sole

The Vionic brand inspires with its eco-friendly components and exceptional comfort, support and style. But it really takes a quantum leap in customer care with its Soul to Sole health and wellness education program. Soul to Sole offers complimentary guidance, articles and foot-health information from a team of empowerment experts.



4Earth,
forever

Blowfish Malibu makes waves for ocean conservation

By expanding its 100% cruelty free Vegan collection, eliminating plastic from its packaging and using recycled materials, Blowfish Malibu's reputation for responsibility is well deserved. And with the launch of its partnership with Oceana, the largest international advocacy organization dedicated solely to ocean conservation, the brand has added to its creds. Starting in Spring 2020 and throughout 2021 ...

... Blowfish Malibu is donating \$1 to Oceana for every pair sold from its popular 4Earth collection.

our company

How We Do Business

Across the Caleres portfolio of brands, we feel passionately that how we do business is as important as how much business we do.

Our 140-plus year pledge to quality craftsmanship includes creating sustainable and lasting value for all our stakeholders. What it really comes down to is caring – about people, ethics and integrity, our shared planet and about healthy financial performance. Caring is so integral to our business that we champion it as one of our core company values.

This chapter of Caleres' inaugural ESG report focuses on how we manage and govern our company, reduce our companywide environmental footprint and operate our facilities.

The main lobby of the Caleres headquarters welcomes visitors with a striking mural depicting the history of shoemaking and the people who are at the center of the shoe industry.

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Read more about Our People, starting on Page 21
Read more about Our Communities, starting on Page 33
Read more about Our Partners, starting on Page 39



CORPORATE
GOVERNANCE

Leading the Way

At Caleres, we’ve built our business on finding the perfect fit for people of all ages, genders, ethnicities and all other qualities that give each of us a unique perspective. Women comprise our single largest customer segment and, taken together, footwear for women and children constitute more than 70% of our business. We’re focused on ensuring the people who lead our company reflect the diverse base of customers we serve.

Women comprise 60% of our Board of Directors, making us one of very few U.S. companies with a majority female board.

Additionally, 20% of our board members are racially or ethnically diverse.



Diane Sullivan
Board Chair and CEO



Lisa A. Flavin
Chief Compliance Officer & Vice President of Audit at Emerson



Brenda Freeman
Chief Executive of Arteza



Lori Greeley
Chief Executive Officer at Serena and Lily



Mahendra Gupta, PH.D.
Former Dean & Geraldine J. and Robert L. Virgil Professor of Accounting & Management at Olin Business School



Carla Hendra
Chief Executive of Ogilvy Consulting Worldwide



Ward M. Klein
Former Executive Chairman of Edgewell Personal Care Company, formerly the Personal Care division of Energizer Holdings, Inc.



Steven W. Korn
Former President & Chief Executive Officer of Radio Free Europe/Radio Liberty Inc. & Former Vice Chairman & Chief Operating Officer of CNN



W. Patrick McGinnis
Former Chairman of Nestlé Purina PetCare Co.



Wenda Harris Millard
Vice Chairman at MediaLink

“Successful companies take the time to ensure their boards reflect their customer base as much as possible. It’s not only the right thing to do, it’s the smart thing to do.”

– Diane Sullivan, Caleres Board Chair and CEO

108
years

Caleres has been listed on the NYSE since 1913.

Board of
Directors

- ✦ 60% Women
- ✦ 20% Racially/ethnically diverse
- ✦ 9 of 10 Directors are independent
- ✦ 62.8 Average age of directors
- ✦ 11.0 years Average tenure of directors

All board members attended 100% of meetings in 2020

Full Board and Governance and Nominating Committee oversee ESG topics

ESG
GOVERNANCE

on the
right foot

*Caleres has long embraced the principles of ESG excellence.
We view our ESG efforts as an important component of our enterprise
risk management program and a way to position Caleres favorably
in the marketplace.*



In 2019, we further formalized our commitment by creating a cross-functional, senior level ESG Steering Committee, comprising our CEO and other top executives. This committee oversees development of our enterprise-level approach to ESG and is responsible for developing programs, goals and metrics to support our initiatives. This committee keeps our board of directors apprised of ESG trends and developments that have the potential to impact our company and our stakeholders.

ESG MATERIALITY AND STRATEGY

*Among the most important outcomes of our formalized approach to ESG was the development of our ESG materiality assessment and the subsequent design of our enterprise-wide strategic ESG framework, **Caleres Cares ... Feet First**, along with accompanying 2025 targets.*



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



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



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



Curious, creative people working in an inclusive and empowering environment continue to propel our company forward.



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



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



★ *Light from a star travels a great distance before it illuminates something meaningful.*

In this report, each part of our ESG work is represented by a piece of the star in the Caleres logo, putting our commitments in the spotlight and symbolizing our journey.

MATERIALITY
ASSESSMENT

In 2019, Caleres engaged an expert third-party consultancy with deep experience in the footwear industry and its supply chain to assess the ESG topics that mattered most to our internal and external stakeholders. Known as a materiality assessment, this exercise included a review of key ESG reporting and performance frameworks, peer research and one-on-one interviews with 20 key stakeholders. Through this process, we narrowed a field of about 20 potential topics to the eight that are most material to Caleres and our stakeholders, as shown below and as defined in the Reporting Index section starting on [Page 44](#).

- Brand Portfolio
 - Packaging
 - Materials Recovery/Waste Reduction
 - Facility Energy and Emissions
- Sustainable Product Offerings
 - Supply-Chain Labor Standards
 - Associates
 - Community



2025
ESG Targets

In early 2020, based on the results of our materiality assessment and growing stakeholder expectations of business, we developed a portfolio of ESG targets that we seek to achieve by 2025. These are provided in the chart to the right along with how each aligns with our material topics.

Material Topics	Brand Portfolio	Packaging	Materials Recovery/Waste Reduction	Facility Energy and Emissions	Sustainable Product Offerings	Supply-Chain Labor Standards	Associates	Community
2025 ESG Targets								
100% of Caleres' products will use environmentally preferred materials	★				★			
50% of products will be designed/developed using 3D technology, reducing physical samples by 35%	★		★		★			
25% of footwear sold in Famous Footwear will use environmentally preferred materials	★				★			
We will reclaim/recycle/refurbish 90,000 pairs of shoes each year	★		★		★			
100% of the shoeboxes for our owned brands will use environmentally preferred materials and 90% will be transported in ship-in-one-containers	★	★			★			
100% of our strategic sourcing supplier base will contribute to waste reduction		★	★					
50% reduction of waste achieved in our strategic sourcing supplier base	★	★	★					
25% reduction in energy use achieved in Caleres-owned retail stores and distribution centers				★				
100% of strategic factories will be socially compliant by 2025						★		
100% of strategic factories will employ leading global social working standards						★		
100% of Caleres Associates will actively support environmental/ social initiatives							★	★
Annual review of Caleres Cares Charitable Trust in support of ESG							★	★

Definitions of terms such as “environmentally preferred materials,” “socially compliant” and others are provided in applicable sections of this report.

sustainable statements

Throughout their histories, Caleres' brands have sourced the highest-quality materials to ensure the most comfortable and attractive shoes for our customers. Now, in addition to quality, style and fit, we are focused on making shoes in ways that reduce their impact on the environment – from the materials they're made of to the packaging in which they're shipped, to the processes we use to design, develop and deliver them.



Material Moves

By 2025, we will use environmentally preferred materials to produce every product in our portfolio.

Leveraging the shared supply chain of our brands, we have the ability to make this shift at scale to deliver a meaningful and measurable impact.

We are transitioning to fabrics that are either natural, meaning they're greater than 20% certified organic or contain more than 50% recycled content, based on the rigorous Global Recycle Standard (GRS). GRS is an international, voluntary, full product standard that sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices, and chemical restrictions.

We're also moving to leather that is not only composed of more than 20% GRS-certified recycled material, but also meet the Leather Working Group's (LWG) Gold, Silver or Bronze standards. LWG aims to develop and maintain a protocol that assesses the environmental compliance and performance capabilities of leather manufacturers and promotes sustainable environmental practices. We're shifting to low-dimethylformamide (DMF), and >5% bio-based content for 50% of our synthetic materials. We're committing to using trim materials that are greater than 50% GRS-certified recycled and at least 5% bio-based. And we're aiming for 25% of our shoe bottoms to be made from material that is greater than 10% natural-based and more than 5% recycled.



“Our five-year goals and the milestones along the way are about making sure we make choices on a daily basis to execute on those goals...How do you get there? It’s by making sure – season by season – you’re selecting these items and you’re also working with your overseas partners to make sure they’re speaking to suppliers to say ‘these are our goals and we want you to join us and come together and collaborate.’”

– Andee Burton, Senior Manager,
Sustainability and Technical Product Development



Managing Chemical Use

Modern shoe manufacturing involves a variety of materials and processes. Chemicals play a significant role in bringing consumers the fit and look that make them feel great. At Caleres, we employ rigorous testing procedures to ensure the chemical content in our shoes is in compliance with regulatory requirements around the world. We look to a global independent research, testing and accreditation authority on footwear and leather for guidance, known as [SATRA](#).

SATRA publishes a list of the hundreds of restricted chemicals used in making consumer products. We have identified seven used in the manufacture of Caleres’ shoes:

- Lead
- Cadmium
- Chrome (VI)
- Azo dyes
- Nickel
- Phthalates
- Formaldehyde

Our chemical testing labs, which undergo annual certification by SATRA, perform two main types of tests. At the production stage, we require all of our shoe factories to test the upper and lining materials and components to ensure compliance with regulatory requirements. Subsequently, we randomly test 20 styles of finished shoes from their first production or cutting die test each month. We test every lot of materials and components we receive, and test reports remain valid for one year. If there is a failure at the finished good stage, our supplier or owned factory is required to send new product until it passes testing. All of our products are subject to these stringent requirements.

Packaging for the Future

Another way we’re lessening Caleres’ impact is by re-imagining how we package our products. We continue to make progress in our long-standing effort to reduce or eliminate excess packaging and shipping materials. In fact, most of our brands have already moved to more sustainable packaging options.

By 2025, all of our shoeboxes and packaging will use environmentally preferred material.

Furthermore, our goal is that 90% of the shoeboxes we use by 2025 will double as shipping cartons. We call these dual-purpose boxes “ship-in-one containers,” or SIOCs. Moving to SIOCs will obviously reduce the size and weight of containers, resulting in greater logistical efficiencies and further reducing our environmental impact.

Empowering Customer Choice

Today’s eco-conscious consumers care how their shoes are made and what happens to them when it’s time for a new pair. When consumers shop our brands, we want them to be assured they’re buying products that are sustainably sourced. To do so, we are working to label many of our products with tags that indicate they are made from materials that meet sustainable standards. For example, our Dr. Scholl’s slippers feature labels that indicate that the product is made from recycled plastics.

Beyond making sustainable changes to the products we manufacture, we’re moving to ensure that, by 2025, 25% of all shoes sold in our Famous Footwear stores will use environmentally preferred materials, whether our brands or those of other companies. We will also identify sustainably sourced options online and through signage in stores, beginning in late 2021.

Increasingly, our customers are becoming better informed about what to do with shoes they no longer use. And for several years, we’ve been exploring opportunities to increase the circularity of our products. Concurrent with our own efforts – and efforts across the industry – to make products with more naturally degradable materials, we are providing options for customers to give their old shoes new life.

By 2025, Caleres aims to reclaim, recycle or refurbish 90,000 pairs of shoes each year.

Our Allen Edmonds brand already recrafts tens of thousands of pairs each year (see [Page 9](#)).

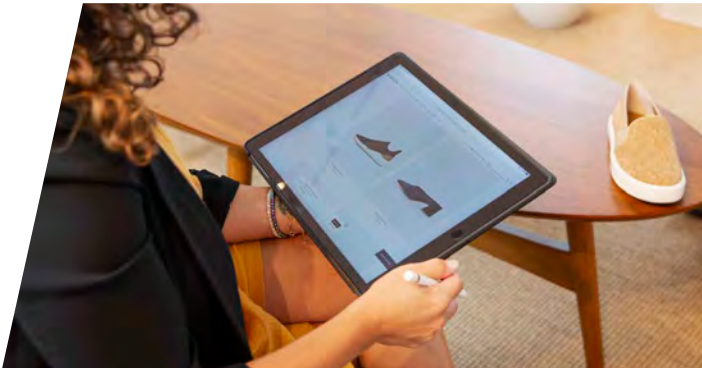


Digital Design: Treading Lightly

As we move our design and sample production process more and more to the digital world, we're reducing our dependence on physical resources to bring our shoes to life.

In fact, by 2025, we're committed to designing and developing 50% of our products using 3D digital technology. Doing so will reduce physical samples by 35%.

In designing a prototype, we can now refine aspects of the shoes on-screen rather than making adjustments to a physical model, thus saving the material we would consume with multiple design iterations. And, rather than shipping the samples physically, we can now share 3D renderings that can be viewed on-screen or printed using 3D printers, reducing the carbon footprint of transportation. Additionally, we can break down and recycle the prototypes made by 3D printers.



Shrinking Facility Footprints

Caleres owns and leases a variety of offices and distribution centers across the U.S. and in Canada, China, Dominican Republic, Italy and Vietnam. To varying degrees, each location represents an opportunity to lessen our environmental impact. In our retail stores and distribution centers, we have set a goal to reduce energy usage by 25% by 2025. Additionally, we will enter the Global Plastics Commitment by 2025 to further reinforce our pledge to reducing plastic waste.

Retail Locations

One of the ways we're reducing energy consumption and corresponding emissions is by installing energy management systems (EMS) and energy-efficient LED lamps in our retail locations. About half of all stores currently have LED lamps in place, and we are working toward a goal of 90% of stores by 2025. About 30% of stores are equipped with EMS, with a goal of 75% of the current retail footprint equipped by 2025.

Offices

We're also changing behaviors inside our facilities. For example, we have segregated bins for recycling in our New York City and St. Louis offices, along with clear instructions to help our Associates determine what they can recycle.

Distribution Centers

Of our five distribution centers in North America, two in California have achieved LEED Gold certification. Our Vionic Group headquarters in San Rafael, California, is certified LEED Platinum.

In 2020, four of our five distribution centers recycled no less than 93% of their waste. Also, in our distribution centers, we're actively recycling an average of 2,830 tons of corrugated cardboard and other recyclable materials each year.

Leadership in Energy and Environmental Design (LEED)

Three major Caleres facilities are LEED certified by the U.S. Green Building Council, including two of our distribution centers and our Vionic Group headquarters.

Environmental Data	2018	2019	2020
Energy Consumption and Greenhouse Gas Emissions <i>(Caleres distribution centers, stores, offices and company-owned factories)</i>			
Energy Consumption (1,000 gigajoules) (Electricity, natural gas, diesel, gasoline)	530.21	508.96	418.74
Energy Intensity (1,000 gigajoules per \$1M in revenue)	.198	.174	.187
Scope 1 Emissions (1,000 metric tons CO ₂ e)	1.427	1.325	1.022
Scope 2 Emissions (1,000 metric tons CO ₂ e)	80.46	77.55	63.44
Emissions Intensity (Scopes 1 and 2; 1,000 metric tons per \$1M in revenue)	.0289	.0270	.0304
Water <i>(Caleres distribution centers, stores, offices and company-owned factories)</i>			
Water Consumption (1 million gallons)	33.1	42.0	52.7
Materials <i>(Caleres Brand Portfolio only; supplier factories)</i>			
Materials Used (Million sq. ft. of fabric and synthetics)	131.76	96.79	63.26
Materials Used (Million sq. ft. of leather)	37.49	33.14	17.21
Waste/Recycling <i>(Caleres distribution centers)</i>			
Waste Recycled (1,000 tons [U.S.])	—	—	2.83
Waste-to-Landfill (1,000 tons [U.S.])	—	—	.137

Environmental Footnotes
*All environmental data is by fiscal year
(Fiscal 2020 was Feb. 2, 2020 through Jan. 30, 2021).*

Energy and Emissions
From a facility perspective, data includes only those facilities where Caleres manages utilities, representing about 80% of our companywide facility energy and emissions footprint (which excludes our supply chain). We do not currently have data available for the remaining 20% 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 employee use of company and private vehicles for company activities to the extent that employees have submitted reimbursement for such usage.

Overall energy consumption decrease in FY20 is attributable to lower occupancy (temporary and permanent store closures during the COVID-19 pandemic) plus energy savings initiatives including LED lighting and EMS retrofit projects at our Famous Footwear stores. Despite the decrease in energy consumption, our greenhouse gas emissions intensity increased slightly as a reflection of a decrease in year-over-year revenue due to the pandemic. Emissions were estimated using the U.S. Environmental Protection Agency's greenhouse gas equivalencies calculator.

Materials
Materials data reflects materials purchased to produce the products within our Brand Portfolio that are manufactured by third parties, but excludes our Allen Edmonds, Blowfish and Vionic brands, where historical material consumption data is not available due to recent systems integrations and data retention constraints, but will be tracked going forward. Collectively these excluded brands comprise about 30% of our Brand Portfolio's sales.

Year-over-year reductions in materials use are attributable primarily to removing some brands from our Brand Portfolio over that time span and to sales and inventory decreases related primarily to the COVID-19 pandemic.

Water
The year-over-year increase in water consumption is primarily due to the transfer of water utility management from the landlord to the Caleres I and II Distribution Centers in 2019. 2020 represents the first full year of water consumption tracked entirely by Caleres at those facilities.

Waste/Recycling
Data is not available for 2018 and 2019. We will continue to track this metric moving forward.



our people

Caleres is a diverse, global team working toward a shared mission of inspiring people to feel great ... feet first. In a year of enormous business challenges and societal upheaval, our Associates stepped up, living the Caleres values to navigate this new landscape. In response to the COVID-19 pandemic, we've innovated in our business and our approach to taking care of our Associates, consumers and neighbors. We have elevated the conversation around diversity, equity and inclusion in our company and looked for opportunities to learn and improve. We know we have more to do and are moving forward every day.



WALKING TALL
IN THE FACE
OF ADVERSITY

As a 140-year-old company, Caleres has survived some of recent history's greatest challenges: The Great Depression, two World Wars and the Spanish Flu pandemic. In 2020, our team once again found itself in the middle of a historic moment of change and challenges. Due to the outbreak of COVID-19, how we did business had to evolve nearly overnight. The Caleres culture carried us through. Harnessing the passion that is central to who we are, we found creative new ways to do business, stay connected and take care of one another.

Nightly CEO Connections

What started as an update email from our CEO, Diane Sullivan, about temporary store closings and work-from-home arrangements became a nightly communication during the first 60 days of the COVID-19 pandemic. Initially, it was a way to share safety updates, but as government stay-at-home mandates extended and virtual work lingered, these notes became a critical connection point – providing Associates with encouragement, business updates, recognition and positive stories to remind us of where we came from and who we are as a company.

“Especially in the early days of the pandemic, there was a real need for genuine, human connection Sullivan said. “The nightly emails really became conversation starters, and an invaluable tool for all of us to connect on a personal level and care for each other.”

In those stories were abundant examples of Associates living the Caleres values to make the most of these unusual circumstances.

Nightly
Message No. 3

March 18, 2020

“Good Wednesday evening – I bet everyone didn’t expect to be getting nightly emails from me, but during times like this, we must do everything we can to stay connected to and supportive of each other. I appreciate your flexibility and continued focus on everything we need to do to keep business moving forward during this unprecedented time.”

– Diane Sullivan, Caleres Board Chair and CEO



CONTINUING TO TAKE CARE OF CUSTOMERS

Even while retail stores were closed, Caleres team members worked hard to reach customers and keep up with a growing e-commerce business. Within the first three weeks of store closings, Associates shipped almost 300,000 pairs of shoes from stores and 200,000 pairs from distribution centers.

Caring for One Another

The Caleres team stepped up for one another in response to the pandemic.

Associates proactively took steps to encourage compliance with our pandemic safety protocols and provide masks for one another. Early on, the maintenance team at one of our distribution facilities shipped masks to 162 Famous Footwear stores to enable them to also continue shipping product to our customers. At another distribution center, two Associates made cloth masks in their personal time for their colleagues. Read more about our enhanced safety protocols in response to COVID-19 on [Page 30](#).

Supporting our Associates went beyond establishing protocols to protect their safety. When decreased retail sales meant that Caleres had to lay off and furlough some retail Associates for several months, we held ourselves accountable to treat each individual with dignity and respect and support them in their transition. We helped eligible individuals file unemployment claims, worked with impacted Associates

to identify other opportunities inside and outside the company, and continued to provide all furloughed Associates with full benefits. Additionally, we established an external website to communicate with furloughed Associates and keep them informed about timelines for return to work. In the meantime, most non-furloughed Associates accepted temporary wage cuts in order to help protect as many jobs as possible.

Read more about how Caleres Associates demonstrated our corporate value of Caring for healthcare workers in their local communities on [Page 6](#).

the benefits of Caring



When the COVID-19 pandemic forced Caleres to furlough a majority of our Associates, we maintained all benefits for furloughed Associates.

“What has come out of this pandemic is a renewed sense of teamwork across all areas of our company, as well as a desire to help each other out. I hear it every day on every call I’m on and every email I read. More sharing and more caring. More patience and understanding.”

– Jay Schmidt, President



Doing Business ... Creatively

While the past year has tested our creativity, Caleres Associates rose to the challenge. From figuring out how to do virtual shoe fittings for customers to creating fully digital showrooms for new collections to launching consumer print catalogues, our team has shown incredible adaptability to fit our business into this new environment.

One remarkable show of creativity was the Famous Footwear team's Back to School marketing campaign. The team built a photography studio from materials picked up curbside at the local hardware store to produce all the photography at Associates' homes. The team moved all shoes to one house for prepping and then another house for shooting, and all art direction, image selection and retouching took place virtually.

In sharing the campaign with Caleres Associates, Andrew Naeger, senior creative director for Famous Footwear, said,

“Creative problem-solving is at the heart of innovation. We hope through this creative you feel our joy for the shoes we offer our customers. We believe if we put that level of craft and heart into the creative, we believe our consumers will feel it too. It will feel different. It will feel famous.”

Capturing and maintaining the feeling of our culture was important in all aspects of our business. To facilitate collaboration, we launched Microsoft Teams and provided Associates the technology they needed to work together from home. We leveraged supervisors to check in with Associates regularly and offer continued focus on their professional development, personal strengths and career goals. Overall, we managed to maintain the collaboration that is so central to creative work.

Creative problem-solving
is at the

heart of
innovation.



DIVERSITY, EQUITY
AND INCLUSION

In 2020, we committed to accelerating our diversity, equity and inclusion (DE&I) efforts and have made significant investments in related initiatives.

Our Diversity
Statement

our differences
are our
strengths



✦ Photo captured pre-pandemic.



OUR
PEOPLE

Our company was founded on the insight that people are unique. We believe the perfect fit is when an inclusive and collaborative environment celebrates every person.

We believe our company should be as diverse as the people and communities we serve, and we seek and engage talented individuals from all backgrounds, ethnicities, genders, lifestyles and belief systems.

We embrace how we do things is as important as what we do, and we need to challenge ourselves to always do better when it comes to DE&I.

We provide equal opportunity for employment and take affirmative action with respect to employment practices affecting minorities, females, veterans and individuals with disabilities.

Our values of passion, accountability, curiosity, creativity and caring will guide us in these efforts throughout our company and the communities where we live, work and serve.

We are Caleres, a diverse team working toward the shared mission of inspiring people to feel great ... feet first.

1. Refining our diversity statement, which guides everything we do.
2. Establishing a DE&I Advisory Council.
3. Providing mandatory unconscious bias training to all Associates and revisiting our Respect in the Workplace policies. Every Associate participates in this annual training.
4. Elevating our focus on recruitment of diverse candidates and expectations around development of diverse candidate slates for every open position with leadership accountability.
5. Assessing current programs, partnerships and activities to identify opportunities for improvement.
6. Identifying specific funds from our Caleres Cares Charitable Trust for community support coupled with volunteer opportunities.

We have completed our first three actions and are making significant progress against the others, aided by our new Vice President of DE&I.



Amy has an extensive background in DE&I. She joins Caleres from Boeing where she was responsible for leading global Diversity & Inclusion for Boeing Defense and Space, as well as corporate groups. Prior to joining Boeing, Amy led the diversity and inclusion strategies and initiatives for BJC HealthCare's St. Louis Children's Hospital including supporting "Forward Through Ferguson" initiatives within the region and served as the Chief Diversity Officer for the YWCA Metro St. Louis.

Diversity is a complex topic. Our DE&I efforts right now are focused on increasing awareness and understanding of how important diversity is to our business. Through investment in education, we are enabling conversations by providing a common language and offering the perspective that we all have a role to play.

We have an amazing recruitment team and strong relationships with community-based organizations that support individuals with disabilities, veterans and people of color. These will help us continue to attract diverse talent as we establish new goals.

We have tremendous opportunities in this area. Our leadership team is committed, and we've made great progress so far.

To build on our current momentum, we are gathering talent data and baseline metrics and interviewing Associates to inform our goals. Going forward, we will continue increasing accountability for our representation goals among our Associates and will be integrating DE&I education into our onboarding process. We are also communicating regularly about DE&I through an ongoing field education series called 52 Weeks of Diversity, monthly communications from senior leaders and quarterly updates from the DE&I Advisory Council.

ASSOCIATES
BY THE NUMBERS

All human resources data is by fiscal year
(Fiscal 2020 was Feb. 2, 2020 through Jan. 30, 2021).

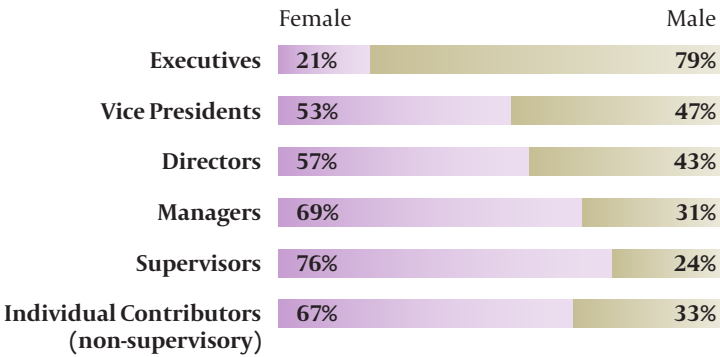
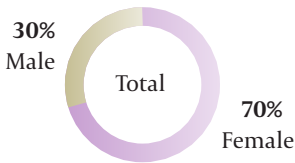
Global Workforce

Full-time and part-time employees	✦ 8,403 Total employees		
	✦ 5,055 Full time (60%)	✦ 3,348 Part time (40%)	

Workforce by region/countries	✦ U.S. 7,264 (86%)	✦ China 504 (6%)	✦ Vietnam 18 (<1%)
	✦ Canada 437 (5%)	✦ Dominican Republic 173 (2%)	✦ Ethiopia 7 (<1%)

U.S. Workforce

Employees/levels by gender



Employees by race/ethnicity	✦ White 4,088 (56%)	✦ Hispanic/Latino 1,904 (26%)	✦ Black or African American 827 (11%)
	✦ Asian 282 (4%)	✦ Other 160 (2%)	✦ Unknown 3 (<1%)

Data excludes temporary employees, who account for less than 3% of all associates.

values-driven
culture

Our company values – **Passion, Accountability, Curiosity, Creativity, Caring** – inform how we work, how we treat one another, and how we live our mission. These values have run through our company’s DNA from the beginning and shaped our relationship with our customers and communities. The Caleres Code of Business Conduct sets forth the guiding principles of business ethics and certain legal requirements applicable to all Caleres Associates. The Code has been translated into Chinese, French, Spanish and Vietnamese.

LGBTQ
inclusion

Each year Caleres participates in the Human Rights Campaign Foundation’s LGBTQ Corporate Equality Index, the national benchmarking tool for corporate policies and practices supporting lesbian, gay, bisexual, transgender and queer (LGBTQ) Associates. For five consecutive years, Caleres achieved a perfect score and, since 2018, has continued to maintain near-perfect scores each year. We met or exceeded all Corporate Equality Index criteria, which include nondiscrimination workplace protections, domestic partner benefits, transgender-inclusive healthcare benefits, competency programs and public engagement with the LGBTQ community. Caleres offers benefits coverage to same-sex domestic partners, and our medical plans cover services related to gender dysphoria.



RECRUITING, DEVELOPING
AND RETAINING

brilliant people

At Caleres we strive to attract creative, passionate people and help them find their fit within our organization. Through our Total Rewards program, we give Associates the opportunity to grow their careers and be rewarded for their contributions to our company's success.

Recruitment

By investing in technology, Caleres is improving the hiring experience for both candidates and hiring managers. In 2020, we launched a new applicant tracking system, iCIMS Talent Cloud. iCIMS is used across our business but is especially important to store managers who recruit thousands of Associates each year. Caleres trained more than 2,500 store managers to use iCIMS in 2020. Once hired, iCIMS also helps to streamline the onboarding process for new Associates. We also rolled out the new Text to Apply program, which allows candidates to find openings in their area and apply on their mobile device.

Through partnerships with nonprofit and government employment partners, we are actively working to find and hire diverse candidates. Our network of partners includes organizations serving people with disabilities, underprivileged and minority groups, and people experiencing food insecurity or domestic violence. In less than six months, Caleres hired 10 new Associates for corporate roles through these partnerships.

Career Development

In 2020, a majority of corporate Associates completed a mid-year talent check-in with their supervisor to discuss their career aspirations, personal strengths and growth opportunities. Associates also had the opportunity to provide feedback to their managers and reflect on diversity trainings during these check-ins. Beginning in 2021, all of our Associates will be evaluated using a framework that equally weighs *what* they do (using their Position Accountabilities and Objectives) and *how* they do it (focused on our Core and Leadership Behaviors). While the formal assessment happens once a year, performance and development conversations with managers will continue to happen all throughout the year.

✦ Photo captured pre-pandemic.



Benefits and Compensation

We believe the rewards of working at Caleres are more than just monetary. Our Total Rewards package is made up of compensation, benefits and perks that allow our Associates to save for their future and protect their investments. To be an employer of choice, we offer competitive salaries and benefits to support the wholistic well-being of our Associates.

Compensation: Our compensation is set based on external market factors, internal fairness, performance and Associate potential. In addition to base pay, we offer Associates a Direct Stock Purchase Program where they can buy company stock directly from their paycheck.

Health and Wellness: Our benefits plans provide Associates the tools to maintain a healthy lifestyle and protect themselves from large, unexpected healthcare costs. We offer medical, vision and dental coverage options from Associates' first day – no waiting required. We also offer wellness resources and activities, as well as discounts on gym memberships.

Retirement and Financial Protection Benefits: We offer our Associates retirement benefits through company-funded pension and 401(k) savings plans, as well as related educational tools and resources for long-term financial planning. To protect Associates from the unexpected, we offer short-term disability insurance, life insurance, business travel accident insurance, accidental death and dismemberment insurance, and unemployment insurance. We also offer additional insurance options through our voluntary benefits, including auto, home, pet, critical illness and accidental injury insurance.

Education Assistance: We encourage Associates to continue developing their career through degree and certificate programs. Education Assistance is open to Associates twice a year and offers scholarship opportunities and tuition discounts through partnerships with selected institutions.

Time Off and Holidays: In their first year, Associates are eligible for up to 26 days off including paid time off, holidays and office closures. Associates also receive paid sick time and the option to take leaves of absence. Time-off eligibility varies by role and years of service.

Parental Bonding Leave: Eligible Associates – mothers, fathers and domestic partners – who have completed at least one year of service have the option to stay home with a newborn, recently adopted child or foster child. Eligible Associates receive four weeks of leave, two weeks paid and two weeks unpaid, concurrent with Family and Medical Leave. Caleres also offers six to eight weeks of paid Maternity Leave through short-term disability benefits for pregnancy and pregnancy-related conditions.

Adoption Benefits: Eligible Associates who are expanding their family through adoption can receive reimbursement for up to \$2,500 of qualified adoption expenses, in addition to being eligible for Parental Bonding Leave.

Perks: Associates benefit from various perks of working at Caleres, including our casual dress code, employee discounts and on-site amenities.

Benefits eligibility varies by benefit. Qualifying part-time Associates have access to medical coverage, our pension and direct stock purchase programs, business travel accident insurance, discounts and paid time off.



PROVIDING
FOR THE HEALTH,
SAFETY AND WELLNESS
OF ASSOCIATES

The health and safety of our Associates is a top priority at Caleres. We hold ourselves to the highest standards of safety in our stores, manufacturing plants and distribution centers. With the onset of the global COVID-19 pandemic, new dimensions of safety were introduced.

Early Adopters of
COVID-19 Safety
Protocols

Due to our presence in Asia, we were at the forefront of mitigating the spread of COVID-19. By February 2020, we began applying safety learnings from our offices in China to other locations, including ceasing all nonessential business travel, mandating quarantines for anyone traveling for work or otherwise, establishing contact tracing and instituting new safety and cleaning protocols in line with updated U.S. Occupational Safety and Health Administration (OSHA) standards in our retail stores, manufacturing sites and distribution centers.

To enable rapid decision-making, we established an Executive Response Team (ERT) that met regularly to update

safety protocols, respond to changes in the marketplace and address business challenges related to COVID-19. As the pandemic escalated in the U.S., we shifted our corporate Associates to work-from-home arrangements and depersonalized workspaces in the office to allow for social distancing and thorough daily cleanings for those who needed to be on-site. We also rolled out multiple new digital tools, including Microsoft Teams, to facilitate our new ways of working.

Where retail stores were open, we immediately required Associates to wear masks and quickly moved to require customers to do so, as well, in some cases going above and beyond local government mandates. To enable safer shopping, we also rolled out curbside pickup at our stores.

We designed strict cleaning and safety protocols for stores, which every retail employee was required to review and acknowledge the requirements to ensure compliance. Every retail Associate must also complete a screening questionnaire before beginning each shift. As the pandemic continues to evolve, we are analyzing our next steps around COVID-19 vaccines and screenings.



Associate Wellness

We care about our Associates' physical and emotional well-being. In addition to our Total Rewards offerings, we offer Associates a range of on-site wellness activities and benefits, as well as blood-donor opportunities.

Several of these benefits, marked with an * below, have been on hold due to COVID-19 concerns.

- | | |
|-------------------------------|---|
| • Employee Assistance Program | • Flu shots |
| • *Yoga and fitness classes | • Health screenings |
| • *Massage therapy services | • Second-opinion video consultations with medical specialists |
| • Access to a dietician | • Mammography van |
| • *Quarterly blood drives | |
| • Mothers' rooms | |

Additional benefits to support Associates' physical and financial health include colon cancer screenings and retirement and financial wellness classes.



MANAGING OCCUPATIONAL HEALTH AND SAFETY

At Caleres, we are all responsible for making health and safety a daily priority, whether at our stores, distribution centers, offices or factories. Our Occupational Health and Safety Management System encompasses policies, procedures and plans specific to these varied work environments. Newly hired Associates are required to undergo health and safety training as part of their onboarding process and receive a variety of relevant training and information throughout the year through internal communications channels.

Our approaches are designed to proactively manage risks, educate Associates, reduce incidents and comply with health and safety regulations. All with the shared goal of safeguarding each and every Associate, customer or other stakeholder who visits or works in our facilities.

Our guidelines cover many common elements like physical safety and security, workplace violence, emergency procedures, incident reporting protocols, first-aid and other general health and safety topics. However, since our Associates work in very different settings, they are also covered by programs tailored to their circumstances. If at any time an Associate believes that their own health and safety is at risk, or that of their colleagues or our other stakeholders, they are bound to report this to their supervisor and, if applicable, cease the activity in question until it can be addressed.

Distribution Centers and Factories

In our distribution centers and owned factories, our **Loss Prevention & Safety (LPS) Program** serves as an overarching framework for protecting both the health and safety of our Associates and our company assets. All distribution center and factory Associates and third-party contractors working in these facilities are covered by the program.

All of our distribution centers and factories have an LPS Committee comprising 11 or more Associates who represent a cross-section of functions, departments and shifts to ensure a robust and diverse array of perspectives and talents. The Committee holds monthly meetings and is charged with communicating and evaluating LPS issues raised by Associates in the workplace. At the start of each monthly meeting, each Committee member completes and submits an extensive Workplace Safety Inspection evaluation for their represented work area. The facility operations manager and the Committee then review the results together and collaborate on plans for improvement and corrective action.

Some of the topics specific to distribution centers and factories covered under the LPS Program include:

- Electrical safety
- Chemical safety
- Personal protective equipment
- Forklift operation
- Machine operation
- Portable tool use

Incident Reporting

Associate
Ensure incident scene is safe ➤ report to and assist manager in assessment

Supervisors/Managers
Tend to Associate first; remove them from task
➤ complete reports and notifications ➤ arrange for applicable services

EHS* Manager
Investigate incident ➤ provide corrective action(s)
➤ follow up with Associate

*Environmental, health and safety.

Retail Stores

In a typical year, more than 90 million people visit our stores. We strive to make these experiences welcoming, inspiring and, above all, safe for our customers and Associates alike. The openness inherent to the retail environment presents a unique set of health and safety considerations. All of our retail Associates are trained in and covered by our **Occupational Health & Safety Program**, which provides for both their safety and that of our customers. All Associates are given step-by-step direction in how to deal with situations that may arise in a retail environment including, but not limited to, customer injuries, civil disorder in or around the store, natural disasters and robberies.

There is a clear delineation of responsibility for maintaining a safe work environment in our stores:

The **District Sales Manager or Territory Manager** has responsibility for all stores under their supervision. They monitor and enforce our safety standards, ensure that all Associates understand our safety programs, perform safety audits, handle incident processing and monitor the status and, potentially, the return to work of Associates who have been involved in a safety incident.

The **Store Management Team** is responsible for the safety of all Associates under their supervision and all customers shopping in the store. They conduct safety training and orientation for all Associates, monitor the store for unsafe conditions, monitor Associate work habits for safety and notify applicable parties in the event of an incident, including the District Sales Manager or Territory Manager.

The **Store Associates** are responsible for following safety guidelines, reporting unsafe conditions and all incidents to the Store Management Team, and completing safety training.

2020 Safety Data

All safety data is by calendar year.

Total Recordable Injuries	30
Recordable Injury Rate	0.64
Total Lost Days	21.46
Lost Days Rate	.46
Total High-Consequence Injuries	1
High-Consequence Injury Rate	.02
Fatalities	0



Photo captured pre-pandemic.

Safety Data Footnotes

Data covers U.S. workforce only, as reported to the U.S. Occupational Safety and Health Administration. Our U.S. workforce represents approximately 86% of our total workforce. Of the Total Lost Days reported, 63% of days lost are associated with three individuals. High-consequence injury is defined as a work-related injury that results in a fatality or in an injury from which the worker cannot, does not or is not expected to recover fully to pre-injury health status within six months. Overexertion, either when lifting objects or bending or twisting, comprise a significant plurality of injuries (46%). The Recordable Injury Rate and the Lost Days Rate are based on 200,000 hours worked multiplied by the total Recordable Injuries or the Total Lost Days, respectively, then divided by total number of hours worked for the year (approximately 9.3 million).

our communities

Caleres has a long history of giving back to the communities where we live and work. Through the Caleres Cares Charitable Trust and employee volunteerism, we are continuously working to serve our neighbors in need and to strengthen our local communities and provide support for those in the footwear industry. We are driven by the conviction that everyone can find a way to give, and though the COVID-19 pandemic disrupted many of our normal giving activities this year, Associates found new ways to meet the moment and make an impact.

The following is a summary of some of the ways we executed on our core value of Caring in 2020, with a focus on corporate-level efforts. To learn more about how we've engaged in social and environmental causes, please see the Our Brands section of this report, beginning on [Page 5](#).



the generosity of our Associates

At Caleres, the idea that everyone can find a way to give comes to life through the actions of our Associates. They give their time and treasure, organize fundraising initiatives, and use their creativity and passion to make a difference in their communities.

Following in Our Founder’s Footsteps

In 1921, our founder, George Warren Brown, established a trust to award funds to charitable organizations. A century later, our Caleres Cares Charitable Trust continues to support worthy organizations that help people live better.

In 2020, the trust awarded more than \$1 million in grants to charitable organizations and also matched nearly \$180,000 in gifts made by Associates to charities of their choice.

Caleres Cares Charitable Trust Funding Priorities

The Caleres Cares Charitable Trust prioritizes five areas of philanthropic support:

- Family
- Healthy Living/Wellness
- Arts and Culture
- Local Community
- Footwear Industry



United Way

Each year, Caleres Associates support St. Louis neighbors in need through contributions to the United Way of Greater St. Louis.

During the two-week *We Are All United* campaign in October 2020, Caleres Associates found creative ways to safely raise funds during the COVID-19 pandemic, including a virtual costume

contest, making purchases at on-site food trucks, and a drive-in movie night in the Caleres headquarters parking lot. About 70% of Caleres Associates made financial contributions to the overall effort.

When pledging support to the United Way, Associates had the option to direct their donation to specific organizations. Caleres' DE&I Advisory Council identified several organizations that support diversity efforts in the St. Louis region and promoted those recommendations to Associates.

Associate Shoe Sales

Each year, our retail distribution center Associates in Lebanon, Tennessee, and Lebec, California, raise money for their communities through Associate shoe sales. At these events, Associates and their families can purchase merchandise that cannot be sold, whether because the items are past their sales period or have been returned with slight wear. Proceeds from the shoe sales benefit local organizations.

In 2020, beneficiaries included civic leagues, local chambers of commerce, Habitat for Humanity and Ronald McDonald House.

In March 2020, tornadoes devastated Nashville, Tennessee, and the surrounding area. The Lebanon distribution center partnered with the American Red Cross and donated \$5,000 to support the relief effort.

Associates in our Tennessee distribution center adopted 40 Angel families through the Salvation Army for the holidays. Associates purchased gifts for their Angels, and each Angel received a pair of Famous Footwear shoes.

2020 United Way Campaign by the Numbers

\$470K+

In combined Associate
and corporate giving



Photo captured pre-pandemic.

Community Stars

Caleres recognizes Associates who go above and beyond to support causes in their community. These Associates receive the Caleres Community Star award and \$250 for the organization of their choice.

Dollars for Doers

Caleres is proud to support organizations for which our Associates volunteer. Through our Dollars for Doers program, Caleres awards \$10 per hour for up to 50 hours of service per organization per employee. In 2020, participants completed more than 400 hours of service, which Caleres matched with \$4,000-plus in donations.

advancing the shoe industry



✦ Photo captured pre-pandemic.

The footwear industry is known for coming together to support each other, especially in difficult times. At Caleres, we are proud to be part of this network and to help advance the industry by supporting footwear employees in their careers and personal lives.

Walking in Shoe-people’s Shoes

As the only industry-centric foundation in the U.S., the Two Ten Footwear Foundation provides emergency financial assistance and scholarships to people in the footwear industry.

To help respond to the needs of footwear families in the midst of the COVID-19 pandemic, the Caleres Cares Charitable Trust donated \$100,000 to Two Ten, and 9,000 pairs of shoes to the Foundation’s Share Your Shoes product donation program.

Caleres also worked closely with the Foundation to expedite assistance for Associates and their families during the pandemic.



Liz Robison, Vice President of Non-Athletics, Accessories and Canada for Famous Footwear, serves as co-chair of the St. Louis, Missouri, chapter of WIFI.

Women in the Footwear Industry

In 2010, Caleres board chair and CEO, Diane Sullivan, co-founded Women In The Footwear Industry (WIFI) under the umbrella of the Two Ten Footwear Foundation.

The program harnesses the collective power of footwear industry influencers and leaders to mentor each other, learn from experts in their field and advance the mission of the Two Ten Footwear Foundation.

WIFI has more than 4,000 members nationwide and 10 regional chapters. The program actively connects and inspires the industry’s most influential women and next-generation leaders, provides a forum for empowering women through mentoring, professional development, relationship building and events, and advocates for the Two Ten Footwear Foundation.

giving globally

By donating footwear to charitable fundraising events and organizations that serve people in need, we help people around the world live better ...feet first.



Soles4Souls

For more than seven years, Caleres has supported Soles4Souls, a global nonprofit organization that distributes shoes and clothing to people in need around the world. Caleres donated more than 34,000 pairs of shoes between 2016 and 2020, bringing the all-time total to over 70,000 pairs.

Benefiting Cancer Research

Each year, the Fashion Footwear Association of New York (FFANY) and QVC raise money for breast cancer research through the live QVC Presents FFANY Shoes on Sale event. Caleres is a long-standing contributor and donated over 4,300 pairs of shoes to the event in 2020.

In 2005, Caleres Board Chair and CEO Diane Sullivan facilitated a connection between the Shoes on Sale event and the Siteman Cancer Center in St. Louis.

Since 2005, more than \$5 million in Shoes on Sale proceeds have benefited Siteman.

MAKING A DIFFERENCE IN OUR HOMETOWN

While Caleres is a global company, we remain deeply connected to St. Louis, the city where our company began and where it is headquartered.

Over the years, Caleres has given more than \$20 million to the St. Louis community and continues to be one of the city's major giving organizations. We prioritize initiatives that benefit the community overall, and those that grow and attract new business and residents.

The following are a few of the highlights of our work in St. Louis in 2020.

Washington University

Caleres donated a \$1.5 million pledge over six years to Washington University in St. Louis. Our gift funded equipment and programming for the Caleres Fabrication Studio, a space where students and staff can learn to use state-of-the-art, industry-grade tools including 3D printers and laser cutters.



Photo captured pre-pandemic.

The Brown School of Social Work

Founded in 1925, the Brown School at Washington University in St. Louis was named in memory of our founder with a gift from his wife, Betty Bofinger Brown. Now one of the top-ranked social work programs in the country, the Brown School continues to benefit the community by advancing policies that support health and well-being, and by drawing new students and faculty to the city.

In 2014 Caleres donated \$1 million to help build a new LEED Platinum-certified hall for the school, including a new atrium and common area and the Terrace Garden and Lounge. This 700-plus square foot gathering space, housed on the building's third floor, will promote health and wellness, diversity, energy efficiency and other environmental sustainability benefits.

\$2.5 Million

Donated to Washington University in St. Louis since 2014

Forest Park Forever

Famous Footwear was the lead donor for a \$600,000 project to build a new gathering plaza and renovate a comfort station in Forest Park, the 1,300-acre public park that is one of the jewels of St. Louis. The improved space will help provide a more comfortable experience for visitors to one of the country's largest urban parks.

Girl Scouts of Eastern Missouri

Caleres gave \$100,000 to the local Girl Scouts Council's Her Future is Our Future campaign as part of a five-year pledge to support programs that build girls' leadership skills and create a pipeline of future female leaders.

our partners

As one of the world's largest footwear companies, Caleres has an unparalleled global sourcing network. We view our suppliers as an extension of our business and strive to work only with companies that reflect our corporate values.



WORKING WITH OUR SUPPLIERS

All our brands draw from the same pool of socially and environmentally responsible Caleres contract manufacturers.

This affords the benefits of scale and quality control and has enabled us to better leverage our scope and influence to drive improvements throughout the footwear value chain in partnership with industry associations, NGOs and other key stakeholders.

Caleres has been an industry leader in social compliance with our factory partners through our long-standing policies and audit programs. All of our contract manufacturers are required to comply with the Caleres Production Code of Conduct, which sets forth the high expectations we have on topics such as human rights, nondiscrimination and harassment, working conditions, health and safety, environmental stewardship and more. We regularly audit our suppliers on a range of ESG subjects and are implementing a leading third-party rating and audit program for evaluating their performance against our heightened working, environmental and social standards (see Page 42).

Moving to this next generation social and environmental compliance platform will allow us to pursue our targets, including achieving a 50% reduction in waste by our strategic factories, and gain greater transparency with our Tier 1 and 2 suppliers. Enhancing our programs in this way allows us to set enterprise-wide targets that demonstrate our unrelenting commitment to social and environmental excellence.



Caleres Cares 2025 Supply Chain Ambitions

Caleres is making progress toward our supply chain ambitions and will report on progress toward these goals in our next ESG report.

100%

- ✦ of our strategic factories to comply with our heightened labor standards, including fair wage programs and social working standards.
- ✦ of our strategic leather suppliers to be LWG Gold, Silver or Bronze certified.
- ✦ of our strategic factories to contribute to waste reduction initiatives and 50% waste reduction achieved.

See Setting Supply Chain Expectations on Page 42, for more information.

circularity in action

Industry Leader

Caleres has long engaged in industry efforts to advance environmental and social responsibility in footwear supply chains. Some of our most impactful work has come by collaborating in working groups developed by the Footwear Distributors and Retailers of America (FDRA). We've participated in and helped lead FDRA initiatives on responsible factories, waste reduction and, as of April 2021, carbon footprint.

The FDRA Shoe Waste Program (SWP) is one of the most exciting outcomes of this work. Designed to return value to both brands and factories, while shrinking the industry's overall environmental footprint, this ambitious program focuses on optimizing material use in manufacturing.

Caleres contributed significantly to the architecture and governance principles of the SWP and is one in a network of footwear companies participating in the program. We encourage our factories to join us and, as of this writing, eight of our Tier 1 suppliers are involved in the program. We have set a target to have 100% of our strategic suppliers engaged in SWP or other waste reduction frameworks by 2025.

There is a real need for this initiative. Managing the excess leather, fabric, foam and cardboard that results from cutting various shoe components can be a real challenge. Up to 35% of material can be left over, adding up to millions of tons per year. And sheer volume is only part of the equation. The variety of these inputs add layers of complexity, as each may require separate handling to be recycled. As a result, much of this excess material ends up in incinerators and landfills. That's neither cost-effective nor good for the environment. And, it is at odds with societal expectations and impending regulations in key markets around the world.

The SWP aims to change the perception of these byproducts from waste streams to resources. It provides the training, record-keeping infrastructure, capacity building and recognition to help factories successfully do just that. Elements of the program include:

- Implementing a resource efficiency program focused on waste that seeks to achieve a return on investment for factories and brands.
- Providing tools, resources and consulting aimed at elevating factory knowledge and expertise to drive continuous improvement.
- Reducing the generation of manufacturing waste by optimizing material use and manufacturing practices.
- Connecting local waste management recyclers to manufacturers.

Our factories receive a financial return and strengthen their working relationships with Caleres by participating. And we are able to better obtain quality, competitively priced recycled material to manufacture our products – material that may have come from the floors of the very factories using the next generation of recycled substrates. That's circularity in action.

Factories sell byproducts to recyclers who remanufacture the material for use in creating new footwear.



Helping Lead FDRA's Responsible Factory Program

Caleres played a pivotal role in the design and execution of this comprehensive program designed to enhance compliance with ethical working conditions at footwear factories all over the world. Our Chief Sourcing Officer served as the chair of the effort's Factory Enhancement & Sourcing Committee from 2017-2018, and now serves as a board member.

40% reduction

Factories taking part in the FDRA Shoe Waste Program reduced the amount of waste that may otherwise have gone to landfill or incineration by nearly 40%.



OUR
PARTNERS

Engaging with Like-minded Suppliers

Doing business in India is relatively new to Caleres. We are fortunate to have established a partnership early on with one of the most responsible leather footwear manufacturers in the country, Farida Group.

With 12 plants in southern India, Farida employs about 20,000 workers.

The company places a premium not only on minimizing its environmental impact but on maximizing the well-being of its employees and communities. For example, in 2020, Farida provided more than 100,000 COVID-19 tests, free of charge, and then embarked on a free vaccine program, once available.

The company works to implement best-in-class sustainability practices, reduce its carbon footprint, increase its use of recycled and environmentally preferable materials and compounds, and broaden its recycling efforts.

Just as remarkable is the company's commitment to making a positive social impact, perhaps most notably by empowering women, who comprise 95% of Farida's workforce. The company has been recognized as a 100 Best Companies for Women in India, by Working Mother and Avtar, a diversity and inclusion consultancy. This is due, in part, to Farida's on-site nursery schools, health clinics and grocery stores.

Farida works just as hard in the community, offering "eye camps" to fit children with eyeglasses, with more than 40,000 pairs distributed, and by providing ambulance services, clean water, childhood health screenings and more.

Caleres is committed to working with partners like Farida and often provides the company with technical expertise that will help them grow their business with us and other customers. We look forward to a long-standing, mutually beneficial relationship with this supplier and others whose values align so well with our own.



Setting Supply Chain Expectations

Caleres contracts directly with 60 factories worldwide (Tier 1 suppliers) and each is required to adhere to our Production Code of Conduct and our social compliance programs.

About half of these partners collectively account for as much as 80% of our production. We consider these companies to be strategic and expect them to contribute to our efforts in waste reduction and live up to the highest standards in the areas of fair wages, working hours and conditions, and freedom of association. These represent the greatest social risks in our supply chain and align substantially with the geopolitical conditions in the countries where our factories are located, primarily China.

Working with a trusted consultancy, we have created a rating system that scores our suppliers across nine critical factors. These include standard business parameters such as financial stability, on-time delivery and product quality, as well as basic environmental and social measures. All of our Tier 1 suppliers undergo on-site audits on an annual basis. We are currently evaluating more comprehensive audit schemes.

To be considered compliant with our expectations, companies must achieve a rating of Gold, Silver or Bronze under the Caleres system. In 2020, about half of our strategic factories met these stringent standards. For those companies that fall short, we work with them on corrective action plans (CAPS) with the goal of helping them conform. Suppliers that are unable to fulfill the requirements of these CAPS may find their orders reduced or their contracts terminated.

On average, there's about a 10% turnover in our supply chain each year.



ABOUT THIS REPORT

This inaugural Caleres ESG report focuses primarily on activities from 2020, complemented by some historical perspective and qualitative information from early 2021. Quantitative environmental metrics and human resources metrics are based on fiscal year (Feb. 2, 2020 – Jan. 30, 2021) and health and safety metrics are as of Dec. 31, 2020, and cover all entities contained in our consolidated financial statements, unless otherwise indicated.

This report has been prepared in accordance with the GRI Standards: Core option and the Sustainability Accounting Standards Board (SASB) Apparel, Accessories & Footwear Sustainability Accounting Standard. Please see the Reporting Index beginning on [Page 44](#) for more information.

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Disclosure	Disclosure Title	2020 Location/Response
General Disclosures		
102-01	Name of the organization	Caleres, Inc.
102-02	Activities, brands, products, and services	2020 Form 10-K Item 1 (Business) Caleres 2020 ESG Report: Company Overview, Page 4 ; Our Brands, Page 5 (entire section)
102-03	Location of headquarters	8300 Maryland Avenue St. Louis, Missouri 63105 USA
102-04	Location of operations	2020 Form 10-K Item 2 (Properties) Caleres 2020 ESG Report: Company Overview, Page 4 (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	2020 Form 10-K Item 1 (Business) Company Overview, Page 4 ; Our Brands, Page 5 (entire section)
102-07	Scale of the organization	2020 Form 10-K Item 1 (Business) Caleres 2020 ESG Report: Company Overview, Page 4 (Fast Facts)
102-08	Information on employees and other workers	Caleres 2020 ESG Report: Our People, Page 27 (Associates by the Numbers)
102-09	Supply chain	Caleres 2020 ESG Report: Our Company, Page 15 (Material Topics); Page 16 (Material Moves); Page 17 (Managing Chemical Use); Our Partners, Page 39 (entire section)
102-10	Significant changes to the organization and its supply chain	2020 Form 10-K Item 1 (Business)
102-11	Precautionary Principle or approach	2020 Form 10-K Item 1A (Risk Factors)
102-12	External initiatives	Caleres 2020 ESG Report: Our Company, Page 16 (Material Moves); Page 19 (Leadership in Energy and Environmental Design (LEED)); Our People, Page 27 (LGBTQ Inclusion); Our Partners, Page 41 (Circularity in Action: Industry Leader)
102-13	Membership of associations	Footwear Distributors and Retailers of America
102-14	Statement from senior decision-maker	Caleres 2020 ESG Report: CEO Letter, Page 3
102-15	Key impacts, risks, and opportunities	2020 Form 10-K Item 1 (Business); Item 1A (Risk Factors)

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Disclosure	Disclosure Title	2020 Location/Response
General Disclosures		
102-16	Values, principles, standards, and norms of behavior	Caleres 2020 ESG Report: Our People, Page 27 (Values-Driven Culture)
102-17	Mechanisms for advice and concerns about ethics	Code of Business Conduct , Page 7 (Step Up For Integrity Hotline)
102-18	Governance structure	2021 Proxy Statement : Corporate Governance Caleres 2020 ESG Report: Our Company, Page 12 (Corporate Governance: Leading the Way); Page 12 (Board of Directors); Page 13 (ESG Governance: On the Right Foot)
102-19	Delegating authority	Caleres 2020 ESG Report: Our Company, Page 13 (ESG Governance: On the Right Foot)
102-20	Executive-level responsibility for economic, environmental, and social topics	Caleres 2020 ESG Report: Our Company, Page 13 (ESG Governance: On the Right Foot)
102-21	Consulting stakeholders on economic, environmental, and social topics	Caleres 2020 ESG Report: Our Company, Page 14 (ESG Materiality and Strategy)
102-22	Composition of the highest governance body and its committees	Website: Corporate Governance 2021 Proxy Statement : Corporate Governance
102-23	Chair of the highest governance body	Website: Corporate Governance 2021 Proxy Statement : Corporate Governance
102-24	Nominating and selecting the highest governance body	Website: Corporate Governance 2021 Proxy Statement : Corporate Governance (Selection of Directors)
102-25	Conflicts of interest	2021 Proxy Statement : Corporate Governance, Page 11 (Selection of Directors); Related Parties Transactions, Page 13
102-26	Role of highest governance body in setting purpose, values, and strategy	Caleres 2020 ESG Report: Our Company, Page 13 (ESG Governance: On the Right Foot)
102-27	Collective knowledge of highest governance body	Caleres 2020 ESG Report: Our Company, Page 13 (ESG Governance: On the Right Foot)
102-28	Evaluating the highest governance body's performance	Website: Corporate Governance 2021 Proxy Statement : Corporate Governance
102-29	Identifying and managing economic, environmental, and social impacts	Caleres 2020 ESG Report: Our Company, Page 14 (ESG Materiality and Strategy)
102-30	Effectiveness of risk management processes	2021 Proxy Statement : Board's Role in Risk Oversight, Page 10

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Disclosure	Disclosure Title	2020 Location/Response
General Disclosures		
102-31	Review of economic, environmental, and social topics	Caleres 2020 ESG Report: Our Company, Page 13 (ESG Governance: On the Right Foot)
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	2021 Proxy Statement : Corporate Governance, Page 9 (Communicating With the Board)
102-35	Remuneration policies	2021 Proxy Statement : Compensation Discussion and Analysis, Page 29
102-36	Process for determining remuneration	2021 Proxy Statement : Compensation Discussion and Analysis, Page 29
102-37	Stakeholders' involvement in remuneration	2021 Proxy Statement : Compensation Discussion and Analysis, Page 29
102-38	Annual total compensation ratio	2021 Proxy Statement : CEO Pay Ratio, Page 45
102-40	List of stakeholder groups	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 2020 ESG Report: Our Brands, Page 5 ; Our Company, Page 14 (ESG Materiality and Strategy); Our People, Page 21 ; Our Communities, Page 33 ; Our Partners, Page 39
102-41	Collective bargaining agreements	As of Jan. 30, 2021, there were no employees subject to union contracts in the United States. In Canada, we employ approximately 20 warehouse employees under a union contract, which expires in October 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.

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Disclosure	Disclosure Title	2020 Location/Response
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 2020 ESG Report: Our Company, Page 15 (Materiality Assessment); Reporting Index, Page 54 (Management Approach)
102-47	List of material topics	Caleres 2020 ESG Report: Our Company, Page 15 (Materiality Assessment); Reporting Index, Page 54 (Management Approach)
102-48	Restatements of information	Not applicable: This is our inaugural report.
102-49	Changes in reporting	Not applicable: This is our inaugural report.
102-50	Reporting period	Quantitative environmental and human resources metrics are based on fiscal year (Feb. 2, 2020 – Jan. 30, 2021. Quantitative health and safety metrics are based on calendar year 2020. Qualitative information may be based on either fiscal or calendar year 2020, with some anecdotal information from early calendar or fiscal year 2021.
102-51	Date of most recent report	April 2021
102-52	Reporting cycle	We plan to report our ESG efforts on an annual basis.
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: Core option and contains many GRI General Disclosures associated with the GRI Comprehensive option.
102-55	GRI content index	Caleres 2020 ESG Report: Reporting Index, Page 44
102-56	External assurance	Other than the information referred to from our 2020 Form 10-K, we have not obtained external assurance for the data contained in this report.

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Disclosure	Disclosure Title	2020 Location/Response
Economic Performance		
201-1	Direct economic value generated and distributed	2020 Form 10-K ; Consolidated Results, Page 28
201-3	Defined benefit plan obligations and other retirement plans	2020 Form 10-K ; Retirement and Other Benefit Plans, Page 68
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 2020 ESG Report: Our People, Page 29 (Benefits and Compensation)
Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	Caleres 2020 ESG Report: Our Communities, Page 38 (Making a Difference in Our Hometown)
203-2	Significant indirect economic impacts	Caleres 2020 ESG Report: Our Brands, Page 5 ; Our Communities, Page 34 (The Generosity of Our Associates); Page 37 (Giving Globally); Page 38 (Making a Difference in Our Hometown)
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 21 (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 2020 Form 10-K.
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 2020.

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Disclosure	Disclosure Title	2020 Location/Response
Materials		
301-1	Materials used by weight or volume	Caleres 2020 ESG Report: Our Company, Page 20 (Environmental Data)
301-2	Recycled input materials used	Related: Caleres 2020 ESG Report: Our Brands, Page 16 (Material Moves); Page 18 (Packaging for the Future); Page 18 (Empowering Customer Choice)
301-3	Reclaimed products and their packaging materials	Related: Caleres 2020 ESG Report: Our Brands, Page 16 (Material Moves); Page 18 (Packaging for the Future); Page 18 (Empowering Customer Choice); Our Partners, Page 41 (Circularity in Action)
Energy		
302-1	Energy consumption within the organization	Caleres 2020 ESG Report: Our Company, Page 20 (Environmental Data)
302-2	Energy consumption outside of the organization	(Partially reported) Caleres 2020 ESG Report: Our Company, Page 20 (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 2020 ESG Report: Our Company, Page 20 (Environmental Data)
302-4	Reduction of energy consumption	Caleres 2020 ESG Report: Our Company, Page 19 (Digital Design: Treading Lightly) and (Shrinking Facility Footprints); Page 20 (Environmental Data)
302-5	Reductions in energy requirements of products and services	Related: Caleres 2020 ESG Report: Our Company, Page 19 (Digital Design: Treading Lightly)
Water		
303-5	Water consumption	Caleres 2020 ESG Report: Our Company, Page 20 (Environmental Data)
Emissions		
305-1	Direct (Scope 1) GHG emissions	Caleres 2020 ESG Report: Our Company, Page 20 (Environmental Data)
305-2	Indirect (Scope 2) GHG emissions	Caleres 2020 ESG Report: Our Company, Page 20 (Environmental Data)

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Disclosure	Disclosure Title	2020 Location/Response
Emissions		
305-3	Other indirect (Scope 3) GHG emissions	(Partially reported) Caleres 2020 ESG Report: Our Company, Page 20 (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 2020 ESG Report: Our Company, Page 20 (Environmental Data)
305-5	Reduction of GHG emissions	Caleres 2020 ESG Report: Our Company, Page 19 (Digital Design: Treading Lightly) and (Shrinking Facility Footprints); Page 20 (Environmental Data)
Effluents and Waste		
306-2	Waste by type and disposal method	Caleres 2020 ESG Report: Our Company, Page 20 (Environmental Data). Related: Our Partners, Page 41 (Circularity in Action: Shoe Waste Program)
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 2020 Form 10-K. The company is involved in environmental remediation relating to existing conditions caused by past operations, as reported in our 2020 Form 10-K : Environmental Matters, Page 59
Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	Caleres 2020 ESG Report: Our Partners, Page 40 (Working with Our Suppliers), Page 42 (Setting Supply Chain Expectations) Production Code of Conduct
308-2	Negative environmental impacts in the supply chain and actions taken	Caleres 2020 ESG Report: Our Partners, Page 42 (Setting Supply Chain Expectations); SASB CG-AA-430a.1, Page 55
Employment		
401-1	New employee hires and employee turnover	Given that the reporting period coincided with the global COVID-19 pandemic, we have opted not to report these figures, as 2020 was a highly atypical year.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Caleres 2020 ESG Report: Our People, Page 29 (Benefits and Compensation)
401-3	Parental leave	(Partially reported) Caleres 2020 ESG Report: Our People, Page 29 (Benefits and Compensation)

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Disclosure	Disclosure Title	2020 Location/Response
Occupational Health and Safety		
403-1	Occupational health and safety management system	Caleres 2020 ESG Report: Our People, Page 31 (Managing Occupational Health and Safety)
403-2	Hazard identification, risk assessment, and incident investigation	Caleres 2020 ESG Report: Our People, Page 31 (Managing Occupational Health and Safety)
403-3	Occupational health services	Caleres 2020 ESG Report: Our People, Page 30 (Providing for the Health, Safety and Wellness of Associates)
403-4	Worker participation, consultation, and communication on 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 2020 ESG Report: Our People, Page 31 (Managing Occupational Health and Safety)
403-6	Promotion of worker health	Caleres 2020 ESG Report: Our People, Page 29 (Benefits and Compensation); Page 30 (Associate Wellness)
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 2020 ESG Report: Our People, Page 31 (Managing Occupational Health and Safety)
403-9	Work-related injuries	Caleres 2020 ESG Report: Our People, Page 31 (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.
Training and Education		
404-2	Programs for upgrading employee skills and transition assistance programs	Caleres 2020 ESG Report: Our People, Page 28 (Career Development)
404-3	Percentage of employees receiving regular performance and career development reviews	Caleres 2020 ESG Report: Our People, Page 28 (Career Development)
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Caleres 2020 ESG Report: Our Company, Page 12 (Board of Directors); Our People, Page 27 (Associates by the Numbers)

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Disclosure	Disclosure Title	2020 Location/Response
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 2020 ESG Report: Our Partners, Page 42 (Setting Supply Chain Expectations) Production Code of Conduct
Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	Partially reported: Caleres 2020 ESG Report: Our Partners, Page 42 (Setting Supply Chain Expectations) 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 2020 ESG Report: Our Partners, Page 42 (Setting Supply Chain Expectations) 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 2020 ESG Report: Our Partners, Page 40 (Working with Our Suppliers), Page 42 (Setting Supply Chain Expectations) Production Code of Conduct
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Caleres 2020 ESG Report: Our Brands, Page 5 (entire section); Our Communities, Page 33 (entire section)
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	Caleres 2020 ESG Report: Our Partners, Page 40 (Working with Our Suppliers), Page 42 (Setting Supply Chain Expectations) Conflict Mineral Disclosure
414-2	Negative social impacts in the supply chain and actions taken	Caleres 2020 ESG Report: Our Partners, Page 42 (Setting Supply Chain Expectations)

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Disclosure	GRI Standards	Disclosure Title	2020 Location/Response
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 2020 ESG Report: Our Company, Page 17 (Managing Chemical Use)
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 2020 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 2020 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 2020 Form 10-K.
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 2020 Form 10-K; see also GRI 307-1.

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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 2020 ESG Report: Our Brands, Page 5 (entire section); Our Company, Page 16 (Sustainable Statements); Our Partners, Page 41 (Circularity in Action, Page 42 (Engaging with Like-minded Suppliers)	Internal/ External
Packaging	From shipping containers to individual shoe boxes 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 2020 ESG Report: Our Company, Page 16 (Sustainable Statements)	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 2020 ESG Report: Our Company, Page 16 (Sustainable Statements); Our Partners, Page 41 (Circularity in Action)	Internal/ External
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 2020 ESG Report: Our Company, Page 19 (Shrinking Facility Footprints)	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 2020 ESG Report: Our Brands, Page 5 (various examples throughout section); Our Company, Page 16 (Sustainable Statements)	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 2020 ESG Report: Our Partners, Page 40 (Working with Our Suppliers); Page 42 (Setting Supply Chain Expectations) Production Code of Conduct	External

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Disclosure 103-1 and 103-2: Management Approach

Material Topic	Definition	Location	Boundary
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 2020 ESG Report: Our People, Page 21 (entire section)	Primarily Internal
Community	Caleres has a long history of giving back to the communities where we work and live and to programs that seek to elevate people in the footwear industry. We know that not only is this the right thing to do, it is also good for business, the engagement of our employees and those in our communities that benefit from these efforts.	Caleres 2020 ESG Report: Our Communities, Page 33 (entire section)	Internal/ External

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INDEX: SASB

Sustainability Accounting Standards Board

Topic	Accounting Metric	Category	Code	Location/Response
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and analysis	CG-AA-250a.1	Caleres 2020 ESG Report: Our Company, Page 17 (Managing Chemical Use)
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and analysis	CG-AA-250a.1	Caleres 2020 ESG Report: Our Company, Page 16 (Material Moves); Page 17 (Managing Chemical Use)
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Quantitative	CG-AA-430a.1	During the reporting period, two of our Tier 1 suppliers (~3%) were determined to not be in compliance with wastewater discharge permits. We are working with both on corrective action plans for 2021.
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	CG-AA-430a.2	All of our Tier 1 suppliers undergo on-site audits on key social and environmental measures on an annual basis. These audits were developed in partnership with a respected third-party vendor. We do not currently track this information for Tier 2 suppliers. See also, Caleres 2020 ESG Report: Our Partners, Page 42 (Setting Supply Chain Expectations)

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Sustainability Accounting Standards Board

Topic	Accounting Metric	Category	Code	Location/Response
Labor Conditions in the Supply	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	CG-AA-43ob.1	All of our Tier 1 suppliers undergo on-site audits on key social and environmental measures on an annual basis. These audits were developed in partnership with a respected third-party vendor. We do not currently track this information for Tier 2 suppliers. See also, Caleres 2020 ESG Report: Our Partners, Page 42 (Setting Supply Chain Expectations)
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	CG-AA-43ob.2	Caleres 2020 ESG Report: Our Partners, Page 42 (Setting Supply Chain Expectations)
	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	Discussion and analysis	CG-AA-43ob.3	Caleres 2020 ESG Report: Our Partners, Page 42 (Setting Supply Chain Expectations)
Raw Materials Sourcing	Description of environmental and social risks associated with sourcing priority raw materials	Discussion and analysis	CG-AA-44oa.1	Caleres 2020 ESG Report: Our Company, Page 17 (Managing Chemical Use); Our Partners, Page 42 (Setting Supply Chain Expectations)
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	Quantitative	CG-AA-44oa.2	Caleres 2020 ESG Report: Our Company, Page 16 (Material Moves); Page 17 (Managing Chemical Use)
Activity Metric				
Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1		Quantitative	CG-AA-000.A	Caleres contracts directly with 60 factories worldwide (Tier 1 suppliers). We do not track number of suppliers beyond Tier 1.