

STEVE MADDEN

RESPONSIBLE SOURCING POLICY FOR ANIMAL-DERIVED MATERIALS

I. INTRODUCTION

At Steve Madden, we're committed to leveraging the power of fashion to be a global force for good. This policy is a statement of our commitment to animal welfare across our supply chain. This policy demonstrates what we expect from ourselves, and our supply chain partners ("Suppliers").

II. SCOPE

This policy applies to all Steven Madden, Ltd. brands, licensees, and Suppliers involved in the procurement, sourcing and manufacturing of all products produced by Steve Madden.

III. ANIMAL WELFARE

We recognize our responsibility as part of the fashion industry to strive for good animal welfare practices within our product supply chain and incorporate them across all areas of business operations. Our animal welfare policy follows the World Organization for Animal Health (OIE) recognizing the 'Five Freedoms'¹ as guiding principles on animal welfare, as well as the more recent 'Five Provisions & Welfare Aims'. Suppliers are encouraged to actively pursue good animal husbandry and source raw materials verified by a third-party animal welfare certification program.

Accordingly, we ask all our Suppliers pledge:

- To conduct all operations in compliance with all applicable animal welfare laws and regulations including maintaining valid permits.
- To comply with this Animal Welfare Policy.
- To source animal, plant, or fowl materials ethically and responsibly based on best practices and standards for animal welfare according to the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), the Endangered Species Act (ESA) and the International Union for Conservation of Nature's Red List.

Additionally, Tier 1 suppliers are required to provide their own suppliers with this Animal Welfare Policy to extend compliance up the supply chain.

IV. BIODIVERSITY

Steve Madden acknowledges that preserving and protecting the planet's ecosystems and biodiversity is part of animal welfare. Deforestation and water pollution are among the key causes leading to the destruction of ecosystems and the loss of biodiversity. Both are particularly high risk in animal-derived materials supply chains. Therefore, Steve Madden has committed to increasing transparency in our animal-derived materials supply chain. Additionally, we are making the move to reduce, refine and replace materials with a high impact in this area.

¹ The Five Freedoms include freedom from (1) hunger, malnutrition, and thirst; (2) from fear and distress; (3) from physical and thermal discomfort; (4) from pain, injury, and disease; and (5) freedom to express normal behavior.

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V. MATERIAL SPECIFICATION REQUIREMENTS

Prohibited Animal Materials

- Leather, skin, or hair:
 - From wild animals, including, but not limited to: alligators, crocodiles, marine mammals, lizards, ostrich, snakes, and kangaroos.
 - Sourced from illegally deforested areas or the Amazon Biome.
 - From live, newborn, aborted animals, or companion animals.
- Products manufactured with or containing skins from any species that is endangered, threatened, or extinct in the wild.
- Real fur as defined by the FTC in the Fur Products Labeling Act.
- Horse or pony hair.
- Hair from animals reared in cages for their hair including but not limited to: rabbit, raccoon, marten, fox, squirrel, sable chinchilla, and ferret.
- Mohair (due to documented high animal welfare risks in the mohair supply chain).
- Down and feathers from live-plucked waterfowl.
- Exotic bird including but not limited to: ostrich, peacock, and marabou.
- Material derived from sources that practice mulesing.

Permitted Animal Materials

- Leather that is a co-product of food production from domesticated animals.
- Hair attached to skin that is typically used as leather, e.g., cow or sheep leather with hair attached is accepted.
- Faux Fur (labeled according to the guidelines required by law).
- Down and feathers from post-slaughter as by-products from the food industry (except for the production of foie-gras) or collected as the result of natural shedding or molting.
- Steve Madden strives to use recycled materials when available, but for virgin materials our preferred animal-derived materials come from farms certified under the Responsible Down Standard (RDS), Traceable Down Standard (TDS), Responsible Wool Standard (RWS), or adopting regenerative agriculture.

VI. TRANSPARENCY & COMPLIANCE

Finally, Steve Madden knows that no policy is effective without implementation. We are committed to increasing traceability and transparency across our supply chain. This includes Suppliers having systems in place to trace animal-derived materials back to the source within their supply chains. We expect all Suppliers to provide key sourcing information and relevant documentation showing proof of good animal welfare and compliance for all animal-derived materials including:

- species name (common and Latin);
- country and region of origin; and
- proof of compliance, certification or good animal welfare practices.
- Our Tier 1 suppliers are also responsible for ensuring their entire supply chain meets these requirements.