

CALERES

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Diversity, EEO, Pay Transparency, and Affirmative Action Statement

Diversity

Our stance is simple...we embrace it! We are committed to finding, employing and retaining people from all backgrounds, ethnicities, genders, lifestyles and belief systems that can help us better meet the needs of our diverse consumers.

We need a team that understands, anticipates and responds to our many markets - a team that represents the varied mix of people across the country and the world. By embracing a diverse workplace, we create an inclusive environment that offers each of us opportunities for success.

Equal Employment Opportunity

We treat all Associates and applicants for employment fairly, and provide equal employment opportunities without regard to race, color, gender, religion, national origin, age, disability, sexual orientation, veteran status, protected genetic information, gender identity or expression, or any other factor protected by law. This principle applies to all phases of employment, including, but not limited to, recruiting, employment, placement, promotion, transfer, demotion, reduction of workforce and termination, rates of pay or other forms of compensation, and selection for training.

All employment decisions and Company programs are administered in conformance with this policy. This policy reflects the Company's commitment to utilizing the strengths of diverse associates to enhance innovation, creativity, team building, and ultimately, business results.

It is the responsibility of every associate to conscientiously follow this policy and to insure it is fully implemented within the organization. If you have any questions regarding this policy, contact your Talent Management Representative

Pay Transparency

We will not discharge or in any other manner discriminate against associates or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, associates who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other associates or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the Company, or (c) consistent with our legal duty to furnish information.

Affirmative Action

We will also take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons are introduced into our workforce and considered for promotional opportunities. For more information about our Affirmative Action Plan, please click [here](#).

Responsibility

It is the responsibility of each Manager of the Company to ensure affirmative implementation of these principles to avoid any discrimination in employment. All Associates are expected to recognize these principles and cooperate with their implementation.

Questions

The Affirmative Action Officer, Ken Styer, has been assigned to direct the establishment and monitor the implementation of personnel procedures to guide our affirmative action program throughout Caleres. Please contact Ken at kstyer@caleres.com or call (314) 854-3057 with questions about any of the principles detailed above.