



## Skechers U.S.A., Inc.

Ticker : SKX.US

Country of Operation : UNITED STATES

Industry Sector : Footwear

Meeting Date : 5/21/2020

Meeting Type : Annual

Item #	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Rationale
1	Adopt a Comprehensive Human Rights Policy	Shareholder	Against	For	Human rights and modern slavery is a big concern for consumer sector overall, especially those that maintain manufacturing sites on their own. Skechers currently falls behind its peers in various ways, by lacking disclosure on board level oversight, ERM system, details on supply chain oversight that are generally discussed in a dedicated human rights policy. Skechers currently only maintains Code of Conduct that captures some elements of supply chain in addition to separate disclosure on California Transparency in Supply Chain Disclosure Statement, but the proponent's request raises a valid gap that the company needs to address to ensure that it has a comprehensive framework in managing human rights related issues.