

# STEVE MADDEN

## ENVIRONMENTAL, HEALTH & SAFETY POLICY

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Steve Madden is committed to sustainable development, caring for the environment and providing a safe and healthy workplace for all its employees and partners based in the United States and throughout the world. This commitment is reflected in the Company's foundational policy of complying with all applicable local, state, national and international environmental laws and regulations wherever we operate. This includes, but is not limited to, following all rules relating to chemical and solid waste management, recycling, water usage and discharge, energy use, air quality, emissions standards and the proper handling, storage, use, shipment and disposal of all materials that are regulated under environmental laws.

Steve Madden, in conjunction with its vendors and suppliers, is also committed to maintaining all necessary environmental permits, registrations, approvals and licenses applicable to the work we perform, and to follow the operational and reporting requirements of all as well. Certain employees are specifically responsible for ensuring that the Company remains in material compliance with all such permits, registrations, approvals and licenses and ensuring that all permit applications, reports and notifications are filed in a timely manner. If employees become aware of any omission or lack of timely action regarding these matters, they are expected to promptly report this information to their immediate supervisor or manager and to take appropriate action to correct such omission as needed.

Certain employees are also responsible for maintaining, in accordance with the Company's document retention policy, all documents required to be maintained under applicable environmental laws and such persons are able to verify that all manifests, other shipping documents, Material Safety Data Sheets, chemical inventory forms and monitoring and sampling data reports are properly completed and maintained.

If any employee becomes aware of an unpermitted spill, release or discharge of any material regulated pursuant to an applicable environmental law or that any violation of an applicable environmental law has taken place, that employee is expected to immediately report such an event to his or her immediate supervisor or manager so that necessary action may be taken. Necessary action may include evacuating employees, reporting the event to a governmental authority and/or containing and cleaning up any such spill, release or discharge in accordance with applicable safety standards. Employees are also required to report any violations of this Environmental Policy that they observe.

In sum, the Company requires that all employees and business partners comply with this and all other environmental, health and safety requirements and in general, to always conduct business in a way that minimizes waste, maximizes recycling and protects the environment and human health and safety.

Please note that the Company's senior leaders are responsible for ensuring that this Policy is always available for review, understood and communicated and implemented across Steve Madden's operations worldwide. All employees and partners including all suppliers are responsible for understanding the Policy, committing to it and applying its principles every day.