

## **GENESCO HUMAN RIGHTS POLICY**

### **POLICY PURPOSE**

Genesco Inc. (“Genesco”) is committed to respecting human rights and believes in fundamental standards that support our commitment to treat our employees, customers and business partners with integrity, trust, and respect. We have adopted this Human Rights Policy across all of our businesses in order to set forth our values related to working conditions and human rights and to publicly express our commitment to respect internationally recognized human rights standards. We seek to avoid adverse impacts on human rights resulting from our business activities. The Company will provide avenues for individuals to identify or express concerns about adverse impacts on human rights, and, if appropriate, we will take prompt action to prevent and/or to correct such impacts.

In addition to our internal business ethics and code of conduct policies and principles embedded in our business operations, our Human Rights Policy is guided by the United Nations Guiding Principles on Business and Human Rights, the UN Universal Declaration of Human Rights, and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multi-National Enterprises to ensure we are adhering to best practices and supporting the wellbeing of the communities in which we operate.

All employees are responsible for complying with this Policy, which is publicly available on our website and communicated internally to all employees. We will encourage employees to understand this Policy and the rationale behind it. Non-compliance, depending upon the circumstances, may result in disciplinary action, up to and including termination of employment.

In addition to our internal standards, Genesco seeks to do business with vendors, suppliers and contractors who share the same commitment to human rights.

### **DIVERSITY, EQUITY, AND INCLUSION AND EMPLOYEE ENGAGEMENT**

Genesco is committed to furthering our efforts to cultivate a respectful and inclusive work environment in support of our employees and our business objectives. We have committed our diversity, equity, and inclusion action to four overarching areas – community, talent, business practices and measurement.

We routinely conduct annual employee engagement surveys with various segments of our population. In 2020, we also conducted a diversity, equity, and inclusion survey. We remain committed to listening and learning from our employees.

### **COMMUNICATION AND TRAINING**

All employees are expected to comply with this Human Rights Policy. In addition, managers and employees receive written policies and/or training on a number of human rights and labor related issues which may include equal employment opportunity, anti-harassment, ethical business conduct compliance, anti-corruption, and employee data privacy.

## **NON-DISCRIMINATION AND HARASSMENT**

Genesco has a long-standing commitment to equal opportunity and prohibits discrimination or harassment based on race, color, religion, religious creed, sex, national origin, ancestry, age, military and veteran status, pregnancy, childbirth, or related medical condition, physical or mental disability, medical condition, genetic information, citizenship, marital or registered domestic/civil union partner status, sexual orientation, gender (including gender identity and gender expression), or any other status or classification protected by applicable law. Our non-discrimination policy applies to applicants as well as employees and covers all terms and conditions of employment, including recruiting, hiring, transfers, promotions, terminations, compensation, and benefits. Retaliation against anyone who complains about unlawful discrimination or harassment is prohibited.

## **WORK HOURS, WAGES AND BENEFITS**

Our compensation and benefits programs are designed to align the compensation and benefits of our employees with the Company's performance and to provide incentives to attract, retain and motivate employees. Genesco compensates employees competitively relative to the industry and seeks to comply with all applicable laws governing payment of wages, working hours and benefits.

## **SLAVERY, HUMAN TRAFFICKING AND FORCED LABOR**

Genesco believes that the employment relationship should be voluntary, and the terms of employment must comply with applicable laws and regulations. Genesco is opposed to all forms of modern slavery including human trafficking, forced labor and child labor, and is committed to complying with applicable laws prohibiting such exploitation.

## **CHILD LABOR**

Genesco prohibits the economic exploitation of children under the age of 18 or their employment in work that is harmful to their health or safety. When employing employees under the age of 18, managers must comply with all Genesco policies and legally required limitations on minimum hiring age, hours and tasks performed by these employees to ensure any work performed does not create an unsafe environment.

## **HEALTH, SAFETY AND ENVIRONMENT**

Genesco will seek to provide a safe and secure business environment for the protection of our employees, product, materials, equipment, systems, and information. Genesco will provide a safe and healthy work environment that complies with all applicable laws pertaining to health and safety in the workplace.

## **PROTECTING EMPLOYEE PRIVACY**

Genesco is committed to providing privacy protection of employee data maintained by the Company. Genesco maintains safeguards to ensure personal data is protected from unauthorized access and disclosure.

## **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

Genesco upholds the freedom of association and the effective recognition of the right to collective bargaining. Genesco respects our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation, or harassment.

## **EXPECTATIONS FOR OUR SUPPLIERS**

Genesco is committed to responsible sourcing practices in our supply chain. We depend on third-party vendors to produce the products we sell but strive to work only with those vendors who share our commitment to responsible practices, especially in their relationships with employees and their stewardship of the environment.

## **WORKPLACE SECURITY**

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

## **OVERSIGHT**

This policy will be reviewed and overseen for effective implementation, continuous improvement, and monitoring by the Company's Human Resources, Legal, Internal Audit, Sourcing, Procurement functions and others as needed.

## **REPORTING CONCERNS**

Genesco encourages all employees to report violations of the Human Rights policy through one of the several channels available to them without fear of reprisal. Employees can contact:

- Their direct manager or next-level manager
- Email [respect@genesco.com](mailto:respect@genesco.com)
- Human Resources
- Anonymous Reporting Hotline 1.888.324.6632

Retaliation against an employee for reporting an issue in good faith is a violation of our policy.