



Skechers would like to disclose the following information for the benchmark:

A 1.3 (AP)

Our Supplier Code of Conduct applies to all supply chain workers, including women, juvenile, and migrant workers. (<https://about.skechers.com/wp-content/uploads/2019/02/Skechers-Supplier-Code-of-Conduct.pdf>)

B 1.1

Skechers have a dedicated team of Corporate Social Responsibility (CSR) staff that monitors and manages the implementation of our human rights provisions (supplier Code of Conduct audits) within the supply chain. The CSR team is responsible for working with suppliers to ensure their operations are up to our Supplier Code of Conduct standards.

B 1.7

Skechers' CSR team screens potential new suppliers through Supplier Code of Conduct audits to confirm suppliers meet our minimum CSR and human rights requirements before engaging them in to a business relationship.

B 2.1

Skechers will not engage with suppliers that do not adhere to our human rights standards. We assess risks in our supply chain through our Supplier Code of Conduct audits.

D 2.4.b – Child Labour

Our Supplier Code of Conduct provisions state that:

- Suppliers shall ensure all workers meet the applicable legal minimum employment age requirements or are at least 15 years of age, whichever is higher, at the time of hire.
- All workers shall have met the age of completion of compulsory education.
- Suppliers shall maintain written policy and procedure on minimum age of workers, in compliance with applicable laws and regulations, including a rigorous recruiting and age verification procedure, remediation for underage labour, and ensure all supervisors and personnel in charge of recruitment are educated on such policy and procedure.
- Suppliers must verify the age of work applicants by the best available official documentation, including but not limited to government issued identification cards, birth certificates, dental records, etc.



- Suppliers shall have an underage labour remediation plan; if an underage employee is found to be working in the facility, ensure that the underage employee receives legal schooling (at the supplier's expense) and base wage payments (if in school) until s/he reaches legal working age.

D 2.5.d – Forced Labour (restrictions on workers)

Our Supplier Code of Conduct provisions state that:

- Workers shall maintain custody and/or have free access to personal identification documents.
- Workers must be free to terminate employment (in accordance with their labour contract).
- Suppliers must not illegally terminate workers and shall maintain termination records, as required by law.
- Workers must be free to leave the facility at the end of their shift, and during the shift with notice to supervisor.

Dormitories:

- Workers are free to enter and exit the facility at all times, and are not subject to any curfews or electricity shut off.
- Workers are free to choose between provided housing or other accommodations, as required by law.