

CALERES  
EST + 1878

**2024**  
Responsible  
Business  
Summary  
Report



DEAR STAKEHOLDERS,

Thank you for taking time to learn about Caleres' approach to responsible business in this summary of our 2024 activities and progress.

*Caleres is committed to operating responsibly, protecting the environment, supporting our Associates, and working to ensure accountability in our supply chain.*



As of 2024, 95% of our products included at least one environmentally preferred material. We also continued our efforts to diversify suppliers and strengthen resiliency in our supply chain while expanding economic opportunity to new geographies. Our brands and our Associates continue to innovate and inspire, all while lifting communities and the footwear industry.

Our long-standing pledge of quality craftsmanship includes creating sustainable and lasting value for all our stakeholders. Our work here is never done, and we strive every day to uphold the values that drive our company's culture and our success.

Sincerely,

- JAY SCHMIDT  
President and CEO



Fourth consecutive year

**About this Report** Our 2024 Responsible Business Summary Report is part of our biennial cycle of comprehensive reporting. The activities and data contained within cover primarily fiscal year 2024 (Feb. 4, 2024, through Feb. 1, 2025) and highlight our progress toward our 2025 responsible business aspirations. This Summary Report updates key information found in our 2023 report, and the two publications should be viewed as companion pieces within a larger ecosystem of disclosures.<sup>1</sup>

Related resources on our website include:

- [2023 Report](#)
- [Information Security topic brief](#)
- [Health and Safety Management topic brief](#)
- [Production Code of Conduct](#)
- [Code of Business Conduct](#)
- [Human Rights Policy](#)
- [Environmental Policy](#)

<sup>1</sup>Report scope does not include data or information associated with our pending acquisition of Stuart Weitzman, which is expected to close in summer 2025.

## BRANDS

FAMOUS footwear

Sam Edelman

ALLEN<sup>1922</sup> EDMONDS  
PORT WASHINGTON

NATURAL CITY

VIONIC

DrScholl's SHOES

FrancoSarto

LifeStride

Favorite Daughter

VINCE.

VERONICA BEARD

rykō.

Blowfish MALIBU



At Caleres, inspiring people to feel great ... feet first is more than our mission. As we strive to create long-term value for all stakeholders, this drive to inspire comes to life in the meaningful progress we're making on our responsible business aspirations.

FAST FACTS

**CAL**  
LISTED  
**NYSE**

112 years listed on the New York Stock Exchange

**St. Louis, Missouri**  
global headquarters

**Expanded**  
Board to [12 Directors](#) in 2024

**14**  
owned e-commerce sites

**960**  
retail stores, including 846 Famous Footwear stores

**\$494.4M**  
sourcing volume in 2024

**13**  
principal brands sold in ~60 countries

**9.4K+**  
full- and part-time Associates

2025 RESPONSIBLE BUSINESS ASPIRATIONS

We are pleased to share the progress we've made in 2024 toward the aspirations we set in 2020, which were informed by our materiality assessment, stakeholder expectations, and baseline data from 2019.

ASPIRATION	PROGRESS
100% of Caleres' products will use environmentally preferred materials	95% of goal
35% reduction in physical samples through our Edit To Win initiative	100% of goal
25% of footwear units sold in Famous Footwear stores will use environmentally preferred materials <sup>1</sup>	54% of goal
90K pairs of shoes will be reclaimed/recycled/refurbished each year	100% of annual goal
100% of the shoeboxes for our owned brands will use environmentally preferred materials <sup>2</sup>	92% of goal
25% reduction in energy use achieved in Caleres-owned retail stores and distribution centers	86% of goal
100% of our strategic sourcing supplier base will contribute to waste reduction	83% of goal
Annual review of Caleres Cares Charitable Trust in support of responsible business	Achieved annual goal
100% of our strategic factories to comply with our heightened labor standards, including fair wage programs and social working standards	87% of goal
100% of Caleres Associates will actively support environmental/social initiatives	100% of goal (ongoing)
50% reduction of waste into landfill and incineration achieved in our strategic sourcing supplier base <sup>3</sup>	

<sup>1</sup>This metric reflects progress as of 2023. Because data was previously reported by suppliers and is no longer available, we will sunset this aspiration.

<sup>2</sup>We saw a decrease in progress against this aspiration in 2024 due primarily to lack of access to boxes certified by Forest Stewardship Council (FSC) or Global Recycled Standard (GRS) in certain countries from which we source footwear. Caleres is pursuing options to increase availability of these boxes to its supply chain globally.

<sup>3</sup>We will report progress against this aspiration once we have achieved 100% participation of our strategic factories, as we expect the waste reduction percentage to fluctuate as new suppliers are brought into our waste reduction program. Meanwhile, our strategic factories that do participate in the Footwear Factory Zero Waste Program have achieved a 64% reduction in waste.



ENVIRONMENTAL DATA

Enhancing Data Collection and Accuracy

In 2024, Caleres completed the first full year with an enhanced environmental data collection process. Within our operations and across our supply chain, third-party software is helping us more accurately collect data and track our progress while paving the way for potential third-party assurance of our reported data.

Environmental Data Footnotes

All environmental data is by fiscal year (fiscal 2024 was Feb. 4, 2024 through Feb. 1, 2025).

**Energy and Emissions** Caleres measured its 2019-2024 carbon footprint in partnership with Watershed, a CDP gold-accredited software solutions provider. The data is inclusive of Scopes 1, 2, and all relevant Scope 3 categories. Watershed's methodology follows guidelines from the GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain Accounting and Reporting Standard. All Kyoto protocol gases – carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF<sub>6</sub>) – are included in this methodology. For energy consumption and Scopes 1 and 2 emissions, the data covers about 95% of our companywide facility energy and emissions footprint. We currently do not have energy and emissions data available for the remaining 5% of our facilities, mainly retail stores, as utilities are managed by individual landlords at those locations.

**Restatements** Our 2022 Scope 3 emissions data was significantly overstated due to anomalies in some our datasets, which have since been resolved.

	2019	2020	2021	2022	2023	2024
<b>ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS</b> (Scope 1 and Scope 2: Caleres distribution centers, stores, offices, and company-owned factories)						
Total Energy Consumption (1,000 gigajoules)	492.09	405.37	419.88	394.58	381.26	386.42
Electricity	362.19	295.14	306.13	300.18	295.21	309.98
Natural gas	127.91	109.04	111.96	93.00	84.67	75.60
Diesel	1.99	1.19	1.79	1.40	1.38	0.84
Energy Intensity (1,000 gigajoules per \$1M in revenue)	0.175	0.199	0.158	0.140	0.162	0.142
Scope 1 Emissions (1,000 metric tons CO <sub>2</sub> e)	5.61	5.15	4.87	5.02	5.25	5.53
Scope 2 Emissions (1,000 metric tons CO <sub>2</sub> e)	49.94	40.94	42.40	40.38	38.95	38.42
Emissions Intensity (Scopes 1 and 2; 1,000 metric tons per \$1M in revenue)	0.017	0.020	0.016	0.014	0.015	0.016

	2022	2023*
<b>SCOPE 3 EMISSIONS</b>		
Total Scope 3 Emissions (1,000 metric tons CO <sub>2</sub> e)	583.94	466.66
3.1 Purchased Goods and Services	455.09	361.04
3.2 Capital Goods	19.37	11.94
3.3 Fuel and Energy Related Activities	13.44	8.78
3.4 Upstream Transportation and Distribution	21.45	18.60
3.5 Waste Generated in Operations	8.36	12.59
3.6 Business Travel	14.09	8.50
3.7 Employee Commuting	22.76	25.85
3.12 End-of-life Treatment of Sold Products	29.38	19.37
Emissions Intensity (Scope 3; 1,000 metric tons per \$1M in revenue)	0.197	0.166

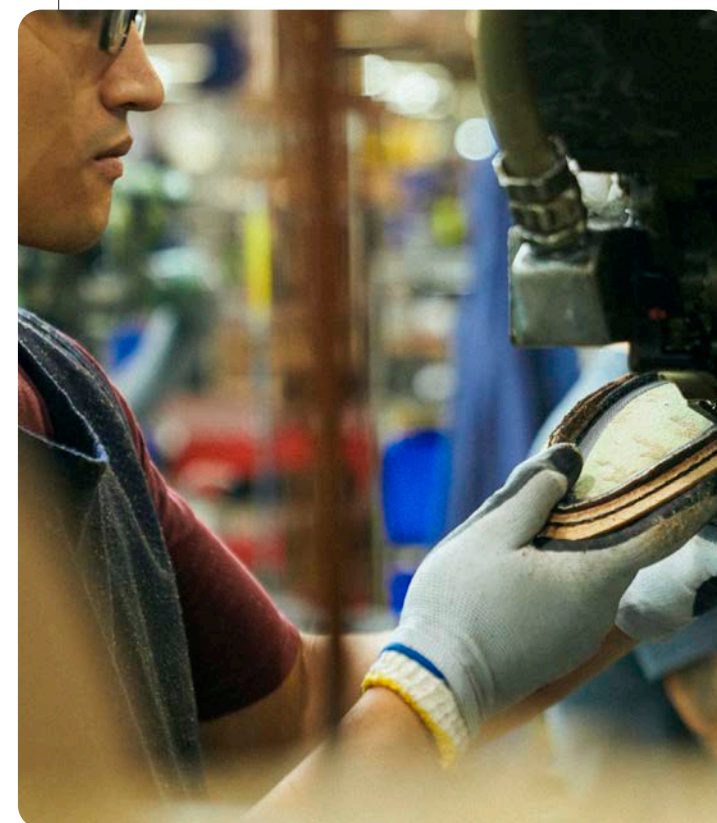
\*Our Scope 3 data lags one year behind other environmental data due to third-party assurance cycles. We will report 2024 Scope 3 data in our next report.



	2019	2020	2021	2022	2023	2024
<b>WATER</b> <i>(Caleres distribution centers, stores, offices, and company-owned factories)</i>						
Water Consumption (1 million gallons)	46.28	48.58	44.48	43.92	40.21	50.09
<b>MATERIALS</b> <i>(Caleres Brand Portfolio only; supplier factories)</i>						
Materials Used (million square feet of fabric and synthetics)	96.79	63.26	71.03	100.06	153.43	126.30
Materials Used (million square feet of leather)	33.14	17.21	27.42	24.16	28.40	30.71
<b>WASTE/RECYCLING</b>						
<b>U.S. Distribution Centers</b>						
Waste Recycled (1,000 tons [U.S.])	-	2.83	3.81	3.75	4.01	4.70
Waste to Landfill (1,000 tons [U.S.])	-	0.137	0.103	0.121	0.132	0.087
<b>U.S. Manufacturing Facility (Port Washington)</b>						
<b>Nonhazardous Waste</b>						
Waste Recycled (1,000 tons [U.S.])	-	-	0.0	0.0	0.044	0.034
Waste to Landfill (1,000 tons [U.S.])	-	-	0.148	0.148	0.141	0.113
<b>Hazardous Waste (1,000 tons [U.S.])</b>						
	-	-	0.003	0.003	0.004	0.005
<b>U.S. Stores</b>						
<b>Nonhazardous Waste</b>						
Waste Recycled (1,000 tons [U.S.])	6.958	11.696	10.695	9.897	6.030	10.892
Waste to Landfill (1,000 tons [U.S.])	4.058	6.446	5.533	4.407	3.226	5.997
<b>Hazardous Waste (1,000 tons [U.S.])</b>						
	0.0	0.0	0.0	0.0	0.0	0.0

**Water** The increase in water consumption from 2023 to 2024 can be attributed to an underground leak at one of our distribution centers (DC), plumbing issues at certain retail stores, and the need for temperature-regulating water-cooling units in several retail stores due to inoperable air-conditioning. Issues at the DC have been resolved, and Caleres routinely works with its retail landlords to resolve plumbing and HVAC-related maintenance issues.

**Materials to Waste** The increase in waste recycled and waste to landfill from 2023 to 2024 is attributable to remodeling and updating U.S. stores.



**Environmentally Preferred Materials Minimum Thresholds**

**Fabric** More than 50% certified recycled content or more than 20% certified organic content

**Synthetic** Low Dimethylformamide (DMF), or more than 10% biobased, or more than 50% certified recycled

**Leather** Leather Working Group (LWG) Silver or Gold, OEKO-TEX® Leather Standard, or Institute of Quality Certification for the Leather Sector (ICEC) Sustainability certified

**Shoe Bottoms** (Outsole, midsole, insole, footbed) More than 10% biobased or more than 5% certified recycled

	2019	2020	2021	2022	2023	2024
<b>USE OF ENVIRONMENTALLY PREFERRED MATERIALS (EPM)</b>						
Fabric	12%	28%	37%	41%	60%	70%
Synthetic	4%	7%	11%	17%	30%	36%
Leather	63%	65%	74%	85%	93%	96%
Shoe Bottoms	3%	5%	14%	19%	30%	41%
Contains at least one EPM	28%	45%	67%	75%	93%	95%

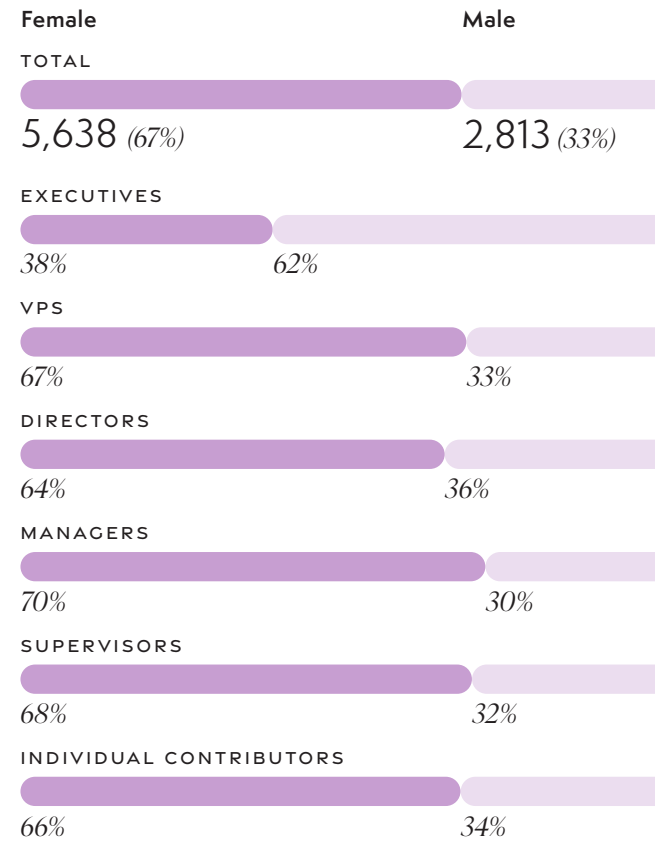




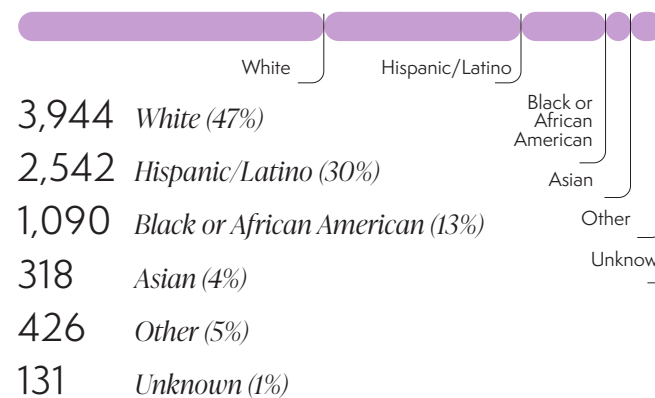
Guided by our Core Values of Passion, Curiosity, Creativity, Caring, and Accountability, we foster career development that leads to Associate satisfaction and retention. Occupational health and safety is a priority across our retail stores, distribution centers, corporate offices, and factories.

ASSOCIATES BY THE NUMBERS

U.S. Associates



U.S. Associates by Race/Ethnicity



Global Workforce\*

9,409 total Associates  
 4,826 full time (51%)  
 4,583 part time (49%)

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



Workforce by Regions/Countries

8,451	U.S. (90%)	205	Dominican Republic (2%)
465	China (5%)	37	Vietnam (<1%)
228	Canada (2%)	23	Europe (<1%)

2024 Safety Data

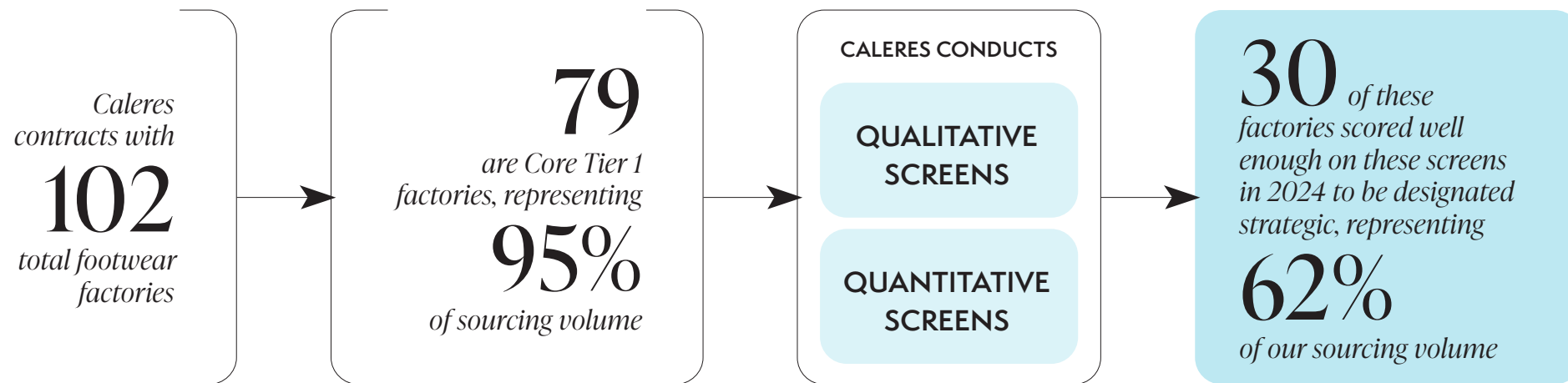
	2022	2023	2024
Total Recordable Injuries	53	70	83
Recordable Injury Rate	0.882	1.130	1.486
Total High-Consequence Injuries	1	1	0
High-Consequence Injury Rate	0.017	0.016	0
Fatalities	0	0	0

**Managing Occupational Health and Safety**  
 Our Occupational Health and Safety Management System encompasses policies, procedures, and plans specific to our stores, distribution centers, offices, and factories. For detailed information on our occupational health and safety management systems, please view our [Health and Safety Management topic brief](#).



At Caleres, our suppliers are an extension of our business, and we collaborate to uphold accountability and promote environmental sustainability and social responsibility. We're working to advance progress in our supply chain and the footwear industry at large.

SEEING INSIDE THE CALERES SUPPLY CHAIN



PROMOTING TRANSPARENCY AT EVERY STEP

Transparency into our supply chain is vital to Caleres' progress against our responsible business aspirations. All our brands share the same pool of manufacturers, whose performance we track through a combination of on-site factory audits, partner self-assessments, and advanced data tools.

All of our Tier 1 factories are held to the [Caleres Production Code of Conduct](#) (PCC), defining our expectations on topics ranging from human rights and working conditions to health, safety, and environmental stewardship. In turn, they are charged with making sure their partners are aware of and comply with the labor and compliance practices defined within our PCC.

DEEPENING SUPPLY-CHAIN VISIBILITY

Caleres manages supply-chain transparency and compliance with our PCC through a combination of independent audits, self-assessments, and advanced data technologies. We work with leading independent auditor, LRQA Responsible Sourcing, to audit new and existing suppliers.

In addition to direct audits, we assess suppliers using multiple tools. Through our third-party data platform, we gain insights into Scope 3 GHG emissions and other environmental matters. We also review data from LRQA's EiQ platform to better understand social considerations. Together, these tools enable us to evaluate and manage against country-specific supply-chain risks, sector risks, and other potential issues.

Reinforcing Accountability

*When we identify compliance challenges, we take prompt steps to correct them through training and corrective action plans. In 2024, we strengthened accountability by adding penalty fees and purchase-order freezes to our policies for serious or repeat violations.*

96%

*of the leather we purchased in 2024 was sourced from suppliers certified "Gold" or Silver" by the LWG OEKO-TEX® Leather Standard, or ICEC Sustainability certified*

31%

*of strategic suppliers use solar or wind energy*

Sourcing Volume (in millions)

	2023	2024
China	\$280.50	\$244.70
Vietnam	\$187.60	\$210.20
Cambodia	\$18.40	\$21.40
India	\$9.20	\$12.90
Other	\$9.90	\$5.20

Diversifying and Consolidating Our Supply Chain

*Responsibly Our supplier diversification strategy aims to strengthen resiliency and mitigate risk in our supply chain while expanding economic opportunity to new geographies, as well as strategically balancing our production. Our factory index provides an overall risk score that informs order allocation. All core Tier 1 factories are categorized based on their role in the supply chain and criteria such as product category, spend volume, quality, speed, value, and strategic importance.*





Our brands captivate and innovate, while prioritizing environmentally preferred materials and rising to meet our customers’ evolving needs. We multiply our impact by uplifting local communities and attracting new talent to the footwear industry.

REACHING NEW HEIGHTS FOR COMMUNITY IMPACT

Caleres reached a \$2 million milestone in donations for [Soles4Souls](#). Famous Footwear, Sam Edelman, Allen Edmonds, and Naturalizer customers rounded up at the register to help provide shoes to youth experiencing homelessness. Famous Footwear customers also donated more than 70,000 gently used shoes in-store to the Soles4Souls 4Opportunity program.

REDEFINING AMERICAN LUXURY

Reflecting its belief in quality as the original form of sustainability, Allen Edmonds launched [The Reserve Collection](#) in 2024. The limited collection champions American craftsmanship and offers restoration through the brand’s Recraft program.

AMPLIFYING INCLUSIVITY IN FASHION

Naturalizer debuted its [global inclusivity ambassador collective](#), with founding members Deepica Mutyala and Lauren Chan. The collective propels the brand’s commitment to a more comfortable and inclusive future for women’s shoes. Naturalizer also focused on size inclusivity by expanding its size offering to meet the needs of more consumers.



Advancing Impact, Helping People Live Better

The [Caleres Cares Charitable Trust](#) supports charitable organizations in areas that align with our grant funding priorities.

CONNECTING FUTURE DESIGNERS TO INDUSTRY LEADERS

The Caleres Cares Charitable Trust sponsored the St. Louis Fashion Fund, whose mission is to support emerging designers through a “Speaking of Fashion” speaker series as well as a Fashion Futures program, celebrating rising fashion and design college students, providing networking opportunities, and sharing information on local careers.

DELIVERING DISASTER RELIEF

In response to the devastating impact of the California wildfires, Caleres stepped up in a significant way to assist Soles4Souls by providing aid to those affected, including donating freight services to transport supplies, providing warehouse space, and contributing more than 5,000 new pairs of shoes.

2024 CONTRIBUTIONS

**\$1.2M**  
*in grants and matching gifts*

**\$210K**  
*donated by our brands and distribution centers*

**1K+**  
*Associate participants*



COMING TOGETHER FOR UNITED WAY

*Associates gave personal donations, participated in special fundraising events, and volunteered at United Way events in communities where we have offices and distribution centers. Combined with a donation from the Caleres Cares Charitable Trust, more than \$765,000 was raised for seven United Way chapters where we do business.*

