

Wolverine World Wide, Inc.

Human Rights Policy

Purpose

Wolverine World Wide, Inc. ("Wolverine" or the "Company") is committed to conducting business in a manner that respects the dignity, rights and well-being of all people throughout its operations, supply chain and business relationships. This Human Rights Policy (the "Policy") sets forth the Company's respect for internationally recognized human rights across its global operations and value chain and efforts to integrate those principles into its business practices, oversight and decision-making.

Scope

This Policy applies to all employees of Wolverine and its subsidiaries, and informs the Company's expectations for manufacturers, factories, suppliers, subcontractors, agents and other business partners ("Production Partners") that support the Company's operations and production of goods. Production Partners are also expected to comply with the standards set forth in the Wolverine Production Code of Conduct, which outlines human rights principles and respect for internationally recognized standards.

Policy Framework

Wolverine's approach is informed by internationally recognized human rights principles, including the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights and core International Labour Organization standards.

Our Commitments

Wolverine supports lawful, fair and respectful working conditions throughout its operations and supply chain.

No Forced Labor

The Company has zero tolerance for forced labor, bonded labor, prison labor, slavery and human trafficking in all forms and requires Production Partners to ensure that workers retain control of their identity and travel documents and are not subject to coercion or unlawful restriction of movement.

No Child Labor

Wolverine does not tolerate the use or recruitment of child labor anywhere in its supply chain. Production Partners are required to maintain written policies and procedures to prevent the hiring of child labor, verify age through government-issued documentation and comply with local law and applicable standards governing the hours, conditions and restrictions applicable to young workers. Where young workers are lawfully employed, Production Partners must take precautions to ensure that such workers are not exposed to conditions that could endanger their health, safety or development.

Wages, Benefits, and Working Hours

Production Partners are expected to comply with all local and national laws governing wages, working hours, overtime, time off and legally mandated benefits. Workers must be paid lawfully and on time,

compensated for all hours worked and provided legally required benefits. Overtime must be voluntary and compensated in accordance with applicable laws, and working hours must be managed in accordance with the standards set forth in the Production Code of Conduct. Accurate timekeeping and payroll records must be maintained to reflect actual work conditions.

Health, Safety and Working Conditions

Wolverine works to promote safe, healthy and respectful workplaces. Production Partners are expected to maintain working environments that are healthy, hygienic and safe; minimize accidents and injuries; provide appropriate training and protective measures; and maintain emergency preparedness procedures.

Workers' Rights

Wolverine respects the rights of workers to freedom of association and collective bargaining, consistent with applicable law. Production Partners are expected to maintain communication and grievance systems that allow workers to raise concerns without fear of reprisal and, where appropriate, anonymously.

Anti-Discrimination and Harassment

Wolverine expects workplaces connected to its business to be free from discrimination, harassment, abuse, intimidation and retaliation and to support equal treatment and opportunity consistent with applicable law. In addition, we are focused on the protection of underrepresented or underserved populations, including women and indigenous communities.

Responsible Supply Chain Management

Wolverine seeks to identify and address human rights risks through due diligence processes that are appropriate to the Company's business and supply chain and is committed to the fair and equitable remediation of any identified adverse human rights impacts resulting from or caused by our business activities. Wolverine engages in business with Production Partners that share its commitment to ethical conduct, transparency and respect for human rights. As reflected in the Production Code of Conduct, Production Partners are expected to maintain appropriate management systems, accurate records, worker training and internal assessments. Wolverine uses a variety of assessment tools to assess Production Partners' overall social compliance performance, including in relation to slavery, trafficking, child and forced labor, working conditions and grievance mechanisms. Production Partners must cooperate with audits and compliance reviews conducted by Wolverine or third parties acting on its behalf and engage in corrective action processes to remedy any identified issues.

Engagement

The Company seeks to involve relevant stakeholders, including employees, worker representatives and affected communities, in the development, implementation and periodic evaluation of this Policy. Stakeholder feedback is incorporated to help identify gaps and improve the Policy's effectiveness over time.

Reporting Concerns and Non-Retaliation

Wolverine expects employees and Production Partners and encourages workers and other stakeholders to report concerns regarding potential misconduct or possible violations of this Policy or the Company's standards. The Company maintains reporting channels through the Wolverine Ethics Reportline, and the Production Code of Conduct requires that workers be permitted to raise concerns confidentially and anonymously, without fear of retaliation. Wolverine does not tolerate retaliation against any individual who, in good faith, reports a concern or seeks advice.

Reportline

Report any violations of this Policy by calling the Wolverine Reportline:

- In the US – By Phone: (800) 468-6038 or visit WolverineReportline.com
- In other countries visit WolverineReportline.com to find a list of phone numbers by country or to make a report online.

Oversight, Remediation, and Review

This Policy will be implemented through appropriate management oversight and integration into relevant business processes. The Company's Production Code of Conduct requires assessment, follow-up and corrective action where issues are identified and provides that serious or repeated non-compliance may result in termination of the business relationship. The Governance Committee of Wolverine's Board of Directors will periodically review and approve this Policy and related practices to support ongoing effectiveness and continual improvement.

Violations of this Policy are taken seriously and addressed through assessments, investigations and reviews in order to uphold human rights within our global operations.

Effective July 31, 2026