

# CORPORATE SOCIAL RESPONSIBILITY



RED WING SHOE COMPANY

## ABOUT US



Red Wing Shoe Company's mission is to be a great company that makes a difference in people's lives. Our company values of respect, integrity, community, and excellence help guide us and we have been purpose driven since our founding.

To us, corporate social responsibility (CSR) means doing right by people — it is a principle deeply ingrained in our history. Our vision is to build a future where our work is a positive force for people and the planet. As we look to the future, we are continuing to craft the finest products with care and respect for the planet while making a lasting impact for generations to come.

The following pages outline this work to date and the path forward.



## JOURNEY



### 2022

The CSR department was created to develop an environmental, social and governance focus that is integrated into the business. To emphasize the importance of CSR, the Director of CSR reports directly to Red Wing Shoe Company CEO, Allison Gettings.

### 2023

Completed our first Corporate Footprint for waste, water, and carbon and conducted a Materiality Assessment to build on our efforts to provide greater transparency on our CSR progress. The results of these findings shape our CSR strategy and roadmap, narrowing our focus on where we can make the greatest difference people's lives and the environment.

### 2024

Completed a Climate Roadmap and rolled those strategies into an overall CSR 2030 Roadmap using the Materiality Matrix as a guidepost encompassing our most important ESG topics.

### 2025

Will publish our first CSR Report tracking our effort and progress against our 2030 goals.

# CORPORATE ACTIONS

(SEE DETAILED SUSTAINABILITY ACTIONS ON FOLLOWING PAGES)



## CSR STRATEGY

Completed first Materiality Matrix. Using as blueprint to identify CSR Vision, Pillars, Strategy.



## EMPLOYEES

Currently have 3 Employee Resource Groups that create a safe and inclusive environment for all employees to feel connected, valued, and empowered.



## BUSINESS ETHICS

Committed to ethical business practices and legal compliance among its workers and business partners.



## SUPPLY CHAIN TRANSPARENCY

Our Ethical Trading Policy represents a commitment to source goods and services only from persons and firms that achieve internationally recognized standards and practices in dealing with their workers and their working environment.



## QUALITY, HEALTH, & SAFETY

Red Wing UK, Red Wing Norway, Red Wing Dubai Global Industrial Hubs and our Houston Hub are ISO9001 certified.

## CORPORATE SUSTAINABILITY JOURNEY

### Red Wing Shoes total FY2022 carbon footprint

The total corporate footprint for FY22 is  
**288,665 tCO<sub>2</sub>eq**

Scope 1 = 4,821 tCO<sub>2</sub>eq

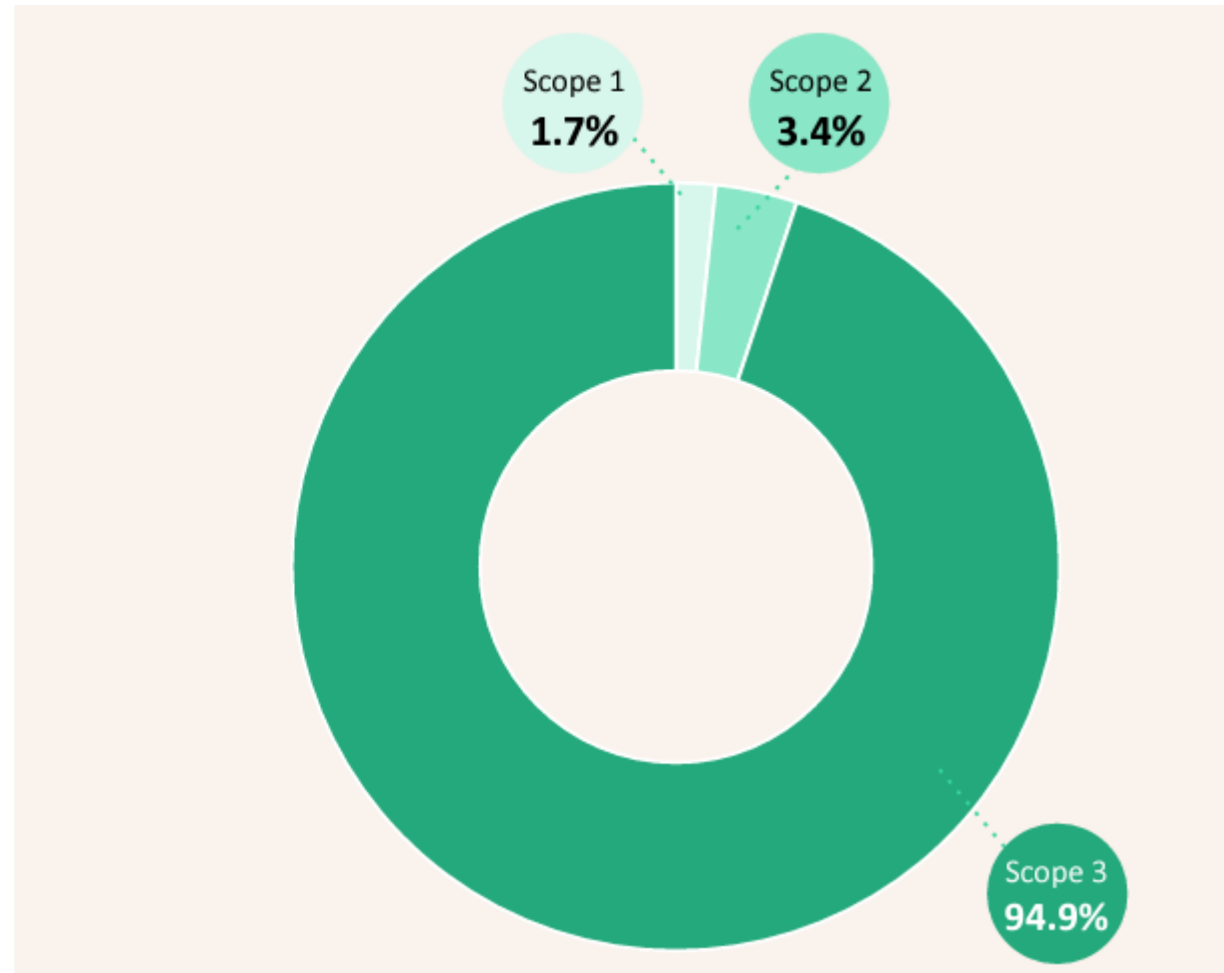
Scope 2 = 9,921 tCO<sub>2</sub>eq

Scope 3 = 273,924 tCO<sub>2</sub>eq

Emissions are mostly driven by Scope 3 impacts. This is very common across companies in the footwear industry.

#### 2023

Working with ESG consultants, Quantis, we measured our entire company carbon, water, and waste footprint. This has allowed us to build on our sustainability commitments, create an initial benchmark to identify reduction strategies and actions.



## CORPORATE SUSTAINABILITY JOURNEY

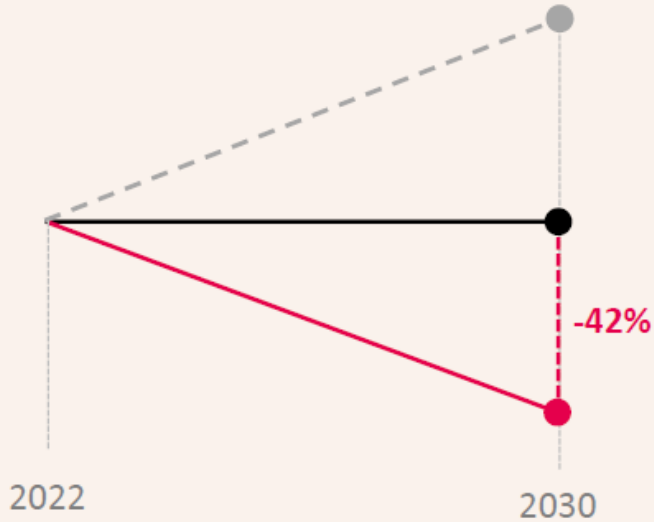
2024

We are working on finalizing a climate roadmap for carbon reduction. There are 15 actions we commit to take by 2030 to be in alignment with a 1.5-degree world.

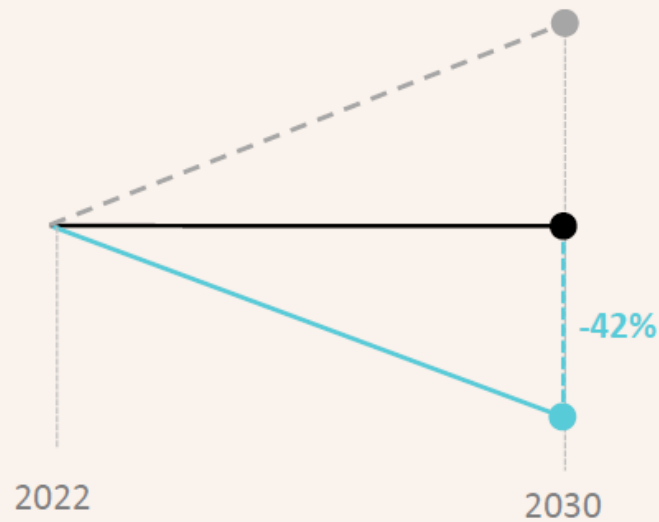
# Summary of Red Wing Shoes emission reduction goals

Reduction percentages are aligned with SBTi's minimum requirements in accordance with the IPCC\* 1.5°C scenario

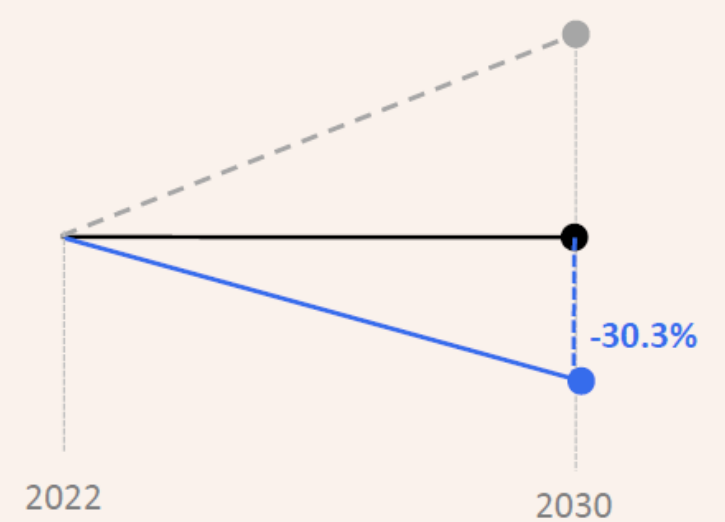
Scope 1 and 2:



Non-FLAG Scope 3:



FLAG emissions (focus on Scope 3):





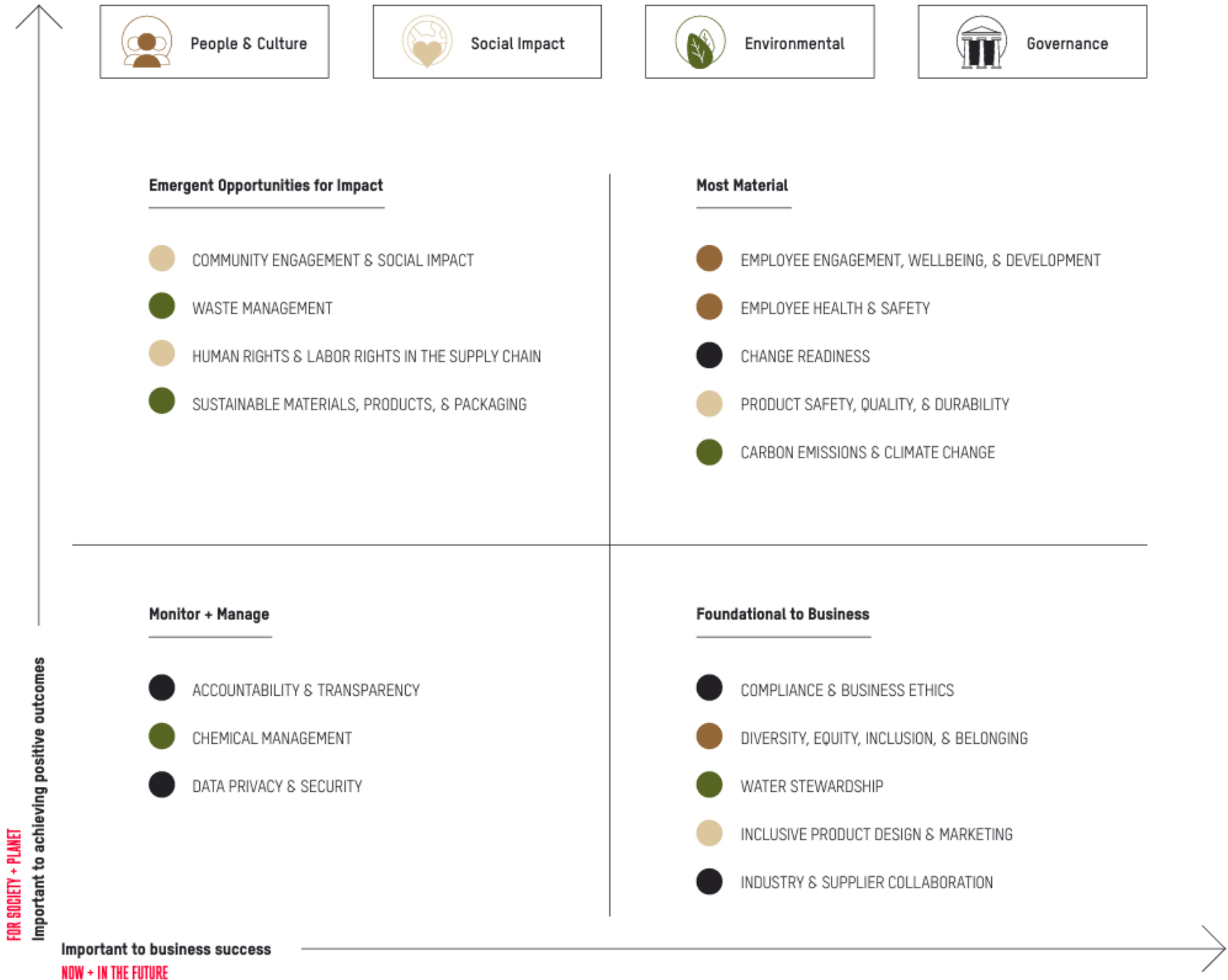
# MATERIALITY MATRIX: DOUBLE MATERIALITY



The results of our assessment include 17 topics organized into four categories — People & Culture, Social Impact, Environmental, and Governance.

All the topics identified in our matrix are important considerations for our business and the impact we have on society and the planet.

Prioritization into the four quadrants is essential if we are to make significant progress. For all the 17 topics, we are dedicated to tracking, monitoring, and making progress on them.







**VIBRAM ECOSTEP RECYCLE**  
UP TO 30% VIBRAM RECYCLED RUBBER

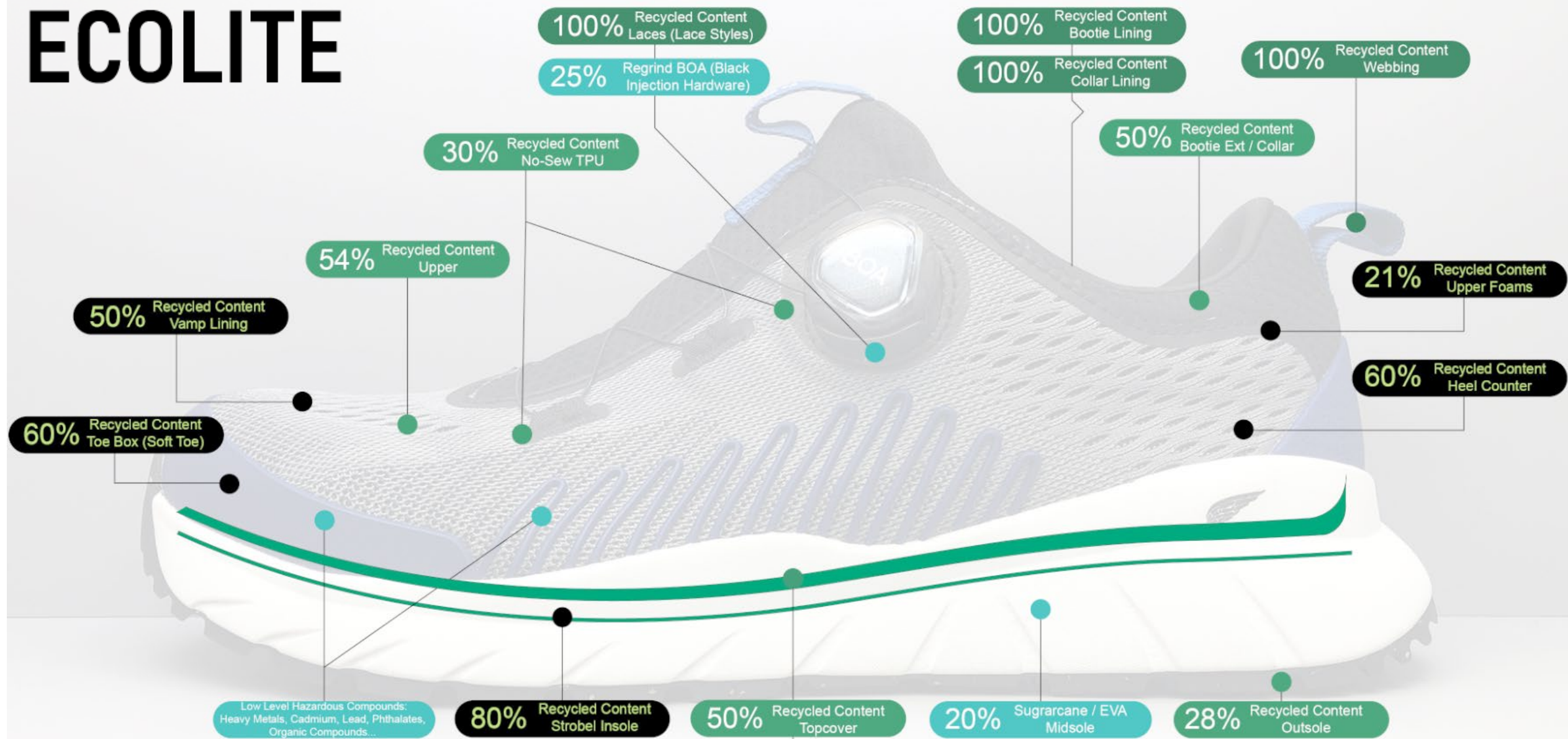




# BIOSPRING MIDSOLE

MADE WITH 20% SUGARCANE

# ECOLITE





# APEX

100%

Recycled Content  
Collar Lining

60%

Recycled Content  
Collar

100%

Recycled Content  
Pull Tab

60%

Recycled Content  
Heel Counter

50%

Recycled Content  
Vamp Lining

80%

Recycled Content  
Collar & Tongue Foam

100%

Recycled Content  
Laces

25%

Regrid BOA (Black  
Injection Hardware)

50%

Recycled Content  
Tongue & Gusset

LSM Certified Gold Tannery  
Upper Material

50%

Bio-based Content  
Waterproof Membrane

20%

Sugarcane/EVA  
Midsole

28%

Recycled Content  
Outsole

50%

Recycled Content  
Tap Cover

80%

Recycled Content  
Shoelace Insole







# VERSAPRO

**PFAS FREE MATERIALS**  
(Forever chemicals)

**30% RECYCLED MATERIALS**  
Removeable footbed/insole  
made from high rebound PU

**30% RECYCLED MATERIALS**  
Midsole made with  
lightweight/high rebound  
Huntsman PU

# Workwear Made to Work Better For Our Planet.

Red Wing is honored to partner with Sapphire Finishing Mills Limited (Sapphire) in creating Red Wing fabrics and workwear, reflecting our dedication to exceptional craftsmanship and ethical manufacturing. Together, we strive to drive positive transformation in the garment industry, driven by Sapphire's extensive certifications including Oeko-Tex® Made in Green, the Global Organic Textile Standard, adherence to the Better Cotton Standard System, and their commendable women's empowerment program.



\*This information applies to Red Wing fabric and workwear produced at Sapphire Finishing Mills Limited

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OEKO-TEX® is a worldwide leader in textile and leather standards.

#### STANDARD 100

A leading textile label indicating that a product has been tested for harmful substances, and has been determined harmless to human health.

**\*All Red Wing fabrics have been certified to Oeko-Tex® Standard 100.**

#### STEP (SUSTAINABLE TEXTILE PRODUCTION)

A certification that ensures eco-friendly and socially responsible textile manufacturing, emphasizing sustainability, workplace safety, and social responsibility throughout the production process.

#### MADE IN GREEN

The Made in Green certification identifies textiles and leather that are tested for harmful substances and are manufactured under sustainable and socially responsible conditions. Made in Green gives buyers confidence that the products are safe for human health and that they were produced responsibly.

**\*Red Wing is leading the way with Sapphire to ensure all our proprietary fabrics are certified to Oeko-Tex® Made in Green.**

See more on back >



Better Cotton is the world's largest sustainable cotton program.

#### THE BETTER COTTON INITIATIVE

A holistic approach to cotton that promotes better standards in cotton farming and practices globally. Today, only 20% of all cotton production in the world is produced under the Better Cotton Standard.

**\*Red Wing and Sapphire ensure all cotton-based fabrics used in our workwear adhere to the Better Cotton Standard System principles and criteria.**



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- ✓ Safe for wearers from harmful substances
- ✓ Earth-friendly manufacturing practices
- ✓ Socially responsible manufacturing practices



#### OEKO-TEX® MADE IN GREEN



##### ECO-FRIENDLY

Produced in environmentally friendly facilities, reducing the environmental footprint of your textiles.

##### SUSTAINABILITY BENCHMARK

It's a benchmark for sustainable textile production, showcasing a commitment to responsible practices.



##### CERTIFIED SAFETY

Made with materials rigorously tested for harmful substances, ensuring the safety of your textiles.

##### AUTHENTICITY ASSURANCE

Verify authenticity by entering the product ID on the official website or scanning the QR code.

##### DIFFERENTIATION

Distinct from other labels with its focus on traceability and transparency in addition to safety and sustainability.



##### SOCIAL RESPONSIBILITY

Manufactured in safe and socially responsible workplaces, promoting ethical practices in the textile industry.

##### FULL TRACEABILITY

Aim for a 100% traceable supply chain, with the ability to trace back to the country or manufacturer.

##### TRANSPARENCY

Products with MADE IN GREEN labels can be easily traced, providing consumers and business partners with unparalleled transparency



##### GLOBAL REACH

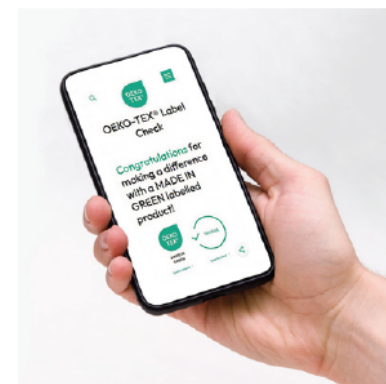
The label can be awarded to textile products worldwide at any stage of the supply chain, offering global accessibility and traceability

##### CREDIBILITY

Highly credible and well-accepted in both B2B and B2C markets due to its strict criteria.



scan the label





THANK YOU.



RED WING SHOE COMPANY