

STEVE MADDEN

MODERN SLAVERY STATEMENT

INTRODUCTION

Steven Madden, Ltd. (“Steve Madden” or “the Company”) is committed to conducting its business and managing its supply chain in accordance with the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights (UNGPs), Steve Madden adopts a zero-tolerance approach to modern slavery and is fully committed to preventing such acts. This statement outlines the steps taken by Steve Madden to detect and prevent modern slavery throughout its business and supply chain.

As used in this statement, the term “modern slavery” includes child labor, bonded labor, indentured labor, deceptive recruitment of labor, forced or compulsory labor, forced marriage and human trafficking.

This Modern Slavery statement is published pursuant to the Modern Slavery Act of 2015 (UK MSA), the Australian Modern Slavery Act 2018 (AUS MSA), the California Transparency in Supply Chains Act of 2010 (CATSCA), and the Fighting Against Forced Labour and Child Labour in Supply Chains Act (CAN SCA). This statement covers the period from January 1, 2024, to December 31, 2024 (our Fiscal year 2024 or FY2024).

OUR BUSINESS AND SUPPLY CHAIN STRUCTURE

Steve Madden and its subsidiaries design, source and market fashion-forward branded and private label footwear, accessories and apparel for women, men, and children. We distribute our products through department stores, mass merchants, off-price retailers, shoe chains, online retailers, national chains, specialty retailers and independent stores throughout the United States, Canada, Mexico, Europe, and certain other international markets. In addition, our products are distributed through our retail stores within the United States, Canada, Mexico, and Europe and our joint ventures in Israel, South Africa, Taiwan, and China, and under special distribution arrangements in certain European countries, the Middle East, South and Central America, and various countries in Asia, in addition to our e-commerce sites.

Steve Madden and its wholly owned subsidiaries are committed to conducting our business responsibly and transparently. Steve Madden is committed to working with manufacturers, Suppliers, factories, authorized subcontractors, and agents (hereafter “Suppliers”) that share the Company’s goal of maintaining socially responsible and sustainable business practices. Suppliers are required to comply with all (local) laws, rules, and regulations relevant to their business.

Steve Madden does not knowingly employ any type of involuntary labor and will not knowingly conduct business with any supplier that uses involuntary labor of any kind, including prison labor, indentured labor, bonded labor, child labor, or labor obtained through human trafficking or slavery. Steve Madden requires all its suppliers and factories to comply with all applicable laws and regulations. Steve Madden also prohibits its suppliers and factories from employing child, slave,

forced, or prison labor, and expects them to prevent practices that could in any way contribute to human trafficking as listed in the [Supplier Code of Conduct](#).

STEVE MADDEN'S POLICIES TO ADDRESS MODERN SLAVERY

Our *Let's Get Real* sustainability strategy contains 4 key areas of focus (Let's Think about You, Let's Make for All, Let's Change the Game, and Let's Kick the Waste) ingrained into our business operations as endorsed by our Executive Leadership and Corporate Social Responsibility Committee of our Board of Directors. Our *Let's Think About You* work is focused on creating safe, diverse, and equitable workplaces for people across Steve Madden stores, offices, and factories. This is operationalized via the Code of Conduct, the Global Human Rights Policy, the Supplier Code of Conduct, and the Responsible Sourcing Compliance Policy.

The Steve Madden [Supplier Code of Conduct](#) includes required minimum standards we expect each Supplier to meet in producing our goods. The Company expects all Suppliers to take reasonable measures to ensure labor standards are met in compliance with all applicable laws. The Steve Madden Code Standards include requirements on forced labor, child labor, working hours, excessive overtime, compensation, non-discrimination, harassment and abuse, and freedom of association amongst other core requirements. Suppliers accept these standards when they enter into Manufacturing Agreements with Steve Madden.

Our **Responsible Sourcing Compliance Policy** is the foundation for our Visibility and Compliance Program that covers supply chain mapping and social compliance oversight for our supply chain. This policy covers compliance requirements including social compliance audit requirements and defines expected remediations and continuous improvement within our supply chain.

The Steve Madden **Global Human Rights Policy** is our commitment to upholding mutual respect in the workplace, collaboration with business colleagues, accountability to our stockholders and conducting our business in accordance with the standards set forth in the Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. This policy provides clear expectations for all employees and business partners covering child labor, human trafficking, slavery, and forced labor, freedom of association and collective bargaining, and other universal human rights principles.

The Steve Madden **Code of Conduct** defines ethical business guidelines for all Steve Madden employees, shareholders, and business partners as it pertains to avoiding conflicts of interest, unfair advantage, antitrust laws and competition, anti-bribery, and Foreign Corrupt Practices Act (FCPA). The Company's General Counsel has the primary authority and responsibility for the enforcement of the Code of Conduct and Supplier Code of Conduct, subject to the supervision of the Nominating/Corporate Governance Committee and the Corporate Social Responsibility Committee of the Board of Directors. The Company will not tolerate any kind of retaliation for reports or complaints regarding misconduct that were made in good faith.

Steve Madden offers different channels for employees to report any suspicion of violations to a Hotline, operated by an external or independent third-party Company. We are working towards expanding the reach of the Hotline to capture violations within our supply chain.

CERTIFICATION

Steve Madden requires all suppliers and factories in its supply chain to certify receipt, understanding, and acceptance of the Supplier Code of Conduct, which details the Company's own standards and policies as well as fair labor practices in general including laws concerning the use of child, prison, or forced labor, and against human trafficking and slavery. In 2025, Steve Madden updated the Supplier Code of Conduct strengthening our ethical standards and partner policies.

RISK, DUE DILIGENCE AND MONITORING

Within our business, we consider the risk of exposure to modern slavery and the worst forms of child labor to be the greatest in our product supply chain. Countries with a potential risk of slavery, human trafficking, forced labor and/or child labor in our supply chain include Bangladesh, Brazil, Cambodia, China, India, Mexico, and Vietnam.

In this past year, Steve Madden has continued to take actions to map our tier-one supply chain factories. Steve Madden products are predominantly manufactured in China, Cambodia, Mexico, Brazil, Vietnam, India, Portugal, Italy, and Tunisia. Supplier relationships are critical to achieving our goals. We have established a mandate for all suppliers to disclose their production factories and continue to expand the scope of our tier mapping.

In conducting our risk assessment, Steve Madden utilizes intelligence from a wide variety of sources, including the International Labor Organization (ILO), United Nations International Children's Emergency Fund (UNICEF), the US Department of Labor (DOL), the American Apparel & Footwear Association (AAFA), industry reports, press reports, and private resources. In 2024, Steve Madden continued to deploy a supply chain risk intelligence tool to enhance visibility in our global supply chain. Compounding intelligence from these sources, our Social Responsibility team determines the areas of potential risks within our supply chain.

All factories must complete Steve Madden's Factory Profile, a questionnaire-based supplier assessment tool. This tool includes questions on forced labor and child labor and serves as a first indication and commitment from our suppliers. The Company also uses various tools to verify that the factories that manufacture its products operate fairly and safely and address the risks within our supply chain.

We value strong supplier partnerships, and our Social Responsibility team continues to heighten engagement to ensure continuous improvement outcomes are made possible. Our Asia associates partner with our strategic factories to elevate compliance and meet our Visibility and Compliance Program requirements. These measures include but are not limited to collecting production factory information, requesting valid independent third-party audit reports, corrective

action reviews, site visits, and capacity building support activities. We also require each strategic supplier to have at least one dedicated employee to manage social responsibility, including enforcement of fair labor practices, in their supply chains.

In 2024, Steve Madden became a Signatory to the Social and Labor Convergence Program (SLCP), which promotes the adoption of shared assessments. Steve Madden continues to promote shared assessments to address the prevalence of audit fatigue. We also accept other leading audit methodologies to reduce the burden of additional audits on our Suppliers.

Steve Madden relies on both internal and external third-party audits to assess compliance in accordance with our Supplier Code of Conduct and local laws. Per our assessment scoring methodology, we monitor conditions at Suppliers against a defined a set of key performance indicators and process controls to combat modern slavery in our organization and supply chain. These instruments provide a basis for measuring supplier performance and aid the factories in implementing continuous improvements to become trusted suppliers and production facilities.

Steve Madden reserves the right to conduct on-site audits in production facilities and engage in announced and unannounced monitoring activities, including confidential employee interviews and contracts with third-party auditors to annually verify supplier compliance. Steve Madden determines which factories to audit based on annual risk assessments as well as the results of previous audits and other relevant information obtained by the Company.

REMEDICATION AND EFFECTIVENESS

Steve Madden expects our suppliers to adhere to a continuous improvement model, thereby, working to remediate issues found during assessments and monitoring activities. The Social Responsibility team engages with Suppliers to follow up on corrective actions. Steve Madden has launched an online platform to better manage the tracking and performance of Suppliers. As more Suppliers are onboarded into the platform over time, Steve Madden aims to evolve its social compliance program management to provide more holistic support to the Suppliers including resources for capacity building, remediation guidance, and an updated Frequently Asked Questions (FAQ) document.

ACCOUNTABILITY AND TRAINING

The Company has a zero-tolerance policy for any factory or factory employee found to violate child labor, forced labor, slavery, or human trafficking standards or laws. Such a violation will result in immediate suspension or deactivation of the factory. This zero-tolerance policy is communicated to all suppliers.

Steve Madden seeks to do business with suppliers that share the Company's commitment and dedication to ethical and responsible business practices, and we encourage suppliers and factories to promote best practices and to work toward continuous improvement in their production operations and supply chains. The suppliers that share our commitment and dedication to this policy become and remain the Company's suppliers. The Company reviews and monitors its

supplier relationships and may terminate a relationship with any supplier found to be in violation of the Company's standards.

While compensation or financial support is commonly provided as part of remediation when instances of forced or child labor are identified, the approach to remedy under Section 11(3)(e) takes a different perspective. Instead of focusing on compensating the affected individuals, the emphasis is placed on taking effective action to eliminate the occurrence of child labor or forced labor altogether. If Steve Madden finds an instance of child labor or modern slavery in our supply chain, we will take action to remediate the loss of income to the most vulnerable families affected by the use of forced or child labor.

Starting in 2023, Steve Madden launched an annual comprehensive online training course for employees with direct responsibility for supply chain management detailing the company's commitment to upholding human rights, ensuring compliance with standards regarding human trafficking, slavery, and child labor in supply chains. The course presents critical issues concerning modern slavery and how teams managing the supply chain can actively mitigate, prevent, and eradicate labor-related risks.

NEXT STEPS

Steve Madden is committed to continuously improving our policies and processes to identify and minimize the risk of modern slavery and human trafficking throughout our supply chain. This includes ongoing support and enhanced supplier engagement on human rights due diligence best practices. With the expansion of our Visibility and Compliance Program, we aim to encourage collaborative, ongoing discussion of compliance challenges and support transparency and a continuous improvement model in our global supply chain.

This statement has been approved by the Board of Directors and signed on May 6, 2025, by

Gregg Meyer
Chief Sustainability Officer