



DECKERS GIVES CHARITABLE DONATIONS POLICY

Be Good. Do Good.

The world has been very good to us. In turn, we want to be good to the world. That's why we actively support employee volunteer efforts and charities that share our values and our commitment to improving the lives of people everywhere we do business.

This Charitable Donations Policy ensures that all Deckers donations and grants are aligned with our corporate social responsibility strategy and business goals, maximizes opportunity for corporate visibility, and is in line with our budget and resource guidelines. This policy establishes guidelines for submission and review of requests for donations and grants.

Deckers supports organizations committed to improving their local communities as well as the lives of those living in those communities. We believe that when we harness the collective power of passionate individuals, we can collectively create the change we want to see. We support organizations that focus on education, supporting underserved communities, uplifting youth, social and racial justice, and the environment.

We believe that direct impact in the communities in which we live and work is the most powerful way to effect change and improve the lives and land of those communities.

We believe in a world where each of us can come as we are, and where we can be our most authentic selves. We believe in using our platforms to uplift and amplify the voices of underrepresented communities and organizations.

CRITERIA

To qualify, an organization must have 501(c)(3) status in good standing (for US-based organizations) and be aligned with our corporate social responsibility strategy. Organizations outside of the US must have a Registered Charity number or have been approved by the relevant governmental authority in the country in which it operates.

We will consider funding for organizations doing work that:

- Contributes to building a more diverse, equitable and inclusive society
- Supports social and racial justice
- Focuses on education and uplifting youth

- Increases environmental awareness, conservation and sustainability
- Promotes disability awareness and inclusion
- Are embedded in the local community in which the organization operates
- Have a clear strategy for using the funds requested

We will not fund:

- Organizations that perpetuate systemic biases and discrimination based on ethnicity, race, religion, color, sexual orientation, gender, gender identity, age, national origin, ancestry, citizenship or veteran or disability status
- Organizations in the US without 501(c)(3) status or a comparable fiscal sponsor
- Organizations outside the US without applicable registered status
- Endowment funds
- Political campaigns

Grant applications for organizations outside the US are considered in locations where Deckers has significant corporate and manufacturing footprints.

EVALUATION CRITERIA

While the method for awarding a grant may differ among programs and initiatives, we will always give consideration to the following criteria:

- Does the project address a significant funding gap or support a critical opportunity related to the Deckers Gives program mission and areas supported by Deckers Gives?
- Does the project align with Deckers' areas of support as well as achieving the objectives of the applicant organization and the program goals?
- What is the program's potential for long-term impact in terms of replication, reach, visibility or changes in the field?
- Does the applicant organization have the capacity to effectively execute the program?
- What opportunity exists to leverage additional resources as a result of Deckers Gives funding?
- What opportunities exist to share both internally and externally the partnership between Deckers and the requesting organization?



APPLICATION PROCESS

There will be [three] key application submission periods.

First application period:

[January 1-March 31] applicants will be invited to register their organizations and proposal ideas.

Deadline: [March 31].

Second application period:

[June 1-August 31] applicants will be invited to register their organizations and proposal ideas.

Deadline: [August 31].

Third application period:

[September 1-November 30] applicants will be invited to register their organizations and proposal ideas.

Deadline: [November 30].

All applications will be reviewed by the Deckers Gives Grant Committee in accordance with its grant approval guidelines. If your organization wishes to be considered, please complete a **Grant Application** and submit as indicated on our Community Involvement page.