

# DESCRIPTION OF HOTLINE

We trust our employees to make good choices every day and to speak up when something is not right. Even if it is just to ask a question, all employees are empowered to speak up and make their voice heard.

We have various channels to voice your concerns and we want to make it as easy as possible for you to do so. Channels are listed below – always use the one that you are most comfortable with.

## IF YOU ARE AN EMPLOYEE

- Stop by and talk to your local leader, another leader you are comfortable with, a PX team member or a member of the Legal Team
- Contact the L.A.C.E.S. Team at [laces@deckers.com](mailto:laces@deckers.com)
- Call or email our anonymous EthicsLine:
  - ♦ Via Phone: see numbers listed at the end of [Deckers Code of Ethics](#)
  - ♦ Via Web: [deckers.ethicpoint.com](https://deckers.ethicpoint.com)

## IF YOU ARE A FACTORY WORKER

- Call or email our anonymous EthicsLine:
  - ♦ Via Phone: see numbers listed at the end of [Deckers Code of Ethics](#)
  - ♦ Via Web: [deckers.ethicpoint.com](https://deckers.ethicpoint.com)

All Ethics Line reports will be provided to L.A.C.E.S. and Internal Audit, which will ensure that all allegations are reviewed and addressed.

## WHAT TYPES OF ISSUES SHOULD I REPORT?

- Accounting or auditing matters  
(including issues related to internal controls)
- Conflict of Interest
- Discrimination, Harassment, Unfair Treatment
- Disclosure of Confidential Information
- Embezzlement
- Falsification of contracts, reports or records
- Improper supplier or contractor activity  
(such as bribes or kickbacks)
- Retaliation
- Securities Violation (Trading on Inside Information)
- Theft
- Violation of Policy
- Violence or Threats
- Other

## HOW OUR HOTLINE WORKS



## WHERE YOU CAN LOCATE OUR HOTLINE NUMBERS

We are proud to make our anonymous hotline numbers available to all Deckers employees and factory workers. Employees and factory workers can find our hotline posters, translated in local language, posted in each break room or in our Code of Ethics posted publicly on [deckers.com/responsibility](https://deckers.com/responsibility).