



2021  
Environmental Social  
Governance Report

CALERES  
★ 5 ★



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A Message From Our CEO

DEAR STAKEHOLDERS,

# A new day is dawning in our industry and our communities.

*Our customers are returning to the office and engaging in more in-person events, wedding celebrations, and family gatherings. Caleres is well-positioned to meet the customer with shoes for every moment so they feel great in any setting.*

**W**e are feeling this energy and optimism inside our business too. 2021 was a record-breaking year for Caleres. It was one for the history books in so many ways, as we adapted and delivered an outstanding year for our shareholders.



Our 2025 ESG targets are a fundamental part of how we deliver value and differentiate ourselves in the market. In our inaugural ESG report, we set forth ambitious goals. As external challenges come and go, these targets are a constant, guiding us in our strategic choices and day-to-day decision-making. This year, we are pleased to report substantial progress on these 2025 commitments.

We are gaining strong traction in advancing diversity, equity, and inclusion (DE&I) at Caleres and in our communities. And in this report, we have provided our most robust public DE&I disclosures to date.

We were also honored to be recognized for our ESG work by being included on [Newsweek's 2022 list of America's Most Responsible Companies](#) and ranking in the top 10 for the consumer goods category.

As a leader in the footwear industry, we have an opportunity – and a responsibility – to set the sustainability agenda and find creative ways to reduce the industry's emissions and environmental impact. In 2021, we led efforts with the Footwear Distributors and Retailers of America (FDRA) to advance the use of environmentally preferred materials and reduce shoe waste, and we applied these methods in our own supply chain. Our brands continue to innovate to design and deliver shoes to customers in more sustainable ways. This includes our transition to environmentally preferred materials – 100% of Caleres brands' shoeboxes and 51% of our products are now using environmentally preferred materials.

In our workplaces, we are re-imagining what our culture will look like after two years of constant change. We want Caleres to continue to be an exceptional place to work and for our Associates to enjoy not only great career opportunities, but



improved well-being and increased flexibility. We continue to make strides in fostering a diverse and inclusive workplace where Associates can be their authentic and most creative selves.

In this year's report, you'll find many more examples of how Caleres Associates and our brands are stepping up to meet this moment. I am so impressed by the way our Associates have persevered through this time of uncertainty and

prepared for a brighter future. I know that our team will continue to shine and carry this momentum and agility through 2022 and beyond.

Thank you for coming along with us on this journey.

Diane Sullivan, Chairman and CEO

WELCOME TO CALERES

*Our company name is derived from the Latin word, calēre, meaning to glow with passion or intensity.*

**Today, there's so much to be passionate about.**



**A**s a global footwear company with a diversified portfolio of loved and admired brands, we've been ferocious about fit since 1878. When our founder, George Warren Brown, forever changed the way the world wears shoes, it marked the beginning of a great adventure.

Today, our carefully curated brand collections meet the evolving needs of our consumers, with consumer insights driving every aspect of the design and function that goes into our products. We invest in technology, trend research, innovation, and sourcing to ensure that we have the right shoe for every moment.

We're passionate about the brilliant and diverse people who will lead us into the future and enable us to deliver the market's most compelling portfolio of brands. Our digital and e-commerce expertise, combined with robust consumer insights, ensures that we reach consumers wherever they shop. Our brands live in our branded e-commerce sites, department stores, and our nearly 1,000 retail stores. This includes nearly 900 Famous Footwear stores, which also feature iconic leading products from other well-loved national brands.

We're passionate about the strides we're making in fostering a workplace where everyone feels like they belong and are valued. About the ever more sustainable ways our shoes are crafted and delivered. About giving back to our communities. About the good work we're doing with our suppliers and in the footwear industry. And, about the shareholder value we've created in our 100-plus years as a publicly traded company.



*Newsweek named Caleres to its 2022 list of America's Most Responsible Companies. Caleres ranked 10th in the Consumer Goods category and was the top fashion and footwear company in the rankings.*



*It's all about fulfilling our mission to inspire people to feel great ... feet first.*

Welcome to Caleres

# To preserve the founding spirit of our company and our legacy of enduring craftsmanship, 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 ever wore out.*



**A**t 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



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.



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



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



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



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



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

## Fast Facts

**109**

*years listed on the New York Stock Exchange*

**St. Louis, Missouri**

*global headquarters*

**~9,200**

*full- and part-time associates (as of Jan. 29, 2022)*

**18**

*branded e-commerce sites*

**Nearly 1,000**

*retail stores, including nearly 900 Famous Footwear stores*

**~40M**

*pairs of shoes sourced in 2021*

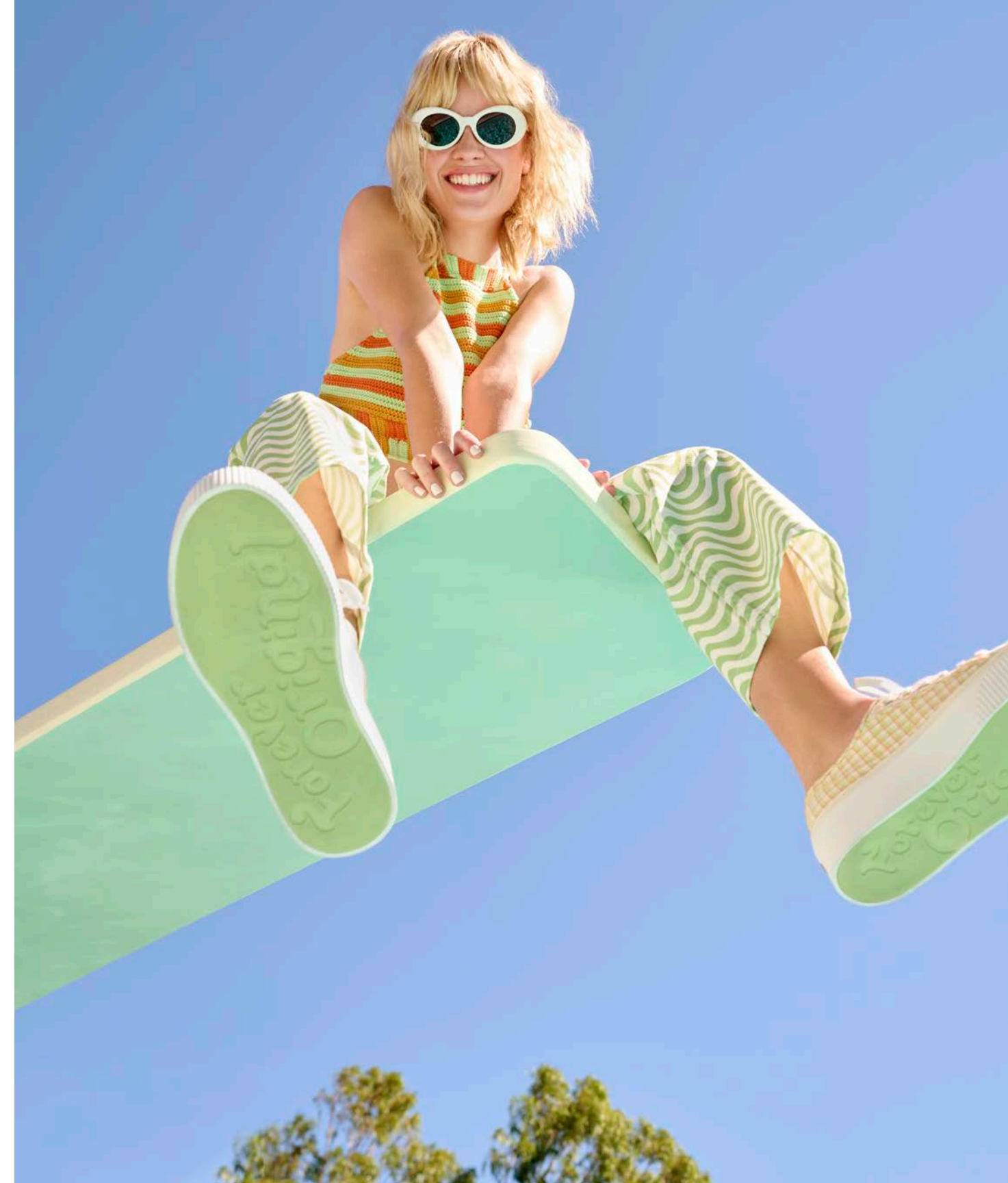
**13**

*principle brands sold in 72 countries*

# Our Brands



*Caleres relies on the unique contributions of individual brands in our portfolio to realize our ambitious ESG goals. Each brand brings something different to the table. Whether by utilizing new environmentally preferred materials, leading community service programs, or inspiring customers to give back to their communities, our brands are continuously moving in the right direction.*



Our Brands

PUTTING OUR BEST FOOT FORWARD

**O**ur brands contribute to our planet and our communities in a variety of ways that are unique to each brand.

Since 2020, Famous Footwear and its customers have supported [Ticket to Dream Foundation's](#) mission

*to outfit children and youth in foster care with everyday essentials like shoes, clothing, and school supplies – so they can focus on being kids.*



*“The Caleres family of brands is integral to helping achieve our 2025 ESG targets, as they continue to create designs and adopt materials that both fit our customers’ evolving needs and are better for our shared planet.”*

— Jay Schmidt, President



**300,000**  
*kids received donations overall*

Famous Footwear customers can donate to Ticket to Dream and round up their purchase to the nearest dollar when they shop in-store or – as of February 2022 – online. Since the partnership began, these contributions have added up to more than \$6 million for this worthy cause.

Ticket to Dream works with over 200 nonprofit foster care agencies to distribute gifts quickly and efficiently to kids in need. In 2021 and through January 2022, this resulted in:

- 300,000+ kids receiving donations overall
- 68,000+ kids receiving school supplies, socks, shoes, masks, and backpacks for the new school year
- 41,000+ kids receiving gifts during the holiday season, including laptop computers, slippers, and special experiences like attending the Macy’s Thanksgiving Day parade

Beginning in 2022, Famous Footwear will also support Ticket to Dream’s [Ally program](#), which provides targeted support to Black, LGBTQ, and Hispanic youth in foster care.

Our Brands



**Hopeful, Happy Shoes**

*Naturalizer and Tracy Reese collaborate to offer delightfully sustainable styles.*

Naturalizer is committed to supporting and celebrating women driving positive social change. This is joyful work, especially when designer Tracy Reese is involved. Reese teamed up with Naturalizer to create Hope for Flowers by Tracy Reese x Naturalizer, a capsule collection that pairs Reese’s signature colorful prints with environmentally preferred materials including recycled linings, eco-conscious upper materials, and insole boards made from recycled plastics. In fact, 100% of the fabrics and leathers in the collection are environmentally preferred materials.

The collection launched in April 2022 with nine unique styles. Proceeds will benefit the nonprofit Nest and their [Makers United program](#), which works to increase diversity in local creative economies by providing resources to artisans.

**Sea Change**

*Vionic Beach and Proteus engage customers in conservation.*

When plastic bottles are not recycled properly, many end up in the ocean, where they can harm sea life. To help keep plastics out of oceans, Vionic launched a multiyear [partnership with ocean conservancy group Proteus](#). The partners will fight plastic pollution with beach cleanup initiatives, a consumer education campaign, and three new sustainable sneakers in Vionic’s Beach collection. The sneakers are made with [REPREVE® Our Ocean®](#), a material created from plastic bottles collected near coastlines in countries without adequate recycling programs.



**Keeping SoCal Beautiful**

*Blowfish Malibu organizes beach cleanup events.*

California brand, Blowfish Malibu, is committed to caring for and cleaning up the beaches in its backyard. To celebrate International Coastal Cleanup Day, Blowfish Malibu partnered with Athleta and the Surfrider Foundation to lead Southern California beach cleanups in Encinitas, Seal Beach, and Santa Monica. Volunteers collected more than 300 pounds of trash over three days.

The effort is part of the brand’s ongoing [4Earth commitment](#) to step in the right direction for the environment and offer eco-friendly options.



**Celebrating Pride with Sam Edelman**

*Sam Edelman proudly supports LGBTQIA+ organizations.*

During 2021 LGBT Pride Month, Sam Edelman celebrated with monetary gifts to three leading organizations making a difference in communities – [The Trevor Project](#), the [It Gets Better Project](#), and [GLAAD](#). The brand shared the love with customers too, giving limited-edition Pride Month T-shirts with any in-store purchase.



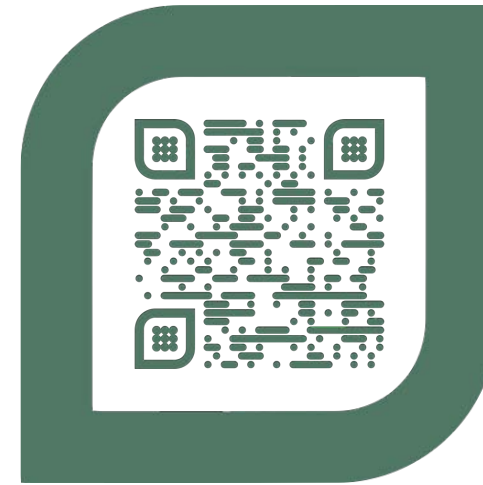


**Our Brands**

***Timeless Style, Artful Restoration***

*Allen Edmonds continues a legacy of quality craftsmanship.*

With proper care, a typical shoe's useful lifespan is about seven to 10 years. But Allen Edmonds shoes are anything but typical. For more than 30 years, a team of artisans has worked to recraft well-worn Allen Edmonds shoes so customers can continue to wear their favorite pair – or a pair worn by their father or grandfather. Most styles can be recrafted twice, and some can be recrafted three times. The artisans recrafted 22,254 pairs in 2021, preserving materials and memories for the next generation.



***Sustainable Signage***

*Franco Sarto provides easy access to sustainability information.*

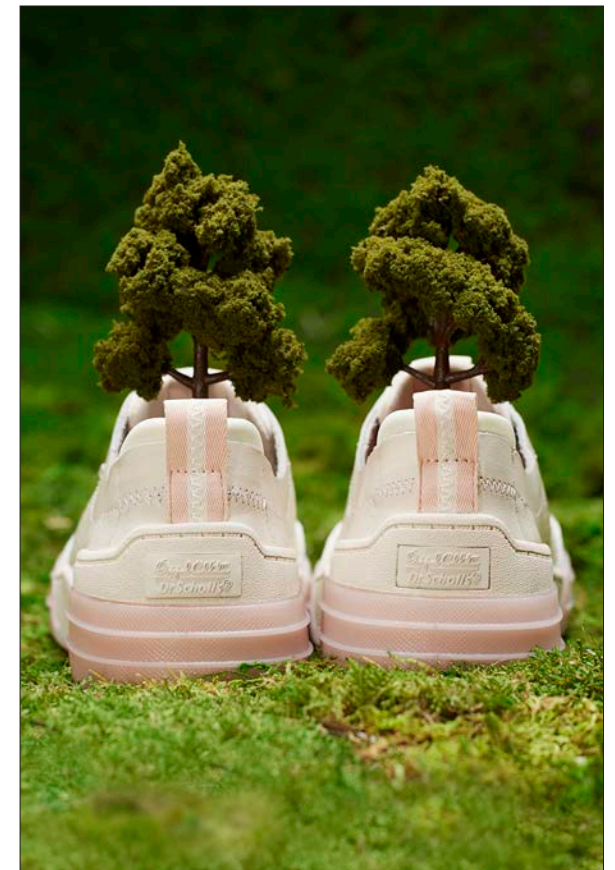
Sustain by Sarto is making it easy for customers to feel good about their choices by putting sustainability information just a simple scan away. A QR code on the shoe outsole directs consumers to a webpage where they can learn more about the brand's conscious design, from responsibly sourced leather to eco-conscious packaging.



***Buy a Shoe, Plant a Tree***

*Dr. Scholl's Trees for the Future helps counter climate change.*

It's simple: 1 shoe = 1 tree. And more trees mean less greenhouse gases in the atmosphere. In 2021, Dr. Scholl's continued its [partnership with Trees for the Future](#), planting one tree for every shoe sold in its Original Collection. Since 2019, more than 183,274 trees have been planted in connection with this collaboration. It's just one of many ways the brand is helping customers look good, feel good, and do good. [Learn more about Dr. Scholl's sustainability journey.](#)



# Our Company



*When inspiring people to feel great ... feet first, how we do business is as important as how much business we do. That includes creating sustainable value for all our stakeholders, which we achieve by caring about people, ethics and integrity, our shared planet, and healthy financial performance. In fact, caring is so core to our company that we champion it as one of our corporate values.*



Our Company

WALKING THE TALK: CORPORATE GOVERNANCE

At Caleres, we recognize that our leadership should reflect the diverse base of customers we serve. Women comprise our single largest consumer segment and together, footwear for women and children constitute approximately 70% of our business. Correspondingly, women hold a majority of the seats on our board of directors, more than double the average percentage for companies listed on the Russell 3000 Index, according to the 50/50 Women on Boards [Gender Diversity Index](#). Additionally, 20% of our board members self-identify as racially and/or ethnically diverse.



Caleres Board of Directors

Assuming election of all director nominees, as of our May 2022 annual shareholders meeting our board of directors will be comprised of 10 members, including six women and two members who self-identify as racially and/or ethnically diverse.

<b>60%</b> women	<b>20%</b> racially/ethnically diverse
<b>9 of 10</b> directors are independent	<b>62.9</b> average age of directors
<b>9.6 years</b> average tenure of directors	<b>Full Board oversees ESG topics</b>



**CEO Diane Sullivan** – We’re fortunate to have Diane Sullivan as our board chair and CEO. She leads not only with knowledge, wisdom, and experience, but with empathy and compassion. Sullivan, who joined the company in 2004, is a passionate advocate for women in leadership. For four years, the Women’s Forum of New York has honored her and the company for our commitment to gender parity. She was also a co-founder of Two Ten Women in the Footwear Industry (WIFI), a forum for women to connect and grow their professional network.

“We salute Caleres for their impressive success to achieve greater gender balance in their corporate boardroom. As part of the Women’s Forum of New York’s ongoing [‘Corporate Board Initiative,’](#) we’re proud to honor Caleres as an important member of the 2021 class of Corporate Champions who are determined to lead the way.”

– Janice Reals Ellig, CEO, The Ellig Group and Breakfast of Corporate Champions Founder and Chair



Our Company

A SOLID Foothold: ESG GOVERNANCE

Caleres has long embodied the principles of ESG excellence. We view our ESG efforts as integral to our enterprise risk management function and a way to position Caleres advantageously in the marketplace and drive long-term value commitments to sustainability and DE&I.

Our cross-functional, senior-level ESG Steering Committee, composed of our CEO and other top executives, oversees our enterprisewide approach to ESG and is responsible for developing programs, goals, and metrics to support our initiatives and ensuring that we meet our targets. This committee keeps our board of directors apprised of ESG trends and developments that have the potential to impact our company and our stakeholders. In 2021, the Steering Committee engaged with the board and certain of its committees regularly on ESG topics such as compliance with our [Code of Business Conduct](#), [Caleres Production Code of Conduct](#), and other guiding principles; DE&I initiatives; human capital management strategies and disclosures; enterprise risk management; charitable giving; and progress against our ESG targets.



Focusing Our Efforts: ESG Materiality

In 2019, Caleres engaged an expert third-party consultancy with deep experience in the footwear industry and its supply chain to assess the topics our internal and external stakeholders believed to be most important from an ESG perspective. This materiality assessment 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 34.

- 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 our business, we developed a portfolio of ESG targets that we seek to achieve by 2025 (baseline year: 2019). We are pleased to report significant progress in 2021 against these targets.

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

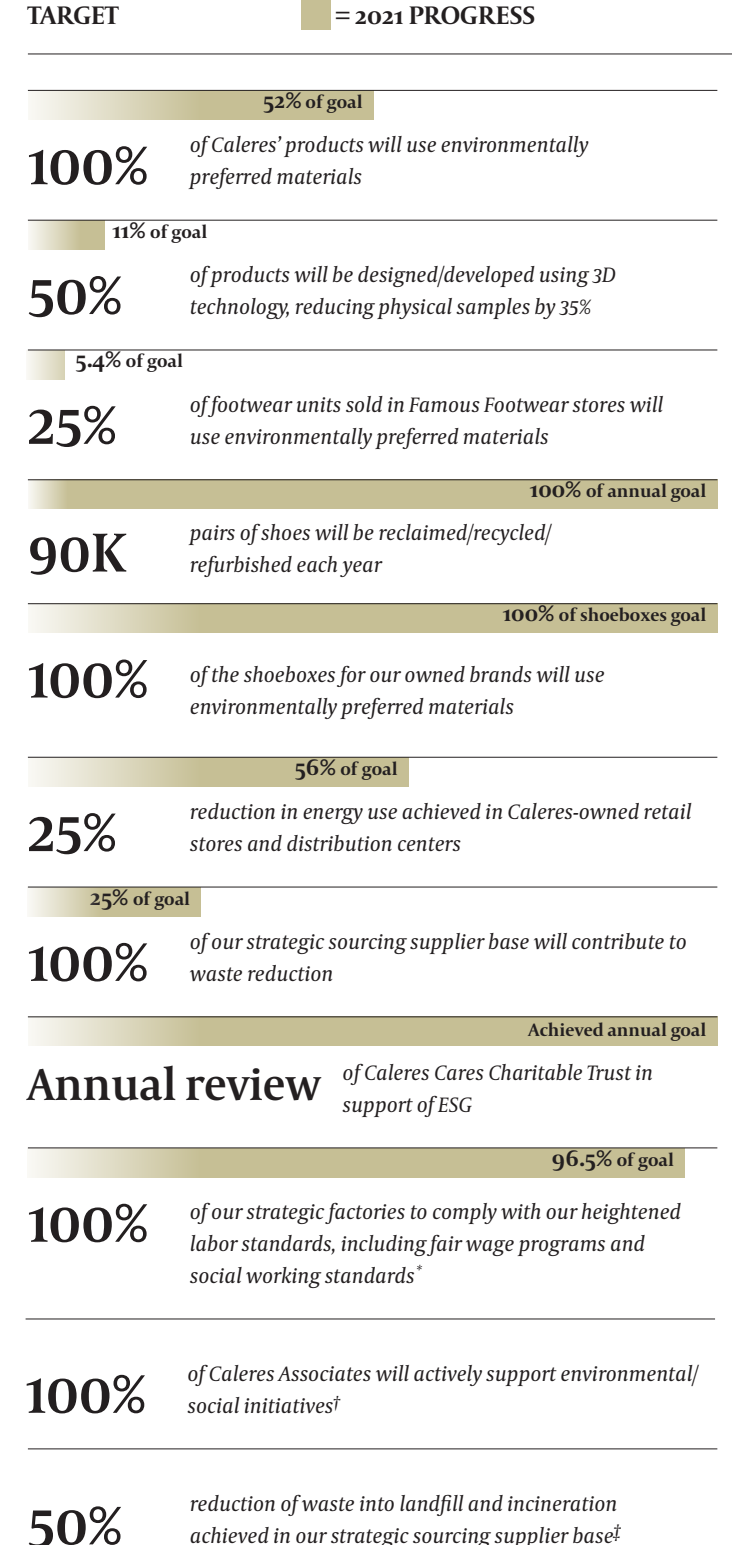
After further examination, Caleres identified that our target to transport 90% of our shoeboxes as ship-in-one containers (as reported in our 2020 ESG report) was not conducive to a long-term environmentally preferred materials strategy. As such, we have eliminated it from our 2025 ESG targets.

\* This target combines two of the targets we stated in our 2020 ESG report, given the close interrelationship between the original two goals (see Page 32 for more information):

- 100% of strategic factories will be socially compliant by 2025
- 100% of strategic factories will employ leading global social working standards.

† We will report progress against this goal in a future report.

‡ We will report progress against this target once we have achieved 100% participation of our strategic sourcing supplier base, as we expect the waste reduction percentage to fluctuate as new suppliers are brought into our waste reduction program.



Our Company

Sharing in the Solution

# All of our brands share a common supply chain.

*This gives us greater control over how our shoes are made and enables us to shift to a more sustainable portfolio at a scale that reduces our impact in meaningful and measurable ways.*



## SHRINKING OUR FOOTPRINT

**T**reading lightly to protect our planet is nothing new at Caleres. But now our company and our brands take more measures than ever to reduce the environmental impact of putting quality, style, and fit at the feet of our customers. These actions range from changing the materials that go into our shoes to how they're designed, developed, packaged, delivered, and sold.



### Designing in a New Dimension

By 2025, 50% of footwear produced by our Brand Portfolio will be designed/developed using 3D technology, affording the following benefits:

**Conserves** material by refining aspects of shoe designs on-screen with 3D modeling software rather than making adjustments to a physical model. By reducing the number of line samples created by more than 1,100 (baseline year: 2019), we've avoided more than 15 metric tons of CO<sub>2</sub>e.

**Reduces** the carbon footprint associated with shipping physical prototypes by sending electronic files for the recipient to print on a 3D printer.

**Enables** easier recycling of prototypes printed from a 3D printer.

### Knowing What We're Made Of

By 2025, we will use environmentally preferred materials to produce every product in our Brand Portfolio:

**All fabrics** will either be a minimum of natural (greater than 20% certified organic) or contain more than 50% recycled content, based on the rigorous [Global Recycled Standard](#) (GRS), an internationally recognized set of requirements for third-party certification of recycled input and chain of custody. In 2021, 37% of all fabric we purchased met these standards, up from 12% in 2019 and 28% in 2020.

**All leather** will be composed of more than 20% GRS certified recycled material or meet the Gold or Silver standards of the [Leather Working Group](#) (LWG), a protocol that assesses the environmental compliance and performance capabilities of leather manufacturers and promotes sustainable environmental practices. In 2021, 74% of the leather we purchased met these stringent standards, up from 63% in 2019 and 65% in 2020.

**50% of synthetics** will contain >5% bio-based content and be manufactured using water-based, low-dimethylformamide (DMF) processes. In 2021, 8% of the synthetic material we used met this standard, up from 4% in 2019 and the same as 2020.

**25% of shoe bottoms** (insoles, midsoles, and outsoles) will be made from material that is greater than 10% natural-based and more than 5% recycled. In 2021, 5.4% of shoe bottoms met this standard.



**Our Company**

**Packaging it Down**

By 2025, all of our shoeboxes will use environmentally preferred materials.

All shoeboxes for our owned brands used environmentally preferred materials in 2021, meaning they contained at least 75% recycled content. We reached our 2025 target many years early.



*“The choices we make today will lessen our impact tomorrow and all along the way. It’s gratifying to see the progress we’ve made just one year into our 2025 targets. What we’re doing will help contribute to the entire footwear industry and its global supply chain. That’s what excites me most about the work we’re doing.”*

— Andee Burton, Senior Manager, Sustainability, Product Sourcing, R&D

**~164K Shoes**

and accessories reclaimed, refurbished, or recycled by Caleres and our brands in 2021, nearly doubling our 2025 target.

**59M**

plastic bottles diverted from landfills in 2021 by Caleres brands, associated with our use of recycled polyester.



**Making Material Choices**

The polyester used in Caleres-owned brands is currently composed of 37% environmentally preferred materials.

That’s nearly two-and-a-half times the fashion industry’s average for recycled polyester, according to the [Textile Exchange Preferred Fiber & Materials Market Report 2021](#).

In addition to reducing our use of finite, virgin materials, this choice of material delivered the following advantages:

**13K+**

metric tons of CO<sub>2</sub>e emissions avoided

**~77K**

gallons of water saved



Our Company

**25%**  
*of all shoes sold in our Famous Footwear stores will use environmentally preferred materials by 2025*

**Choosing Sustainably**

For today's eco-conscious consumer, it's important the shoes they purchase are a great fit not only for their feet but also for their values and lifestyle. That's why we're doing more than ever to offer them the choices they want and deserve and letting them know how and where to find them.

**25% of all shoes** sold in our Famous Footwear stores will use environmentally preferred materials by 2025, whether our brands or those of other companies.

**All Famous Footwear locations** now feature in-store signage providing information about the sustainability considerations that have gone into our product offerings.

**Many of our Brand Portfolio e-commerce sites** identify shoes and shoe collections with sustainable and/or socially responsible characteristics.



**Facilitating Environmental Improvements**

Caleres owns and leases a variety of facilities, including offices and distribution centers across the U.S. and in China, Dominican Republic, Vietnam, Canada, and Italy. To varying degrees, each location represents an opportunity to lessen our environmental impact.

**90% of our retail stores** will feature energy-efficient LED lighting by 2025, up from 54% in 2021, and 75% will be equipped with an automated energy management system, up from 48% in 2021 and 30% in 2020.

**All of our U.S. distribution centers** recycled at least 95% of their waste in 2021, averaging nearly 4,000 tons of corrugated cardboard and other recyclables per facility.

**All of our U.S. offices** have instituted recycling and communicated to Associates what types of items can be recycled.

MANAGING CHEMICALS

**M**odern shoe manufacturing involves a variety of materials and processes. Chemicals play a significant role in bringing consumers the fit and look they desire and the performance they require. 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 goods 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.



Our Company

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	2019	2020	2021
<b>Energy Consumption and Greenhouse Gas Emissions</b> (Caleres distribution centers, stores, offices, and company-owned factories)			
Energy Consumptions (1,000 gigajoules) (electricity, natural gas, diesel, gasoline)	512.21	420.27	439.94
Energy Intensity (1,000 gigajoules per \$1M in revenue)	0.175	0.199	0.158
Scope 1 Emissions (1,000 metric tons CO <sub>2</sub> e)	1.55	1.13	1.53
Scope 2 Emissions (1,000 metric tons CO <sub>2</sub> e)	49.94	40.94	42.40
Emissions Intensity (Scopes 1 and 2; 1,000 metric tons per \$1M in revenue)	0.017	0.020	0.016
<b>Water</b> (Caleres distribution centers, stores, offices, and company-owned factories)			
Water Consumption (1 million gallons)	41.51	52.65	55.98
<b>Materials</b> (Caleres Brand Portfolio only; supplier factories)			
Materials Used (million square feet of fabric and synthetics)	96.79	63.26	71.03
Materials Used (million square feet of leather)	33.14	17.21	27.42
<b>Waste/Recycling</b> (Caleres distribution centers)			
Waste Recycled (1,000 tons [U.S.])	-	2.83	3.81
Waste to Landfill (1,000 tons [U.S.])	-	0.137	0.103



**Environmental Footnotes**

All environmental data is by fiscal year (fiscal 2021 was Feb. 1, 2021, through Jan. 29, 2022). This table includes updated energy and emissions data for 2019 and 2020 to reflect changes to the US EPA Conversion Calculator and our revised calculation methodologies for our energy consumption.

**Energy and Emissions**

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 FY21 is attributable to energy savings initiatives including LED lighting and EMS retrofit projects at our Famous Footwear stores. Scope 1 emissions were down 30.5% from baseline year of 2019. Emissions were estimated using the U.S. Environmental Protection Agency's greenhouse gas equivalencies calculator.

**Materials**

Materials data reflects materials purchased to produce approximately 90% of products sold within our Brand Portfolio that are manufactured by third parties. We expect to track our entire portfolio moving forward. Year-over-year increase in materials use from 2020 to 2021 is attributable to increased production, as the economy began to recover from the impacts of the COVID-19 pandemic.

**Water**

This table includes updated water consumption data for 2019 and 2020 to reflect our revised calculation methodologies. Year-over-year increases in water consumption from 2019 to 2021 are primarily due to the transfer of water utility management from the landlord to the Caleres I and II distribution centers in 2019 and, to a lesser extent, to increased production as the economy began to recover from the impacts of the COVID-19 pandemic.

**Waste/Recycling**

Data available only for 2020 and 2021. We will continue to track this metric moving forward.





# Our People



*Caleres has been ferocious about fit for more than a century. It's a fervor that applies to far more than just our shoes. We strive to attract and develop creative and passionate people and help them find their fit – their sense of belonging – within our organization. We're making real strides in our commitment to diversity, equity, and inclusion (DE&I) both within and outside our walls. And we continue to nurture a strong culture and deep connections steeped in our company values as our Associates adapt to new ways of working.*



Our People

“We believe our company should be as diverse as the people and communities we serve.

*We seek and engage talented individuals from all backgrounds, ethnicities, genders, lifestyles, and belief systems.”*

GROWING DIVERSELY

This excerpt from the [Caleres Diversity Statement](#) aptly summarizes much of the work we’ve been doing to advance DE&I at our company. Our efforts really amped up in 2020 with the hiring of Caleres’ first vice president of DE&I, the establishment of a DE&I Advisory Council, and the institution of mandatory unconscious bias training for all Associates.

In 2021, we built substantially on that foundation by:

- Introducing DE&I-related goal setting
- Implementing additional training and education
- Communicating regularly
- Creating a DE&I-focused intranet page
- Setting the stage for Caleres Community Resource Groups (CRGs)
- Elevating our focus on recruiting diverse candidates
- Increasing our involvement in community organizations that serve or support DE&I initiatives

We know we’re moving in the right direction and that there’s much more to do. Our work is ongoing as we continue to assess programs, partnerships, and activities to identify opportunities for improvement.



**Our People**

**Implementing Additional Training and Education**

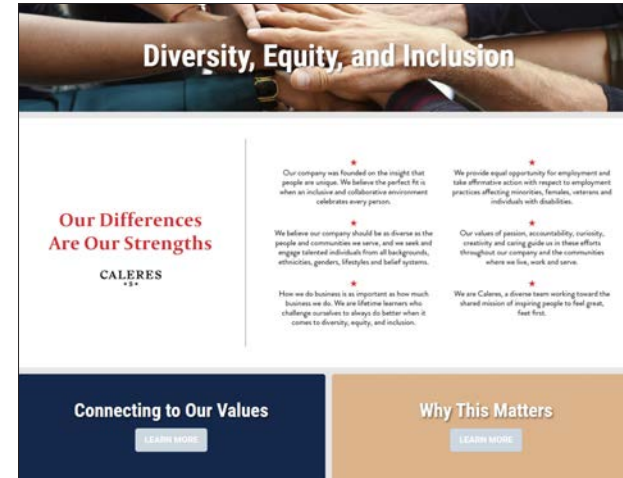
One of the first steps Caleres took in implementing its revitalized DE&I strategy was to require unconscious bias training for all Associates. The goal was to help Associates understand that such bias exists, identify it within themselves, and give them skills to manage biases so they do not affect their decisions at work and beyond. The training began in our corporate offices in 2020 and was rolled out to retail stores and distribution centers in 2021. Notably, 100% of our workforce has completed our unconscious bias training.

Because DE&I-related training was new to so many Associates, we also implemented courses focused on definitions of the terms they were hearing and on microaggressions, which are brief but common behaviors by individuals that may communicate negative attitudes toward marginalized people, often without realizing it.

Moving forward, our new Associate onboarding process will include similar DE&I training.

We also started a diversity book club to further engage our people. Each month, more than 400 employees regularly engaged about books on race and equity and discussed pertinent issues of diversity inside and outside the office. Employees read “So You Want to Talk About Race” by Ijeoma Oluo and “Caste: The Origins of Our Discontents” by Isabel Wilkerson.

*In 2021, Caleres created an internal webpage focused on DE&I topics and resources for all Associates to access.*



**Communicating Regularly**

Diversity, equity, and inclusion communications were identified as a strategic priority in 2021. Caleres implemented a plan that featured posts on various timely topics on our corporate and retail intranet sites and in social media, as well as videos on the new DE&I-focused intranet site. Special events included panel discussions during Women’s History Month and Hispanic Heritage Month and a Juneteenth virtual tour. Our senior leadership team expressed support for our DE&I activities through regular email messaging as well as at town hall meetings. And our DE&I Advisory Council provided quarterly updates on our efforts and progress.



**Introducing DE&I Goals**

# In 2021, we challenged all Associates to establish a personal DE&I goal.

While the company provided suggestions, each individual had great flexibility in choosing what they wanted to accomplish for the year. Some goal examples included participating in the Caleres diversity training, joining the Caleres diversity book club, reading a book, or learning about someone who is different than oneself. Leaders also set goals related to providing DE&I moments in their team meetings, ensuring that their candidate slate and interview panels included visual diversity, increasing underrepresented populations on teams, or joining an external board that focuses on diversity. Every Associate was held accountable for achieving their goal and their success in doing so factored into their yearly performance review.



*In addition to Christmas holiday decorations that are standard fare at many corporations, Caleres also celebrated the Jewish faith and African American culture in 2021 with decorations for Hannukah and Kwanzaa, respectively. In addition, Caleres hosted a Diwali luncheon in November.*



Our People

Building Community

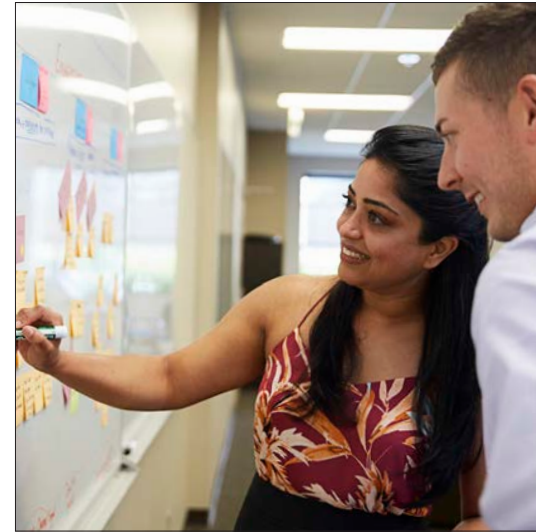
# In 2021, Caleres established a framework for our company's first-ever Community Resource Groups (CRGs).

*These internal networks bring together Associates and their allies around common characteristics like race and ethnicity, gender, disabilities, special circumstances, and more. CRGs help create a sense of belonging and foster recruitment, retention, connections, development, mentorship, and community involvement.*



## COMMEMORATING JUNETEENTH

In 2021, Caleres made Juneteenth a holiday to recognize the importance of this critical moment in U.S. history. This aligns with Juneteenth becoming a national holiday in 2021. On June 19, 1865, commonly referred to as "Juneteenth," all people living in the U.S., including the formerly enslaved, were officially granted freedom.



### Setting the Stage for CRGs

Caleres has eight CRGs planned under the umbrella, "Caleidoscope," our adaptation of the word kaleidoscope, for its connotations of diversity and ever-changing beauty. An executive leader, the vice president of DE&I and a member of the Caleres DE&I Advisory Council will support each CRG. At the time of this report, two CRGs have launched, focusing on:

- Black, Indigenous and other People of Color (BIPOC)
- Parents

Six additional CRGs will be rolled out in stages beginning in June 2022 through March 2023:

- Environmental interests
- LGBTQIA
- New employees
- People with disabilities
- Veterans
- Women

### Elevating Our Focus on Recruiting Diverse Candidates

Developing a workforce that reflects the diversity of our consumers is dependent on identifying, attracting, and developing talented individuals from all walks of life. In 2021, we set expectations and a foundation for recruiting diverse talent, including leadership accountability for ensuring we have a diverse candidate slate for every position.

For director-level and above positions, we are partnering with an outside firm that specializes in recruiting from BIPOC populations. We're also leveraging our relationships with community groups, universities and other organizations to discover new talent. See Page 23 for more information about our overall recruitment and retention efforts.





# Caleres received a perfect score in 2021 on the Human Rights Campaign Foundation's Corporate Equality Index for LGBTQ+ Equality,

*the national benchmarking tool for corporate policies and practices supporting lesbian, gay, bisexual, transgender, and queer (LGBTQ+) Associates.*

### Supporting Associates in Transition

Gender transitioning is a period in an individual's life when they begin living the gender they identify with rather than the one assigned at birth. Becoming a transgender person can take many forms, including changing the way one dresses, the pronouns used to describe oneself, and undergoing hormone therapy or other medical procedures. Caleres has long supported the medical needs of Associates in transition through health insurance coverage.

In 2021, we took steps to help Associates navigate the process of transitioning in relation to working at Caleres. We also enhanced existing materials for managers of transitioning Associates to help them better understand the process and how they can support transitioning Associates and educate colleagues.

### Increasing Involvement in the Community

*Caleres has committed to an annual review of the Caleres Cares Charitable Trust and its support of causes related to ESG topics. In 2021, that review led to increased funding for organizations focused on various aspects of DE&I. In our hometown of St. Louis, we provide financial support for Harris-Stowe State University, the sole historically Black public university in the city, and the Black Repertory Theatre, a Black arts organization and theater company. In 2021, Mike Edwards,*

*President of our Famous Footwear division, joined the board of the Black Repertory Theatre.*

*We also provide financial assistance to the Urban League, a historic civil rights organization, and The Trevor Project, a suicide prevention and crisis intervention organization for LGBTQ young people. For more information on the work of the Caleres Cares Charitable Trust, see Page 26.*



## ASSOCIATES BY THE NUMBERS

All human resources data is by fiscal year (Feb. 1, 2021 through Jan. 29, 2022)

### Our People

#### Workforce by Regions/Countries

<b>7,896</b> U.S. (88%)	<b>236</b> Canada (3%)
<b>497</b> China (6%)	<b>28</b> Vietnam (<1%)
<b>274</b> Dominican Republic (3%)	<b>16</b> Europe (<1%)

#### U.S. Workforce

U.S. Associates/Levels by Gender



**21%** of Executives are female

**56%** of VPs are female

**60%** of Directors are female

**70%** of Managers are female

**75%** of Supervisors are female

**66%** of Individual Contributors are female

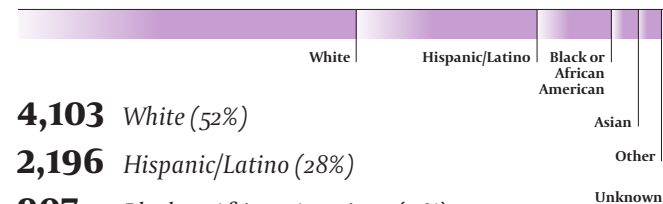


#### Global Workforce\*

<b>9,200</b> total Associates
<b>5,200</b> full time (57%)
<b>4,000</b> part time (43%)

\*Our global workforce total varies based on seasonal workers, open positions, and other factors. These numbers represent our typical averages.

U.S. Associates by Race/Ethnicity



<b>4,103</b> White (52%)
<b>2,196</b> Hispanic/Latino (28%)
<b>907</b> Black or African American (11%)
<b>320</b> Asian (4%)
<b>284</b> Other (4%)
<b>86</b> Unknown (1%)

Race/Ethnicity by Levels

	Executive	VP	Director	Manager	Supervisor	Individual Contributor	TOTAL
White	<b>93%</b>	<b>90%</b>	<b>86%</b>	<b>68%</b>	<b>52%</b>	<b>45%</b>	<b>52%</b>
Hispanic or Latino	<b>N/A</b>	<b>N/A</b>	<b>5%</b>	<b>16%</b>	<b>29%</b>	<b>32%</b>	<b>28%</b>
Black or African American	<b>N/A</b>	<b>6%</b>	<b>1%</b>	<b>10%</b>	<b>11%</b>	<b>13%</b>	<b>11%</b>
Asian	<b>7%</b>	<b>4%</b>	<b>4%</b>	<b>4%</b>	<b>3%</b>	<b>4%</b>	<b>4%</b>
Other	<b>N/A</b>	<b>N/A</b>	<b>3%</b>	<b>2%</b>	<b>4%</b>	<b>4%</b>	<b>4%</b>
Unknown	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>0%</b>	<b>1%</b>	<b>2%</b>	<b>1%</b>

## ADVANCING A VALUES-DRIVEN CULTURE

Our company values – Passion, Accountability, Curiosity, Creativity, Caring – inform how we work, how we treat one another, and how we live out our mission. In 2021, we found new ways to create connection and keep Associates engaged.

### Caleres Forward

During 2021, we continued to invest in our people, prioritizing initiatives to develop their careers and capabilities, improve well-being, increase flexibility, and enhance creativity.

As part of this global effort, we launched a new initiative, Caleres Forward, to examine our current culture and determine how it aligns with our values and aspirations. This will inform focused actions to strengthen the best parts of our culture and support new elements that will take Caleres forward and continue to improve outcomes.

The work started with listening and gathering feedback. In the fourth quarter of 2021, we conducted an online survey of more than 1,000 corporate Associates, profiled the leadership preferences of more than 150 managers, and carried out in-depth individual interviews. That data collection phase allowed us to hear from many voices across Caleres to gain a comprehensive perspective on our culture and what our Associates value and desire. We are energized by the opportunities Caleres Forward will provide in making Caleres an exceptional place to work. Caleres Forward will propel our company and drive sustained growth as we put that foundational work into action in 2022 and beyond.

### Calapalooza

With most Associates working from home in the first quarter of 2021, Caleres embarked on its first-ever, all-virtual annual Company Briefing. Over the course of three days, Caleres held 28 different live and recorded sessions providing updates on nearly every aspect of the company. An average of 500 Associates attended each event. Roughly 92% of attendees who responded to an internal survey said they learned something about another part of the Caleres business and described the event as energizing, motivating, informative, and inspiring.



### Transitioning Back to the Office

As more Associates began to safely return to the office, a flexible approach allowed hybrid schedules that worked best for each Associate, combining in-office and remote working days.

Caleres launched a series of activities aimed at reigniting workplace culture and building team camaraderie. Events included a pancake breakfast, visit from a bald eagle, Olympics viewing parties, weekly food truck visits, piano reception on the plaza outside the office, pickleball tournament, and Associate barbecue.

### Return to an In-Person Town Hall

In the fourth quarter of 2021, Associates who joined Caleres within the last 18 months participated in an in-person town hall that was available virtually to the rest of the company. For many, it was their first opportunity to see members of the leadership team in a nonvirtual setting since the beginning of the COVID-19 pandemic. Following the town hall, attendees were treated to a reception complete with hot drinks, s'mores, and holiday carolers.

### Focus on Culture and Training

Brad Adams was appointed SVP of Culture and Learning, reflecting the importance of these critical areas in our ability to achieve our strategic goals. Several new leadership training programs were rolled out in the fourth quarter of 2021, with significantly more training, including a new Learning Management System (LMS) coming in 2022.

**Our People**

**RECRUITING, DEVELOPING, AND RETAINING TOP TALENT**

**A**t Caleres we strive to attract creative, passionate people and help them find their fit within our organization and grow their careers. Through our Total Rewards program, we give Associates the opportunity to be rewarded for their contributions to our company’s success.



**Recruitment**

Amid an exceptionally competitive hiring market, Caleres launched several new initiatives to attract top-level Associates to the company, including:

- A new [Careers website](#) featuring robust content explaining our different areas of employment.
- A new cash referral program to reward current Associates for finding quality candidates to fill open positions within the organization.
- New technology to simplify the job application process and help candidates get their foot in the door, including a new Candidate Relationship Management system and Text to Apply features.
- An elevated focus on recruiting diverse candidates (see Page 20 for more information).

**Supporting Growing Families**

**In 2021, Caleres introduced BenefitBump, a benefit navigation program designed to support all paths to parenthood at no cost to Associates.**



*BenefitBump offers mobile tools and a dedicated Care Team to help growing families:*

- *Get the most out of Caleres-provided benefits and programs related to pregnancy, childbirth, and adoption*
- *Plan and apply for leave*
- *Improve well-being and reduce stress*



**Onboarding and Orientation**

In 2021, we transformed our onboarding program into an ongoing process and commitment from our entire organization, to ensure all new hires have the knowledge and resources to put their best foot forward the moment they start at Caleres.

Within their first 90 days, new hires meet with senior leaders, set expectations for their role, and spend time learning about different parts of the organization, allowing Associates to find firm footing in their new positions. In addition, all Associates and their leaders engage in both mid-year and year-end performance reviews to gauge their progress and have open dialogue about their performance and opportunities.

**Benefits and Compensation**

The rewards of working at Caleres go beyond a paycheck. We offer a wide range of benefits and perks, and we’re always finding new incentives to add to our Total Rewards program. In 2021, we froze all premium rates for Associates’ health insurance to help ease concerns over the rising cost of health insurance during the pandemic. This marked the fourth consecutive year with no increase in premium rates for our Associates. We also launched a new Employee Assistance Program, a free and confidential 24/7 phone service for support and resources for a variety of life’s challenges, including legal issues, mental health challenges, financial advice, and more.

For a complete overview of benefits at Caleres, visit [jobs.caleres.com/benefits](https://jobs.caleres.com/benefits).

**Financial Security for Our Associates**

To give our Associates a firm footing for both today and tomorrow, Caleres offers multiple ways to save for the future including a pension program and a 401(k) plan. The 401(k) plan includes automatic base company contributions, a 50% match of the first 6% of Associate contributions, and company profit sharing – which provided an additional 2% of eligible pay for the first time due to the company’s record-breaking year in 2021, made possible by the exceptional work of our Associates.



Our People

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.

For more in-depth information on our occupational health and safety management systems, please see Pages 31-32 of our [2020 ESG Report](#).

2021 Safety Data

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



Data covers U.S. workforce only, as reported to the U.S. Occupational Safety and Health Administration. Our U.S. workforce represents approximately 88% of our total workforce. We have streamlined our safety data reporting to be consistent with GRI Core requirements. 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, comprises a significant plurality of injuries. The Recordable Injury Rate is 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 26.8 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, strengthen our communities, and provide support for those in the footwear industry.*

*The following is a summary of some of the ways we executed on our core value of Caring in 2021, with a focus on corporate-level efforts. To learn more about how our brands have engaged in social and environmental causes, please see the Our Brands section of this report, beginning on Page 6.*



Our Communities

CONTINUING A LEGACY OF GIVING

Our [Caleres Cares Charitable Trust](#) continues to support worthy organizations through grants and matching gifts. The trust supports 501(c)(3) tax-exempt, nonprofit organizations that are good corporate citizens and strategically align with our mission, vision, and values. This year, we updated the trust’s funding priorities to reflect our companywide commitments to sustainability and DE&I.



**Caleres Cares Charitable Trust  
Funding Priorities**

The Caleres Cares Charitable Trust prioritizes grant funding for initiatives that:

- Care for and develop stronger families
- Demonstrate a commitment to diversity, equity, and inclusion
- Share our dedication to a journey toward sustainability
- Benefit the communities where we live and work
- Support our leadership position in the footwear industry

**SERVING OUR NEIGHBORS**

*A Month of Giving*

In October, 100% of Caleres corporate Associates across all U.S. offices made personal donations or participated in fundraising campaigns to support a variety of organizations: [United Way of Greater St. Louis](#), [City Harvest of New York](#), the [Pacific Pediatric Neuro-Oncology Consortium](#), and [St. Jude Children’s Research Hospital](#). The Caleres Cares Charitable Trust matched the funds donated by Associates, resulting in over \$635,000 in total contributions to the four organizations.



*Matching Associates’ Generosity*

*Our matching gift program provides a dollar-for-dollar match when Associates donate to qualified organizations. In 2021, the Caleres Cares Charitable Trust gave over \$260,000 in matched donations in addition to the campaign matches noted above.*

**\$1.6M**

donated by the Caleres Cares Charitable Trust.

*This includes more than \$1.2 million awarded in grants to 34 organizations. Grantees included Concordance Academy, the St. Louis Bereavement Center for Young People, Junior Achievement, Variety the Children’s Charity, St. Louis Earth Day, the New York and St. Louis Urban Leagues, and The Trevor Project.*



**Our Communities**

**Honoring the History of Sept. 11**

Seventy-four Associates volunteered with the United Way on Sept. 13, 2021, to assemble emergency preparedness starter kits to be distributed by the Urban League of Metropolitan St. Louis. Participants attended a presentation and reflection on the history of Sept. 11 before building the kits, which included disposable face masks, first-aid items, thermal blankets, and flashlights.

**Caleres United**

In addition to personal financial donations, every year St. Louis Associates contribute their time to volunteer efforts at United Way partner agencies. During the United Way Days of Caring campaign, 76 Associates volunteered their time at the St. Louis Area Foodbank and packed nearly 1,000 cases of food to be distributed to local food pantries.



**DISTRIBUTING GOODWILL**

**Associates in our distribution centers exemplify our commitment to benefiting communities where we live and work.**



**California Distribution Centers**

- Provided Christmas gifts for 60 children through Children’s Foundation of America
- Donated clothing, household items, and 500 pounds of food to low- and moderate-income families through Chino Neighborhood House
- Gifted hams to Chino Valley Fire Department Station 62 to show appreciation to first responders working during the Christmas holiday

**Lebanon, Tennessee, Distribution Center**

- Donated more than \$75,000 to local charities
- Donated \$8,000 to the Nashville division of Habitat for Humanity toward construction of a duplex for two families, with seven Associates volunteering their time to help with the build
- Donated toys to 300 children through the Lebanon Fire Department, and toys for an additional 50 families through the Salvation Army
- Gave \$5,000 in seed funding for Wilson Rides, a new program to give ride services to senior citizens, which has since provided more than 200 rides in and around Lebanon



**Perth, Ontario, Distribution Center**

- Raised nearly \$4,000 through the Annual Associate Shoe Sale for:
  - Big Brother Big Sisters of Lanark County
  - YAK Youth Services
  - Lanark County Interval House
  - Table Community Good Food Bank
  - Salvation Army Kettle Drive



Our Communities

# In 2022 Caleres will partner with Soles4Souls through a \$1 million commitment focused on their Shoes 4EveryKid program.

*4EveryKid is an ambitious initiative with the goal of providing new athletic shoes at least once per year to every U.S. student experiencing homelessness.*



### Two Ten Footwear Foundation

Caleres continues to support the [Two Ten Footwear Foundation](#) and its mission to improve the lives and careers of footwear employees and their families. The Caleres Cares Charitable Trust donated \$150,000 to Two Ten in 2021. Associates gave an additional \$12,500 through an employee giving campaign. The donations help the foundation provide emergency financial assistance, scholarships, and other resources to people in the footwear industry.

### American Cancer Society CEOs Against Cancer

As a member of CEOs Against Cancer of Missouri – St. Louis Chapter, Diane Sullivan collaborates with other business leaders in the region to raise awareness and funds to fight cancer. In 2021, and again in 2022, Sullivan participated in the CEO Challenge Day for the [American Cancer Society's Fit2Be Cancer Free](#) initiative, which promotes cancer prevention by encouraging a healthy lifestyle.



### PUTTING OUR BEST FOOT FORWARD

To serve people in need around the world, we support charitable organizations and fundraising events through volunteerism, financial contributions, and donated footwear.

# 141K

### Caleres donated over 141,000 items in 2021

- 102,559 pairs of shoes, backpacks, and masks to the [Ticket to Dream Foundation](#) to support foster youth. Learn more about our partnership with Ticket to Dream on Page 7.
- 34,908 pairs to [Soles4Souls](#), which distributes shoes to people in need
- 4,243 pairs to other causes including the [Fashion Footwear Association of New York \(FFANY\) Shoes on Sale](#) event benefiting breast cancer research



**Our Communities**

**INVESTING IN OUR HOMETOWN**

**A**s a proud St. Louis corporate citizen and one of the city’s major giving organizations, we generously support local programs and institutions that benefit St. Louisans and help attract new business and residents.



*Caleres supports St. Louis’ vibrant arts and culture community by sponsoring local institutions including:*

- Gateway Arch Park Foundation
- Missouri Botanical Garden
- National Blues Museum
- Saint Louis Art Museum
- Saint Louis Zoological Park
- The Black Rep
- The Muny
- The Sheldon



**\$2.8M**  
 donated to Washington University in St. Louis since 2014



*The Caleres Cares Charitable Trust donated \$260,000 to the University in 2021 as part of a multiyear pledge that will continue through 2025.*

**\$300K**

*donated to Girl Scouts of Eastern Missouri since 2019*

The Caleres Cares Charitable Trust donated \$100,000 to the local Council in 2021 in the third year of a five-year pledge.

**SDG Changemakers**

The Caleres Cares Charitable Trust awarded a \$5,000 grant to the United Nations Association of St. Louis for its [SDG Changemakers Youth Action Program](#). Twenty-seven students from 11 area high schools participated in the program to develop their leadership and community service skills through the lens of the UN Sustainable Development Goals. Andee Burton, Caleres Senior Manager, Sustainability and Product Sourcing, was a featured speaker at the conference.

**Environmental Justice Days of Action**

To sponsor a series of eight neighborhood cleanup events, the Caleres Cares Charitable Trust awarded a \$10,000 grant to St. Louis Earth Day to support [earthday365’s Environmental Justice Days of Action program](#). The program brings together volunteers and community organizations to clean up litter and illegal dumping in majority Black neighborhoods.

**In 2022 – A New Platform for Giving and Volunteering**

In March 2022, Caleres introduced CyberGrants, a platform that supports our culture, our value of Caring, and our commitment to give back to our communities. We anticipate usage of this platform to result in increased Associate giving of both treasure and time. CyberGrants provides an easy-to-use process for U.S. Associates to:

- Make donations to 501(c)(3) organizations they care about through one-time or recurring credit card donations or payroll deductions
- Log donations by uploading receipts from giving outside the platform
- Maintain a comprehensive, confidential view of their total giving and get an easy end-of-year summary for tax purposes
- Seamlessly apply for a matching gift from the Caleres Cares Charitable Trust
- Log and track their volunteer hours, both for company-sponsored events and personal volunteering
- Sign up for company-sponsored volunteer events
- Create a company, team, or brand-sponsored event for which they need volunteers

# Our Partners



*Caleres strives to ensure that its global sourcing network sets a high bar for responsible and sustainable production. But we think our role as one of the world's leading footwear companies demands more than that. We're also committed to ongoing collaboration to help the entire industry set and achieve meaningful responsible sourcing targets.*



Our Partners

# 100% of our strategic factories to comply with our heightened labor standards by 2025

*including fair wage programs and social working standards to contribute to waste reduction initiatives and*

# 50% waste reduction achieved by 2025

*(See Pages 12 and 32 for progress updates and additional detail.)*



## ENSURING SUPPLIERS MAKE THE GRADE

Expanding beyond stringent internal benchmarks and audits, Caleres has deployed a leading independent auditor to assess our suppliers' performance on ESG parameters.

We consider suppliers an extension of our business. That's why all Caleres brands work with the same socially and environmentally responsible Caleres contract manufacturers. It allows us to maximize our efforts to drive responsible production improvements throughout our value chain.

We have maintained long-standing policies, backed by audit programs, to help ensure that we're working with suppliers that best match our corporate values. 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.

In 2021, we accelerated and expanded these efforts by working with an expert independent auditor to evaluate our suppliers' performance and provide perspective on progress made toward our Caleres Cares ... Feet First 2025 targets. Through the [ELEVATE Responsible Sourcing Assessment](#) (ERSA), each supplier is evaluated and graded on criteria ranging from business transparency to hiring practices and from safety practices to wages and benefits.

This new independent auditing combines with our leather auditing efforts from the [Leather Working Group \(LWG\) Leather Manufacturer Audit Protocol](#), which sets standards for environmental performance of leather manufacturing operations.

Even as Caleres and its suppliers managed through continued challenges related to the COVID-19 pandemic, labor shortages, and overarching supply issues, ELEVATE audits concluded that notable progress had been made against our 2025 goals (see Page 12 for more information).



## Looking Forward

While we are satisfied with progress made against our Supply Chain targets, we see strong potential for additional momentum in 2022. The unique combination of challenges presented in 2021 resulted in lower supplier scores in some areas. For example, average working hours increased for some factories as they worked to compensate for shortages due to the COVID-19 pandemic. Additionally, our efforts to rationalize and geographically diversify our supplier base

were put on hold as we shifted our short-term focus to managing through the pandemic and associated issues.

We believe the progress made in sustainable sourcing initiatives in 2021 demonstrates the resilience and strength of our supply chain, as well as its commitment to delivering on sustainability goals. Easing of pandemic-related challenges will enable us to make bigger, faster strides toward those goals in the year ahead.



Our Partners

COLLABORATING TO ADVANCE INDUSTRY SUSTAINABILITY

When advancing sustainability and social responsibility, leadership is a team sport.

We are leaning in to collaborate with industry associations to establish best practices and best paths forward for all footwear companies.



Achieving Industry Waste Reduction

Caleres' support of the FDRA Shoe Waste Program contributed to impressive outcomes in 2021:

25% of Caleres strategic factories participated in the program, a number that is expected to grow to 54% by the end of 2022.

980 Metric Tons of CO2e emissions avoided.



Caleres' long history of industry collaboration was advanced in 2021 with active participation in the Footwear Distributors and Retailers of America's (FDRA) [Shoe Sustainability](#) initiative, an industry effort designed to advance "shoe design, development, manufacturing, distribution, and selling processes that minimize negative environmental impacts, conserve energy and natural resources, are safe for employees, communities and consumers, and are economically sound."

Caleres directly contributes to the committee developing policies for this initiative, which will include support of carbon pricing designed to encourage reduced emissions throughout industry value chains, and other efforts to sharpen the shoe industry's focus on reducing the industry's direct and indirect contributions to climate change.

Along with this newest effort, Caleres has been instrumental in leading other FDRA initiatives focused on responsible manufacturing and waste reduction. These efforts have resulted in development of important guiding principles for the industry, such as the Footwear Environmental Preferred Material (EPM) Guide, which establishes clear standards to guide materials decision-making throughout the manufacturing process, and the FDRA Shoe Waste Program (SWP), which seeks to mitigate one of the industry's biggest sustainability challenges in optimizing the efficient use of materials throughout the manufacturing process.

In addition to helping define and codify these industry benchmarks, we also take advantage of our size and scope to help ensure they become realities across the 88 core Tier 1 factories we work with today. Our factories are incentivized to participate in programs like SWP, providing them opportunities to see both direct financial returns, as well as future business opportunities with Caleres. And our scope and scale allow us to procure recycled materials at competitive prices to support their use throughout manufacturing.





About This Report

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

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

## GRI

## Reporting Index

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

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

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

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

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<i>Disclosure</i>	<i>Disclosure Title</i>	<i>2021 Location/Response</i>
<b>Management Approach</b>		
103-1	Explanation of the material topic and its Boundary	Caleres 2021 ESG Report: Reporting Index, <a href="#">Page 44</a>
103-2	The management approach and its components	Caleres 2021 ESG Report: Reporting Index, <a href="#">Page 44</a>
<b>Economic Performance</b>		
201-1	Direct economic value generated and distributed	<a href="#">2021 Form 10-K</a> : Consolidated Results, Page 27
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2021 Form 10-K</a> : Retirement and Other Benefit Plans, Page 61
201-4	Financial assistance received from government	None
<b>Market Presence</b>		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Partially reported: Caleres 2021 ESG Report: Our People, <a href="#">Page 23</a> (Benefits and Compensation) <a href="#">Website: Benefits</a>
<b>Indirect Economic Impacts</b>		
203-1	Infrastructure investments and services supported	Caleres 2021 ESG Report: Our Communities, <a href="#">Page 25</a> (entire section)
203-2	Significant indirect economic impacts	Caleres 2021 ESG Report: Our Brands, <a href="#">Page 6</a> (entire section); Our Communities, <a href="#">Page 25</a> (entire section)
<b>Anti-corruption</b>		
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: <a href="#">Code of Business Conduct</a> , Page 19 (Avoiding Bribery and Corruption)
205-3	Confirmed incidents of corruption and actions taken	During the reporting period, Caleres experienced no confirmed incidents of corruption that would rise to the significance of inclusion in our 2021 Form 10-K.

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

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



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

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

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<i>Disclosure</i>	<i>Disclosure Title</i>	<i>2021 Location/Response</i>
<b>Supplier Social Assessment</b>		
414-1	New suppliers that were screened using social criteria	Caleres 2020 ESG Report: Our Partners, <a href="#">Page 31</a> (Ensuring Suppliers Make the Grade); <a href="#">Conflict Mineral Disclosure</a>
414-2	Negative social impacts in the supply chain and actions taken	Caleres 2021 ESG Report: Our Partners, <a href="#">Page 31</a> (Ensuring Suppliers Make the Grade)
<b>Public Policy</b>		
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.
<b>Customer Health and Safety</b>		
416-1	Assessment of the health and safety impacts of product and service categories	Caleres 2021 ESG Report: Our Company, <a href="#">Page 15</a> (Managing Chemicals)
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	During the reporting period, Caleres received no notices of noncompliance concerning the health and safety impacts of products and services that would rise to the significance of inclusion in our 2021 Form 10-K.
<b>Marketing and Labeling</b>		
417-1	Requirements for product and service information and labeling	All of our products are required to contain labeling that identifies the source and contents of certain components to comply with various customs regulations and with California Proposition 65.
417-2	Incidents of noncompliance concerning product and service information and labeling	During the reporting period, Caleres received no notices of noncompliance concerning product and service information and labeling that would rise to the significance of inclusion in our 2021 Form 10-K.
417-3	Incidents of noncompliance concerning marketing communications	During the reporting period, Caleres received no notices of noncompliance concerning marketing communications that would rise to the significance of inclusion in our 2021 Form 10-K.

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

*Disclosure 103-1 and 103-2: Management Approach*

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

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*Disclosure 103-1 and 103-2: Management Approach*

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

SASB

Sustainability Accounting Standards Board

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Topic	Accounting Metric	Category	Code	Location/Response
<b>Management of Chemicals in Products</b>	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and analysis	CG-AA-250a.1	Caleres 2021 ESG Report: Our Company, <a href="#">Page 15</a> (Managing Chemicals)
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and analysis	CG-AA-250a.2	Caleres 2021 ESG Report: Our Company, <a href="#">Page 13</a> (Knowing What We're Made Of); <a href="#">Page 15</a> (Managing Chemicals)
<b>Environmental Impacts in the Supply Chain</b>	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	In our 2020 ESG report, we disclosed that two of our Tier 1 suppliers (~3%) were determined to not be in compliance with wastewater discharge permits. In 2021, we worked with these suppliers to resolve this issue, and it is now closed. There were no Tier 1 supplier facilities that were noncompliant with wastewater discharge permits in this most recent reporting period.
	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 2021 ESG Report: Our Partners, <a href="#">Page 31</a> (Ensuring Suppliers Make the Grade)
<b>Labor Conditions in the Supply Chain</b>	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-430b.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 2021 ESG Report: Our Partners, <a href="#">Page 31</a> (Ensuring Suppliers Make the Grade)
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	CG-AA-430b.2	Caleres 2021 ESG Report: Our Partners, <a href="#">Page 31</a> (Ensuring Suppliers Make the Grade)
	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	Discussion and analysis	CG-AA-430b.3	Caleres 2021 ESG Report: Our Partners, <a href="#">Page 31</a> (Ensuring Suppliers Make the Grade)

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<b>Raw Materials Sourcing</b>	Description of environmental and social risks associated with sourcing priority raw materials	Discussion and analysis	CG-AA-440a.1	Caleres 2021 ESG Report: Our Company, <a href="#">Page 15</a> (Managing Chemicals); Our Partners, <a href="#">Page 31</a> (Ensuring Suppliers Make the Grade)
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	Quantitative	CG-AA-440a.2	Caleres 2021 ESG Report: Our Company, <a href="#">Page 12</a> (2025 ESG Targets); <a href="#">Page 15</a> (Managing Chemicals)
<b>Activity Metric</b>				
	<b>Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1</b>	Quantitative	CG-AA-000.A	Caleres contracts directly with <b>XX</b> factories worldwide (Tier 1 suppliers). We do not track number of suppliers beyond Tier 1.