

# Human Rights Policy

Caleres is a diverse, global team working toward a shared mission of inspiring people to feel great...feet first! People are central to our business, and caring is so central to our culture that we champion it as one of our corporate values.

We understand that our business can have a significant impact on the rights of employees, consumers, and communities wherever we operate. Accordingly, in alignment with the [UN Guiding Principles on Business and Human Rights](#), we respect human rights throughout our operations and among our key stakeholder groups: our Associates, our Customers, our Communities and our Supply Chain.

## **OUR ASSOCIATES**

Our company was founded on the insight that people are unique. At Caleres, we strive to create the perfect fit through an inclusive and collaborative environment that celebrates every person. We are continuously working to strengthen our company culture, which is centered on results, caring, and learning. We nurture our Associates and provide them with a strong community and the skills to take the next step in their careers.

We believe our people provide a critical competitive advantage and we are constantly striving to be a great place to work. A place that prioritizes inclusivity and equality and fosters collaboration across our businesses and functions. We believe our responsible and respectful culture has allowed us to attract, develop, and retain a talented and experienced workforce.

Caleres believes our company should reflect the diversity of the people and communities we serve. We seek and engage talented individuals from all backgrounds, ethnicities, genders, lifestyles, and belief systems. We offer Community Resource Groups (CRGs) which represent internal networks of Associates who identify with a particular group and their allies and are designed to create a sense of belonging and support.

We support our Associates by providing competitive salaries and wages, and we remain committed to providing our eligible Associates with a comprehensive package of benefits to choose from that recognize and support different life stages and lifestyles, purposefully created to meet their diverse needs. We also care deeply about our Associates' physical and emotional well-being and offer our Associates a wide range of on-site and virtual wellness activities and benefits.

We invest in our Associates by providing a three-tier leadership training program from leadership fundamentals to advanced leadership training. We also offer a wide variety of complementary skills training through our Learning Management System.

Caleres provides equitable access to continued learning and formal education through our tuition assistance program. The program is open to all Associates, and Caleres pays tuition upfront directly to the educational institution to make the benefit more accessible.

These development and education initiatives allow Caleres to promote from within whenever possible. Job openings are posted internally, and a dedicated internal career development page on the company's intranet site walks Associates through every step of the process when applying for a new role.

The health and safety of our Associates is a top priority at Caleres. We hold ourselves to the highest standards of safety in our stores, manufacturing facilities and distribution centers, and have implemented safety programs to ensure a safe environment, including our Injury and Illness Prevention Plan and our Occupational Health & Safety Programs.

## **OUR CUSTOMERS**

At Caleres, our mission is to inspire people to feel great...feet first! That is why it's so important to always keep the customer at the center of everything we do.

Our brand collections are designed, developed and manufactured to meet the evolving needs of today's customer, and consumer insights drive every aspect of the innovation and design that go into our products. Our brands continue to inspire as they migrate to environmentally preferred materials and respond to social needs, all while remaining true to their unique identities and customers.

We also meet our customers where they want to shop, whether in-store or online, and believe all customers should be treated with dignity and respect.

To reinforce our commitment to offering customers products and experiences that meet their diverse needs, we require inclusivity training for our team members.

## **OUR COMMUNITIES**

As a leader in the footwear industry, we give back to people and communities in need and work to advance the profession and professionals of footwear.

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

Caleres also supports a number of charitable organizations including The United Way, Ticket to Dream Foundation, and Soles4Souls' 4EveryKid program.

## **OUR SUPPLY CHAIN**

As a leading retailer and wholesaler of footwear, we are committed to being a responsible corporate citizen and to respecting the human rights of workers within our global supply chain.

Our suppliers must agree to comply with Caleres' [\*\*Production Code of Conduct\*\*](#), and all applicable laws pertaining to human rights including, without limitation, all laws applicable to labor and employment, workplace health, and safety.

Factories are expected to take all necessary measures to ensure that their contractors and subcontractors, including employment agencies, are made aware of and comply with the Production Code of Conduct requirements for labor practices and compliance with laws.