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SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF ALAMEDA

CENTER FOR ENVIRONMENTAL HEALTH,
a non-profit corporation,

Plaintiff,

v.

BALI LEATHERS, INC., *et al.*,

Defendants.

Lead Case No. RG 19-029736

[Consolidated with Case No. RG 19-034870]

ASSIGNED FOR ALL PURPOSES TO:
The Hon. Evelio Grillo, Dept. 21

CONSENT JUDGMENT

CENTER FOR ENVIRONMENTAL HEALTH,
a non-profit corporation,

Plaintiff,

v.

TOMMY BAHAMA GROUP, INC., *et al.*,

Defendants.

Actions Filed: August 2, 2019 (RG 19-029736); September 12, 2019 (RG 19-034870)

1 **1. INTRODUCTION**

2 1.1 The Parties to this Consent Judgment are the Center for Environmental Health, a
3 California non-profit corporation (“CEH”), and each of the Defendants listed on Exhibit A
4 (“Settling Defendants”). CEH and each Settling Defendant are referred to herein together as the
5 “Parties” or singly as a “Party.”

6 1.2 The Parties enter into this Consent Judgment without a trial. Nothing in this
7 Consent Judgment constitutes an admission by any Party regarding any issue of law or fact. This
8 Consent Judgment sets forth the agreement and obligations of Settling Defendants and CEH and,
9 except as specifically provided below, it constitutes the complete, final, and exclusive agreement
10 among the Parties and supersedes any prior agreements among the Parties.

11 **2. PROCEDURAL BACKGROUND, JURISDICTION, AND PURPOSE**

12 2.1 Commencing on April 15, 2019, CEH issued a series of 60-day Notices of
13 Violation under Health & Safety Code §25249.5 *et seq.* (“Proposition 65”) to each of the Settling
14 Defendants, the California Attorney General, the District Attorneys of every county in California,
15 and the City Attorneys of every California city with a population greater than 750,000, alleging
16 that Settling Defendants violated Proposition 65 by exposing persons to CrVI (defined in Section
17 3.4 below) from various types of gloves made with leather materials without first providing a
18 clear and reasonable Proposition 65 warning.

19 2.2 Commencing on July 2, 2019, CEH issued a series of 60-day Notices of Violation
20 under Proposition 65 to each of the Settling Defendants, the California Attorney General, the
21 District Attorneys of every county in California, and the City Attorneys of every California city
22 with a population greater than 750,000, alleging that Settling Defendants violated Proposition 65
23 by exposing persons to CrVI from footwear made with leather materials without first providing a
24 clear and reasonable Proposition 65 warning.

25 2.3 On August 2, 2019, CEH filed the original Complaint in the above captioned *CEH*
26 *v. Bali* matter. On May 19, 2022, CEH filed the operative First Amended Complaint in the *CEH*
27 *v. Bali* matter (the “*Bali* Complaint”). On September 12, 2019, CEH filed the original Complaint
28 in the above captioned *CEH v. Tommy Bahama* matter, which was subsequently amended. On

1 May 19, 2022, CEH filed the operative Third Amended Complaint in the *CEH v. Tommy Bahama*
2 matter (the “*Tommy Bahama* Complaint”). The *Bali* Complaint and the *Tommy Bahama*
3 Complaint are together referred to herein as the “Complaints.” The *CEH v. Bali* and *CEH v.*
4 *Tommy Bahama* consolidated matters are referred to herein as the “Actions.”

5 2.4 Each Settling Defendant is a business entity that is also a person in the course of
6 doing business as such term is defined under Proposition 65.

7 2.5 For purposes of this Consent Judgment only, CEH and the Settling Defendants
8 stipulate that: (a) this Court has jurisdiction over the allegations of violations contained in the
9 Complaints; (b) this Court has personal jurisdiction over Settling Defendants as to the acts alleged
10 in those Complaints, (c) venue is proper in Alameda County; and (d) this Court has jurisdiction to
11 enter this Consent Judgment as a full and final resolution of all claims which were or could have
12 been raised in the Complaints based on the facts alleged therein.

13 2.6 Settling Defendants and CEH agree not to challenge or object to entry of this
14 Consent Judgment by the Court. The Parties agree not to challenge this Court’s jurisdiction to
15 enforce the terms of this Judgment once it has been entered, and agree that this Court maintains
16 jurisdiction over this Judgment for that purpose, unless the Consent Judgment is terminated.

17 2.7 By execution of this Consent Judgment and agreeing to provide the relief and
18 remedies specified herein, Settling Defendants do not admit any violations of Proposition 65 or
19 any other law or legal duty. Each Settling Defendant expressly denies any liability for any of the
20 claims asserted and the facts alleged in the Complaints and the CEH 60-Day Notices. Nothing in
21 this Consent Judgment is intended to be an admission of any issue of law or fact. This Consent
22 Judgment is the product of negotiation and compromise and is accepted by the Parties solely for
23 the purpose of settling, compromising, and resolving issues disputed in this Action.

24 **3. DEFINITIONS**

25 3.1 A “Certified Tannery” is a leather tannery that (a) is certified to produce Chrome-
26 Tanned Leather pursuant to the Reformulation Protocol and provides a certification substantially
27 in the form set forth on Exhibit B, or (b) provides a certification demonstrating that the tannery
28 has achieved certification with overall Gold rating under the Leather Working Group (LWG)

1 Audit Protocol P7.2.2 (or any subsequent higher version that is in force at the time of
2 certification), or has attained a Gold medal rating in the section “Restricted Substances,
3 Compliance & Chromium VI Management” (or any subsequent section or sections regarding
4 CrVI management) (“LWG Certification”).

5 3.2 “Chrome-Tanned Leather” means leather, other than Exotic Leather, tanned with
6 chromium compounds.

7 3.3 “Covered Products” means:

8 3.3.1 Footwear for which normal and foreseeable use will result in one or more
9 Chrome-Tanned Leather components coming into direct contact with the skin of the average
10 user’s foot or leg while the footwear is worn (*e.g.*, a Chrome-Tanned Leather insole, tongue, liner,
11 unlined upper, or strap);

12 3.3.2 Gloves for which normal and foreseeable use will result in one or more
13 Chrome-Tanned Leather components coming into direct contact with the skin of the average
14 user’s hand while the gloves are worn (*e.g.*, an unlined glove, or one that is lined with Chrome-
15 Tanned Leather);

16 3.3.3 The definition of Covered Products as applied to each specific Settling
17 Defendant may be further modified as set forth on Exhibit A for that Settling Defendant (*e.g.*, the
18 specific type or category of leather glove covered by the injunctive terms of this Consent
19 Judgment for a particular Settling Defendant).

20 3.4 “CrVI” means chromium (hexavalent compounds), a chemical listed under
21 Proposition 65 as a known carcinogen and reproductive toxicant.

22 3.5 “Effective Date” means the date on which this Consent Judgment is entered by the
23 Court.

24 3.6 “Exotic Leather” means leather that is made from hides of exotic animals such as
25 alligators, crocodiles, sharks, lizards, snakes, and ostriches.

26 3.7 “Final Compliance Date” means the earlier of the date twenty-four (24) months
27 after the Effective Date or December 31, 2025.

28 3.8 “Initial Compliance Date” means one (1) year after the Effective Date.

1 3.9 “Interim Compliance Date” means six (6) months prior to the Final Compliance
2 Date.

3 3.10 “Reformulated Leather” means Chrome-Tanned Leather that was produced
4 pursuant to the Reformulation Protocol by a Certified Tannery.

5 3.11 “Reformulation Protocol” means the leather tanning protocol set forth on Exhibit
6 C.

7 3.12 “Skin Contact Component” means a Chrome-Tanned Leather component that
8 comes into direct contact with the skin of the average user’s hand or foot while the Covered
9 Product is being worn.

10 3.13 “Supplier” means an entity from which a Settling Defendant purchases or acquires
11 Covered Products or Chrome-Tanned Leather components used to manufacture Covered
12 Products.

13 **4. FACTUAL BACKGROUND**

14 4.1 Chromium exists in different valence states. One of those states is CrVI and
15 another is trivalent chromium, which is also known as CrIII. Neither elemental chromium nor
16 CrIII is a listed chemical under Proposition 65.

17 4.2 Chromium tanning is a process of preserving hides that uses CrIII compounds.
18 CrVI is not intentionally added to leather in the tanning process.

19 4.3 The valence state of chromium is unstable in nature. For example, CrIII will under
20 certain environmental conditions oxidize into CrVI. Likewise, CrVI will under certain
21 environmental conditions reduce into CrIII.

22 4.4 The process by which CrIII turns into CrVI is called oxidation. Certain chemicals
23 called antioxidants prevent or inhibit the oxidation process of chromium. Antioxidants can thus
24 prevent the formation of CrVI in or on the surface of the leather.

25 4.5 Environmental conditions that affect the oxidation and reduction of chromium
26 between CrIII and CrVI include temperature, humidity, and pH.

27 4.6 The Reformulation Protocol requires tanneries to take steps to minimize the
28 potential introduction of CrVI to leather during the tanning process for Chrome-Tanned Leather

1 and to use antioxidants that are baked into the hides during the tanning process. If a tannery
2 follows the Reformulation Protocol, the antioxidants will prevent or inhibit the oxidation process
3 such that there will not likely be detectable CrVI on the surface of the leather.

4 **5. INJUNCTIVE RELIEF**

5 **5.1 Notice to Suppliers.**

6 5.1.1 To the extent any Settling Defendant has not already done so, no more than
7 sixty (60) days after the date of entry of this Consent Judgment, each Settling Defendant shall
8 provide notice to each of its current Suppliers that all Chrome-Tanned Leather used to
9 manufacture Skin Contact Components of Covered Products manufactured, distributed, or sold by
10 the Settling Defendant must be Reformulated Leather. The notice shall request that (a) any
11 Supplier of Chrome-Tanned Leather that is a tannery used to manufacture Skin Contact
12 Components provide to the Settling Defendant either (i) a certification in the form of Exhibit B,
13 or (ii) an LWG Certification; (b) any Supplier of Chrome-Tanned Leather or finished product that
14 is not a tannery obtain from its supplier(s) of Chrome-Tanned Leather used to manufacture Skin
15 Contact Components of Covered Products either (i) a certification in the form of Exhibit B, or (ii)
16 an LWG Certification; and (c) all Suppliers retain certifications for Chrome-Tanned Leather for a
17 period of at least five (5) years and, to the extent not already provided, produce them upon written
18 request of the Settling Defendant.

19 5.1.2 Prior to or coincident with ordering any Skin Contact Components or
20 Covered Products from a new Supplier or a Supplier who has not received a notice from the
21 Settling Defendant under Section 5.1.1 within five (5) years of the date of such order, a Settling
22 Defendant shall provide a notice to such Supplier, consistent with Section 5.1.1.

23 5.1.3 Any written notice sent pursuant to this Section shall include the written
24 Tannery Certification and Reformulation Protocol set forth in Exhibits B and C. The written
25 notice attached hereto as Exhibit D is deemed to comply with the requirements of this Section.
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1 **5.2 Reformulation.**

2 **5.2.1 Phased Compliance Timeline.**

3 5.2.1.1 After the Initial Compliance Date, each Settling Defendant shall
4 ensure that all of the Chrome-Tanned Leather used to manufacture Skin Contact Components of
5 at least fifty percent (50%) of Covered Products purchased or manufactured by Settling
6 Defendant that a Settling Defendant knows or has reason to believe may be sold or offered for
7 sale by Settling Defendant or any entity downstream of Settling Defendant in California is
8 Reformulated Leather.

9 5.2.1.2 After the Interim Compliance Date, each Settling Defendant
10 shall ensure that all of the Chrome-Tanned Leather used to manufacture Skin Contact
11 Components of at least seventy-five percent (75%) of Covered Products purchased or
12 manufactured by Settling Defendant that a Settling Defendant knows or has reason to believe may
13 be sold or offered for sale by Settling Defendant or any entity downstream of Settling Defendant
14 in California is Reformulated Leather.

15 5.2.1.3 After the Final Compliance Date, and subject to Section 5.3,
16 each Settling Defendant shall ensure that all of the Chrome-Tanned Leather used to manufacture
17 Skin Contact Components of Covered Products purchased or manufactured by Settling Defendant
18 that a Settling Defendant knows or has reason to believe may be sold or offered for sale by
19 Settling Defendant or any entity downstream of Settling Defendant in California is Reformulated
20 Leather.

21 5.2.1.4 A Settling Defendant’s compliance with this Section 5.2.1 shall
22 be determined by the number of styles of Covered Products that contain only Skin Contact
23 Components supplied by a Certified Tannery divided by the total number of styles of Covered
24 Products. A Settling Defendant shall be entitled to rely on Supplier certifications to demonstrate
25 compliance with this Section 5.2.1.

26 5.2.2 If a Settling Defendant is unable to comply with the requirements of
27 Section 5.2.1 for either the Initial Compliance Date or the Interim Compliance Date, then within
28 thirty (30) days of such date, as applicable, it shall serve on CEH a report detailing the extent of

1 its compliance with such requirement, and the circumstances that prevented compliance with such
2 requirement.

3 **5.3 Warnings.** After the Final Compliance Date, a Settling Defendant may utilize
4 Skin Contact Components that were not supplied by a Certified Tannery, but only as set forth in
5 this Section. If a Settling Defendant makes a determination that it is not “feasible” to obtain Skin
6 Contact Components from a Certified Tannery, it may proceed under this Section for such
7 Covered Product.

8 **5.3.1** The term “feasible” includes, but is not limited to, consideration of the
9 following factors:

10 **5.3.1.1** the availability of Chrome-Tanned Leather from Certified
11 Tanneries;

12 **5.3.1.2** the cost of Chrome-Tanned Leather and resulting increase in
13 manufacturers’ prices resulting from the use of leather from Certified Tanneries, which factor
14 includes the geographic proximity of the factory producing the Covered Product and any Certified
15 Tannery that can produce the leather used in the Covered Product; and

16 **5.3.1.3** the availability, cost, and performance and aesthetic
17 characteristics of non-Chrome-Tanned Leather that could substitute for Chrome-Tanned Leather
18 in Skin Contact Components of Covered Products;

19 **5.3.2** No Settling Defendant may sell a Covered Product that such Settling
20 Defendant knows or has reason to believe may be sold or offered for sale in California by Settling
21 Defendant or any entity downstream of Settling Defendant for which it has made a determination
22 that is not “feasible” to obtain Skin Contact Components from a Certified Tannery unless such
23 Covered Product is labeled with a Clear and Reasonable Warning.

24 **5.3.2.1** A Clear and Reasonable Warning under this Consent Judgment
25 shall state:



26 **WARNING:** This product can expose you to chemicals including hexavalent
27 chromium, which is known to the State of California to cause cancer and birth
28

1 defects or other reproductive harm. For more information go to

2 www.P65Warnings.ca.gov.

3 The word “**WARNING**” shall be displayed in all capital letters and bold print and shall be
4 preceded by the yellow warning triangle symbol depicted above, provided however, the symbol
5 may be printed in black and white if the Covered Product label is produced without using the
6 color yellow. This warning statement shall be prominently displayed on the outer packaging or
7 tag of the Covered Product and shall be displayed with such conspicuousness, as compared with
8 other words, statements, or designs, as to render it likely to be seen, read, and understood by an
9 ordinary individual prior to sale.

10 5.3.2.2 For online and catalog sales, any Settling Defendant that
11 provides warnings pursuant to this Section shall (i) ensure that Clear and Reasonable Warnings
12 under Section 5.3.2 are provided for Covered Products that the Settling Defendant sells online to
13 consumers in California, and (ii) provide the warning language required in Section 5.3.2.1 to any
14 customers whom it knows or has reason to believe are offering the Settling Defendants’ Covered
15 Products for which a warning is required for sale online to consumers in California. Settling
16 Defendants shall also revise any product catalogs printed after the Final Compliance Date to
17 include the warning language required in Section 5.3.2.1 for each Covered Product identified in
18 the catalog that requires a Clear and Reasonable Warning pursuant to this Section. For internet,
19 catalog, or any other sale where the consumer is not physically present, the warning statement
20 shall be displayed in such a manner that it is likely to be read and understood by an ordinary
21 individual prior to the authorization of or actual payment.

22 5.3.3 Any Settling Defendant that provides a warning pursuant to the feasibility
23 option of this Section shall provide a detailed written report to CEH within forty-five (45) days of
24 the end of each calendar year regarding the use of the feasibility warnings, the units covered, and
25 the specific factual basis for the feasibility finding. This reporting obligation shall terminate five
26 (5) years after the Effective Date.

27 5.3.4 No Settling Defendant may make use of the feasibility warnings set forth in
28 this Section on more than the Allowed Warning Percentage of the styles of Covered Products

1 shipped to California or to customers which the Settling Defendant knows or has reason to
2 believe will offer for sale to customers in California in any particular year. The “Allowed
3 Warning Percentage” shall be thirty-three percent (33%) in the first and second years after the
4 Final Compliance Date, seventeen percent (17%) in the third year after the Final Compliance
5 Date, and five percent (5%) thereafter.

6 **5.4 Document Retention Requirements.** All certifications, Supplier notifications,
7 feasibility documents, and other documents referenced in this Section 5 shall be retained by each
8 Settling Defendant for four (4) years from the date of creation and made available to CEH upon
9 written request not more than once per calendar year, commencing on the Final Compliance Date
10 until the seventh (7th) anniversary of the Effective Date.

11 **6. ENFORCEMENT**

12 **6.1 Enforcement Procedures.** Any Party may by motion or application for an order
13 to show cause before this Court seek to enforce the terms of this Consent Judgment. Prior to
14 filing any such motion or application, a Party seeking to enforce shall provide the allegedly
15 violating Party with a written notice setting forth the detailed factual and legal basis for the
16 alleged violation along with any evidentiary support for the alleged violation (“Notice of
17 Violation”). The Parties shall then meet and confer during the thirty (30) day period following
18 the date the Notice of Violation was sent in an effort to try to reach agreement on an appropriate
19 cure, penalty, or related attorneys’ fees related to the alleged violation. After such thirty (30) day
20 period, the Party seeking to enforce may, by motion or application for an order to show cause
21 before the Superior Court of Alameda, seek to enforce the terms and conditions contained in this
22 Consent Judgment. Nothing in this Section 6.1 shall impact the Court’s authority in an
23 enforcement proceeding to impose appropriate remedies, including the provision of a clear and
24 reasonable warning.

25 **6.2 Notice of Violation Regarding Failure to Comply with Section 5.2.**

26 **6.2.1** If CEH serves a Notice of Violation that alleges a violation of the
27 reformulation requirements set forth in Section 5.2, it shall identify the Covered Product and the
28

1 Skin Contact Components that CEH contends were not produced by a Certified Tannery pursuant
2 to the Reformulation Protocol, along with the evidentiary support for such claim.

3 6.2.2 A Settling Defendant shall serve its response to a Notice of Violation
4 served under Section 6.2.1 within thirty (30) days of receipt of the Notice, unless extended by
5 agreement. The response shall include any certification and documentation sufficient to
6 demonstrate that the Skin Contact Components of the Covered Product that were the subject of
7 the Notice of Violation were produced by a Certified Tannery.

8 6.2.2.1 If the Settling Defendant's response demonstrates that: (a) the
9 Skin Contact Components identified in the Notice were produced by a tannery that was a
10 Certified Tannery at the time of production; or (b) the Notice of Violation identifies the same
11 Covered Product or Covered Products differing only in size that have been the subject of another
12 Notice of Violation within the preceding twelve (12) months, CEH shall take no further action. If
13 CEH contends that the Settling Defendant's response does not satisfy the provisions of this
14 Section, CEH shall within thirty (30) days of receipt of Defendant's response notify the Settling
15 Defendant of the basis for its contention, the Notice shall be deemed contested, and the Parties
16 shall proceed under Section 6.2.4.

17 6.2.2.2 If the Settling Defendant does not serve a response within thirty
18 (30) days of receipt of the Notice, it shall be deemed to contest the Notice and the Parties shall
19 proceed under Section 6.2.4.

20 6.2.3 If the Settling Defendant elects not to contest a Notice of Violation served
21 under Section 6.2.1, the Settling Defendant shall do the following:

22 6.2.3.1 For the first Notice of Violation served on a particular Settling
23 Defendant, within fourteen (14) days after serving its response to the Notice of Violation, the
24 Settling Defendant shall take corrective action consisting of: (a) providing CEH with
25 documentation sufficient to determine the certification status of Covered Products sold for the
26 two (2) years prior to the date of the Notice of Violation; and (b) pay CEH \$5,000 as
27 reimbursement of fees, costs, and expenses involved in investigating and producing the Notice of
28 Violation and reviewing and monitoring compliance by such Settling Defendant in the future.

1 6.2.3.2 For Notices of Violation served on a particular Settling
2 Defendant after the first uncontested Notice of Violation, within ninety (90) days after serving its
3 response to the Notice of Violation, the Settling Defendant shall either:

4 (a) withdraw the Covered Product from sale in California and
5 direct customers to withdraw the Covered Product from sale in California; or

6 (b) provide a clear and reasonable warning pursuant to Section
7 5.3.2 for Covered Products sold by the Settling Defendant in California and instruct any
8 customers to provide such warning.

9 No later than fourteen (14) days after serving its response to the Notice of Violation, the Settling
10 Defendant shall pay CEH \$10,000 as reimbursement of fees, costs, and expenses involved in
11 investigating and producing the Notice of Violation and reviewing and monitoring compliance by
12 such Settling Defendant in the future.

13 6.2.4 If any dispute arises relating to the sufficiency of any information provided
14 by CEH or a Settling Defendant pursuant to this Section 6.2, or if the Settling Defendant elects to
15 contest a Notice of Violation, the Parties shall meet and confer as required by Section 6.1 before
16 filing any motion, application, or request for an order with the court. A Settling Defendant may
17 at any time during the meet and confer process and prior to CEH filing any motion, application,
18 or request for an order with the court, notify CEH that the Settling Defendant no longer contests
19 the Notice and that the Settling Defendant elects to proceed pursuant to Section 6.2.3.

20 **7. PAYMENTS**

21 7.1 **Payments by Settling Defendant.** On or before ten (10) business days after
22 notice of the entry of this Consent Judgment and receipt of Forms W-9 for all payees, each
23 Settling Defendant shall pay the total sum set forth on Exhibit A for that Settling Defendant as a
24 settlement payment as further set forth in this Section.

25 7.2 **Allocation of Payments.** The total settlement amount shall be paid in five (5)
26 separate checks in the amounts specified for each Settling Defendant on Exhibit A and delivered
27 as set forth below. Any failure by a Settling Defendant to comply with the payment terms herein
28 shall be subject to a stipulated late fee to be paid by such Settling Defendant in the amount of

1 \$100 for each day the full payment is not received after the applicable payment due date set forth
2 in Section 7.1. The late fees required under this Section shall be recoverable, together with
3 reasonable attorneys' fees, in an enforcement proceeding brought pursuant to Section 6 of this
4 Consent Judgment. The funds paid by Settling Defendants shall be allocated as set forth below
5 between the following categories and made payable as follows:

6 7.3 Each Settling Defendant shall pay the civil penalty amounts set forth in Exhibit A
7 for that Settling Defendant as a civil penalty pursuant to Health & Safety Code §25249.7(b). The
8 civil penalty payment shall be apportioned in accordance with Health & Safety Code §25249.12
9 (*i.e.*, 25% to CEH and 75% to the State of California's Office of Environmental Health Hazard
10 Assessment ("OEHHA")). Accordingly, Settling Defendant shall pay the OEHHA portion of the
11 civil penalty payment set forth in Exhibit A for that Settling Defendant by check made payable to
12 OEHHA and associated with taxpayer identification number 68-0284486. This payment shall be
13 delivered as follows:

14 For United States Postal Service Delivery:
15 Attn: Mike Gyurics
16 Fiscal Operations Branch Chief
17 Office of Environmental Health Hazard Assessment
18 P.O. Box 4010, MS #19B
19 Sacramento, CA 95812-4010

20 For Non-United States Postal Service Delivery:
21 Attn: Mike Gyurics
22 Fiscal Operations Branch Chief
23 Office of Environmental Health Hazard Assessment
24 1001 I Street, MS #19B
25 Sacramento, CA 95814

26 7.3.1 Each Settling Defendant shall pay the CEH portion of the civil penalty
27 payment set forth in Exhibit A for that Settling Defendant by check made payable to the Center
28 for Environmental Health and associated with taxpayer identification number 94-3251981. This
payment shall be delivered to Lexington Law Group, LLP, 503 Divisadero Street, San Francisco,
CA 94117.

1 7.3.2 Each Settling Defendant shall pay the amount set forth in Exhibit A for that
2 Settling Defendant as an Additional Settlement Payment (“ASP”) to CEH pursuant to Health &
3 Safety Code §25249.7(b), and California Code of Regulations, Title 11, §3204. CEH will use
4 these funds to support CEH programs and activities that seek to educate the public about toxic
5 chemicals, including hormone disruptors such as hexavalent chromium, work with industries
6 interested in moving toward safer alternatives, advocate with government, businesses, and
7 communities for business practices that are safe for human health and the environment, and
8 thereby reduce the public health impacts and risks of exposure to hexavalent chromium and other
9 toxic chemicals in consumer products sold in California. CEH shall obtain and maintain adequate
10 records to document that ASPs are spent on these activities and CEH agrees to provide such
11 documentation to the Attorney General within thirty (30) days of any request from the Attorney
12 General. The payments pursuant to this Section shall be made payable to the Center for
13 Environmental Health and associated with taxpayer identification number 94-3251981. These
14 payments shall be delivered to Lexington Law Group, LLP, 503 Divisadero Street, San Francisco,
15 CA 94117.

16 7.3.3 Each Settling Defendant shall pay the amount set forth in Exhibit A for that
17 Settling Defendant as a reimbursement of a portion of CEH’s reasonable attorneys’ fees and costs
18 (including but not limited to expert and investigative costs). The attorneys’ fees and cost
19 reimbursement shall be made in two separate checks in the amounts set forth on Exhibit A for that
20 Settling Defendant as follows: (a) a check payable to the Lexington Law Group, LLP and
21 associated with taxpayer identification number 88-4399775; and (b) a check payable to the Center
22 for Environmental Health and associated with taxpayer identification number 94-3251981. Both
23 of these payments shall be delivered to Lexington Law Group, LLP, 503 Divisadero Street, San
24 Francisco, CA 94117.

25 7.3.4 A summary of the payments to be made by each Settling Defendant is set
26 forth on Exhibit A for each Settling Defendant including the specific payees, amounts, and
27 delivery entity for each check.
28

1 **8. MODIFICATION OF CONSENT JUDGMENT AND TERMINATION OF**
2 **INJUNCTIVE RELIEF**

3 8.1 **Modification.** This Consent Judgment may be modified from time to time by
4 express written agreement of the Parties to which any such modification would apply, with the
5 approval of the Court, or by an order of this Court upon motion and in accordance with law.

6 8.2 **Force Majeure.** The inability of a Settling Defendant to comply with any
7 deadline set forth in this Consent Judgment due to an act of terrorism, fire, earthquake, civil
8 disorders, war, or act of God that is beyond the reasonable control of such Settling Defendant
9 shall be grounds to move for modification of the deadlines set forth in this Consent Judgment.

10 8.3 **Most Favored Nations Provision.** If, after the Effective Date, a court enters
11 judgment in the Actions or another Proposition 65 enforcement action brought by CEH over
12 exposure to CrVI in Covered Products that imposes different injunctive relief from that set forth
13 in this Consent Judgment, a Settling Defendant may seek to modify Section 5 of this Consent
14 Judgment to conform with the injunctive relief provided in such later judgment.

15 8.4 **Termination of Injunctive Relief.**

16 8.4.1 If, after the Effective Date, a court enters judgment in the Actions or
17 another Proposition 65 enforcement action brought by CEH over exposure to CrVI in leather
18 gloves or footwear that denies a request for injunctive relief on the grounds that (a) CEH has not
19 shown an exposure to CrVI from Chrome-Tanned Leather, or (b) the defendant has demonstrated
20 that any exposure to CrVI from Chrome-Tanned Leather is exempt from the Proposition 65
21 warning requirement under Health & Safety Code §25249.10(c), a Settling Defendant may seek
22 to terminate the injunctive relief in Section 5 of this Consent Judgment as to that Settling
23 Defendant.

24 8.4.2 Commencing on the fifth (5th) anniversary of the Effective Date and upon
25 the provision of 30 days advanced written notice to CEH and the Court, a Settling Defendant may
26 terminate the injunctive relief in Section 5 of this Consent Judgment as to that Settling Defendant.
27 Upon any such termination, the provisions of Section 10.3 shall no longer apply to such Settling
28 Defendant.

1 8.5 **Notice; Meet and Confer.** Any Party seeking to modify this Consent Judgment
2 or terminate it pursuant to Section 8.4.1 shall attempt in good faith to meet and confer with all
3 affected Parties prior to filing a motion to modify the Consent Judgment.

4 **9. OPT-IN DEFENDANTS**

5 9.1 This Consent Judgment may be amended pursuant to the procedure set forth in the
6 Order Approving Opt-in Procedure and Future Amendment of Consent Judgment.

7 **10. CLAIMS COVERED AND RELEASE**

8 10.1 The Parties enter into this Consent Judgment as a full and final settlement of all
9 claims arising under Proposition 65 relating to alleged exposure to CrVI from footwear and/or
10 gloves made with Chrome-Tanned Leather components as further specified on Exhibit A for each
11 Settling Defendant (“Released Products”), and as to all claims pursuant to Health and Safety
12 Code §25249.7(d) that were raised or could have been raised in the CEH 60-Day Notices or
13 Complaints, arising from the failure to warn under Proposition 65 regarding the presence of CrVI
14 in such Released Products. Provided that a Settling Defendant has complied with Section 7
15 hereof, this Consent Judgment is a full, final, and binding resolution between CEH on behalf of
16 itself and the public interest and such Settling Defendant and its parents, subsidiaries, affiliated
17 entities that are under common ownership, directors, officers, employees, agents, shareholders,
18 successors, assigns, and attorneys (“Defendant Releasees”), and all entities to which such Settling
19 Defendant directly or indirectly distributes or sells Released Products, including but not limited to
20 its distributors, wholesalers, customers, retailers, franchisees, licensors, and licensees
21 (“Downstream Defendant Releasees”), of any violation of Proposition 65 based on failure to warn
22 about alleged exposure to CrVI contained in Released Products that were manufactured,
23 distributed, sold, or offered for sale by a Settling Defendant prior to the Final Compliance Date.

24 10.2 Provided that a Settling Defendant has complied with Section 7 hereof, CEH, for
25 itself and its agents, successors, and assigns, releases, waives, and forever discharges any and all
26 claims against such Settling Defendant, its Defendant Releasees, and its Downstream Defendant
27 Releasees arising from any violation of Proposition 65 or any other statutory or common law
28 claims that have been or could have been asserted by CEH regarding the failure to warn about

1 exposure to CrVI arising in connection with Released Products manufactured, distributed, sold, or
2 offered for sale by such Settling Defendant prior to the Final Compliance Date.

3 10.3 Provided that a Settling Defendant has complied with Section 7 hereof,
4 compliance with the terms of this Consent Judgment by such Settling Defendant shall constitute
5 compliance with Proposition 65 by such Settling Defendant, its Defendant Releasees, and its
6 Downstream Defendant Releasees with respect to any alleged failure to warn about CrVI in
7 Released Products manufactured, distributed, sold, or offered for sale by such Settling Defendant
8 after the Final Compliance Date, except as to any retailer who fails to provide warning provided
9 to said retailer pursuant to this Consent Judgment in a manner consistent with the requirements of
10 this Consent Judgment.

11 **11. PROVISION OF NOTICE**

12 11.1 When CEH is entitled to receive any notice under this Consent Judgment, the
13 notice shall be sent by first class or electronic mail to:

14 Joseph Mann
15 Lexington Law Group, LLP
16 503 Divisadero Street
17 San Francisco, CA 94117
jmann@lexlawgroup.com

18 11.2 When a Settling Defendant is entitled to receive any notice under this Consent
19 Judgment, the notice shall be sent by first class or electronic mail to the address listed on Exhibit
20 A for such Settling Defendant.

21 11.3 Any Party may modify the person and address to whom the notice is to be sent by
22 sending the other Party notice by first class or electronic mail.

23 **12. COURT APPROVAL**

24 12.1 This Consent Judgment shall become effective when approved by the Court. If
25 this Consent Judgment is not entered by the Court, it shall be of no further force or effect and
26 shall not be introduced into evidence or otherwise used in any proceeding for any purpose.

27
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1 **13. GOVERNING LAW AND CONSTRUCTION**

2 13.1 The terms of this Consent Judgment shall be governed by the laws of the State of
3 California.

4 **14. ATTORNEYS' FEES**

5 14.1 Should CEH prevail on any motion, application for an order to show cause, or
6 other proceeding related to this Consent Judgment, CEH shall be entitled to its reasonable
7 attorneys' fees and costs incurred as a result of such motion or application from the Settling
8 Defendant(s) subject to or opposing said motion, application, or other proceeding. Should a
9 Settling Defendant prevail on any motion, application for an order to show cause, or other
10 proceeding related to this Consent Judgment, the Settling Defendant may be awarded its
11 reasonable attorneys' fees and costs as a result of such motion, application or other proceeding
12 upon a finding by the Court that CEH's prosecution of the motion, application, or other
13 proceeding lacked substantial justification.

14 14.2 Nothing in this Section 14 shall preclude a Party from seeking an award of
15 sanctions pursuant to law.

16 **15. ENTIRE AGREEMENT**

17 15.1 This Consent Judgment contains the sole and entire agreement and understanding
18 of the Parties with respect to the entire subject matter hereof, and any and all prior discussions,
19 negotiations, commitments, or understandings related thereto, if any, are hereby merged herein
20 and therein. There are no warranties, representations, or other agreements between the Parties
21 except as expressly set forth herein. No representations, oral or otherwise, express or implied,
22 other than those specifically referred to in this Consent Judgment have been made by any Party
23 hereto. No other agreements not specifically contained or referenced herein, oral or otherwise,
24 shall be deemed to exist or to bind any of the Parties hereto. Any agreements specifically
25 contained or referenced herein, oral or otherwise, shall be deemed to exist or to bind any of the
26 Parties hereto only to the extent that they are expressly incorporated herein. No waiver of any of
27 the provisions of this Consent Judgment shall be deemed or shall constitute a waiver of any of the
28

1 other provisions hereof whether or not similar, nor shall such waiver constitute a continuing
2 waiver.

3 **16. RETENTION OF JURISDICTION**

4 16.1 This Court shall retain jurisdiction of this matter to implement or modify the
5 Consent Judgment.

6 **17. SUCCESSORS AND ASSIGNS**

7 17.1 This Consent Judgment shall apply to and be binding upon CEH and each Settling
8 Defendant, and their respective divisions, subdivisions, and subsidiaries, and the successors or
9 assigns of any of them.

10 **18. AUTHORITY TO STIPULATE TO CONSENT JUDGMENT**

11 18.1 Each signatory to this Consent Judgment certifies that he or she is fully authorized
12 by the Party he or she represents to stipulate to this Consent Judgment and to enter into and
13 execute the Consent Judgment on behalf of the Party represented and to legally bind that Party.

14 **19. EFFECT ON OTHER SETTLEMENTS**

15 19.1 Nothing in this Consent Judgment shall preclude CEH from resolving any claim
16 against an entity that is not a Settling Defendant on terms that are different from those contained
17 in this Consent Judgment.

18 19.2 The entry and approval of this Consent Judgment shall be deemed a
19 “Reformulation Event” as such term is used in previous Consent Judgments entered by this Court
20 in these Actions.

21 **20. EXECUTION IN COUNTERPARTS**

22 20.1 The stipulations to this Consent Judgment may be executed in counterparts and by
23 means of portable document format (pdf), which taken together shall be deemed to constitute one
24 document.

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IT IS SO ORDERED:

Dated: _____, 2023

Judge of the Superior Court of California

IT IS SO STIPULATED:

Dated: November 14, 2023

**CENTER FOR ENVIRONMENTAL
HEALTH**



Signature

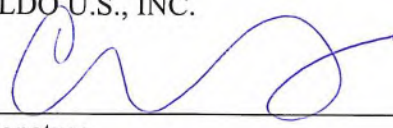
Kizzy Charles-Guzman
Printed Name

CEO
Title

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Dated: October 26, 2023

ALDO U.S., INC.



Signature

Catherine Ross

Printed Name

General Counsel and Senior Vice President

Title

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Dated: 11/2/2023, 2023

ARIAT INTERNATIONAL, INC.

DocuSigned by:
Pankaj Gupta
40CC02A7F638416...
Signature

Pankaj Gupta
Printed Name

COO/CFO
Title

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Dated: Nov 1, 2023, 2023

CALERES, INC.

Tom Burke

Signature

Tom Burke

Printed Name

Senior Vice President, General Counsel & Secretary

Title

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Dated: Nov 1, 2023, 2023

DECKERS OUTDOOR CORPORATION

Thomas Garcia
THomas Garcia (Nov 1, 2023 08:27 PDT)

Signature

THomas Garcia

Printed Name

Chief Administrative Officer

Title

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Dated: NOVEMBER 2, 2023

FITFLOP USA, LLC



Signature

ED BARKER

Printed Name

GROUP CFO

Title

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Dated: Nov. 3, 2023

HARBOR FREIGHT TOOLS U.S.A., INC.


Signature

Meryl K. Chae

Printed Name

EVP & General Counsel

Title

Dated: Nov. 3, 2023

CENTRAL PURCHASING, LLC


Signature

Meryl K. Chae

Printed Name

Authorized Signatory

Title

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Dated: November 2, 2023

KENNETH COLE PRODUCTIONS, INC.

Renada M. Williams

Signature

Renada M. Williams

Printed Name

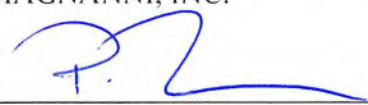
VP, Legal

Title

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Dated: 30/OCTOBER, 2023

MAGNANNI, INC.



Signature

PAUL ROEHRENBECK

Printed Name

CFO

Title

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Dated: October 25, 2023

MEPHISTO, INC.



Signature

Ken Davis


Printed Name

Vice President / COO

Title

Dated: October 25, 2023

MEPHISTO CONCEPT STORES, INC.



Signature

Ken Davis

Printed Name

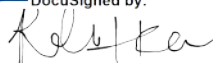
Vice President / COO

Title

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Dated: 11/3/2023, 2023

NISOLO LLC

DocuSigned by:

7A65AA69978349A...
Signature

Becky Hansen

Printed Name

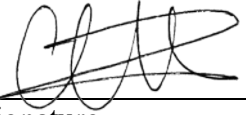
VP Finance

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Dated: November 2, 2023

NORDSTROM, INC.



Signature

Claire Korenblit

Printed Name

Sr Corporate Counsel

Title

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Dated: Nov 1, 2023

SAKS INCORPORATED
now known as SFA Holdings Inc.

Signature

Thomas Obersteiner

Printed Name

SVP, General Counsel

Title

Dated: Nov 1, 2023

SAKS & COMPANY LLC

Signature

Thomas Obersteiner

Printed Name

SVP, General Counsel

Title

Dated: Nov 1, 2023

SAKS DIRECT LLC

Signature

Thomas Obersteiner

Printed Name


SVP, General Counsel

Title

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Dated: 11-1, 2023

SHOES WEST, INC.



Signature

GLEN BARAD

Printed Name

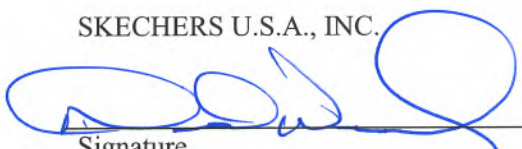
President

Title

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Dated: 10/26, 2023

SKECHERS U.S.A., INC.



Signature

David Weinberg

Printed Name

COO

Title

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Dated: October 26, 2023

STEVEN MADDEN, LTD.

DocuSigned by:
Lisa Keith
3D80EFF445EF496...
Signature

Lisa Keith
Printed Name

General Counsel
Title

Dated: October 26, 2023

STEVEN MADDEN RETAIL, INC.

DocuSigned by:
Lisa Keith
3D80EFF445EF496...
Signature

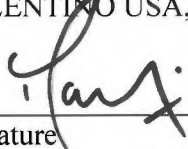
Lisa Keith
Printed Name

General Counsel
Title

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Dated: OCT 24, 2023

VALENTINO USA, INC.



Signature

DANIEL PARTRIDGE

Printed Name

CEO VALENTINO AMERICAS

Title

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Dated: 10/26, 2023

WEYCO GROUP, INC.

Thomas W Florsheim Jr
Signature

Thomas W Florsheim Jr
Printed Name

CEO / Chairman
Title

Dated: _____, 2023

DESIGNER BRANDS, INC.

Signature

Printed Name

Title

Dated: _____, 2023

DSW SHOE WAREHOUSE, INC.

Signature

Printed Name

Title

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Dated: _____, 2023

WEYCO GROUP, INC.


Signature

Printed Name

Title

Dated: October 30, 2023

DESIGNER BRANDS, INC.




Signature

Miriam Shoap
Printed Name

Sr. Manager, Legal Services
Title

Dated: October 30, 2023

DSW SHOE WAREHOUSE, INC.



Signature

Miriam Shoap
Printed Name

Sr. Manager, Legal Services
Title

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Dated: November 2, 2023

WOLVERINE WORLD WIDE, INC.



Signature

Erin E. Drndorff

Printed Name

Senior Corporate Counsel

Title

Dated: November 2, 2023

WOLVERINE OUTDOORS, INC.



Signature

Erin E. Drndorff

Printed Name

Senior Corporate Counsel

Title

Dated: November 2, 2023

SPERRY TOP-SIDER, LLC



Signature

Erin E. Drndorff

Printed Name

Senior Corporate Counsel

Title

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Dated: November 2, 2023

HUSH PUPPIES RETAIL, INC.


Signature

Erin E. Omdorff
Printed Name

Senior Corporate Counsel
Title

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EXHIBIT A
Individual Settling Defendant Information

1 Settling Defendant: ALDO U.S., INC.
2 Covered Products: Footwear Made With Leather Materials
3 Payment Amounts: Total: \$67,500

4 Allocation of Total Payment:

5

Payee	Type	Amount	Deliver To
OEHHA	Penalty	\$ 6,713	OEHHA per Section 7.3
Center For Environmental Health	Penalty	\$ 2,237	LLG
Center For Environmental Health	ASP	\$ 6,710	LLG
Center For Environmental Health	Fees and Costs	\$ 8,080	LLG
Lexington Law Group, LLP	Fees and Costs	\$ 43,760	LLG

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12 Contact Information: Catherine Ross
13 Name
14 905 Hodge Street
15 Address
16 Saint-Laurent, Quebec H4N 2B3
17
18 cross@aldogroup.com
19 Email address

20 [Optional Second Contact] Legal Department
21 Name
22 905 Hodge Street
23 Address
24 Saint-Laurent, Quebec H4N 2B3
25
26 legal-team@aldogroup.com
27 Email address
28

1 Settling Defendant: ARIAT INTERNATIONAL, INC.
2 Covered Products: Footwear Made With Leather Materials
3 Payment Amounts: Total: \$57,500

4 Allocation of Total Payment:

Payee	Type	Amount	Deliver To
OEHHA	Penalty	\$ 5,685	OEHHA per Section 7.3
Center For Environmental Health	Penalty	\$ 1,895	LLG
Center For Environmental Health	ASP	\$ 5,680	LLG
Center For Environmental Health	Fees and Costs	\$ 6,880	LLG
Lexington Law Group, LLP	Fees and Costs	\$ 37,360	LLG

12 Contact Information: Ariat International, Inc.

13 Name

14 1500 Alvarado St Suite 100,

15 Address

16 San Leandro, CA 94577

17 legal@ariat.com

18 Email address

19
20 [Optional Second Contact] Jeffrey Margulies, Norton Rose Fulbright US LLP

21 Name

22 555 S. Flower Street, 41st Floor

23 Address

24 Los Angeles, CA 90071

25 jeff.margulies@nortonrosefulbright.com

26 Email address

1 Settling Defendant: CALERES, INC.
2 Covered Products: Footwear Made With Leather Materials
3 Payment Amounts: Total: \$67,500

4 Allocation of Total Payment:

5

Payee	Type	Amount	Deliver To
OEHHA	Penalty	\$ 6,713	OEHHA per Section 7.3
Center For Environmental Health	Penalty	\$ 2,237	LLG
Center For Environmental Health	ASP	\$ 6,710	LLG
Center For Environmental Health	Fees and Costs	\$ 8,080	LLG
Lexington Law Group, LLP	Fees and Costs	\$ 43,760	LLG

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12 Contact Information: Office of General Counsel, Attention Tom Burke

13 Name

14 8300 Maryland Ave

15 Address

16 St Louis, MO 63105

17 Tburke@caleres.com

18 Email address

19
20 [Optional Second Contact] Jeffrey Margulies, Norton Rose Fulbright US LLP

21 Name

22 555 S. Flower Street, 41st Floor

23 Address

24 Los Angeles, CA 90071

25 jeff.margulies@nortonrosefulbright.com

26 Email address
27
28

1 Settling Defendant: DECKERS OUTDOOR CORPORATION

2 Covered Products: Footwear Made With Leather Materials

3 Payment Amounts: Total: \$62,500

4 Allocation of Total Payment:

Payee	Type	Amount	Deliver To
OEHHA	Penalty	\$ 6,199	OEHHA per Section 7.3
Center For Environmental Health	Penalty	\$ 2,066	LLG
Center For Environmental Health	ASP	\$ 6,195	LLG
Center For Environmental Health	Fees and Costs	\$ 7,480	LLG
Lexington Law Group, LLP	Fees and Costs	\$ 40,560	LLG

12 Contact Information: Thomas Garcia

13 Name

14 250 Coromar Dr.

15 Address

16 Goleta, CA 93117

17 tom.garcia@deckers.com

18 Email address

20 [Optional Second Contact] Jeffrey Margulies, Norton Rose Fulbright US LLP

21 Name

22 555 South Flower Street, Forty-First Floor

23 Address

24 Los Angeles, CA 90071

25 jeff.margulies@nortonrosefulbright.com

26 Email address

28

1 Settling Defendant: FITFLOP USA, LLC
2 Covered Products: Footwear Made With Leather Materials
3 Payment Amounts: Total: \$62,500

4 Allocation of Total Payment:

5

Payee	Type	Amount	Deliver To
OEHHA	Penalty	\$ 6,199	OEHHA per Section 7.3
Center For Environmental Health	Penalty	\$ 2,066	LLG
Center For Environmental Health	ASP	\$ 6,195	LLG
Center For Environmental Health	Fees and Costs	\$ 7,480	LLG
Lexington Law Group, LLP	Fees and Costs	\$ 40,560	LLG

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12 Contact Information: KATE HARDWICK
13 Name
14 FOUNDRY BUILDING 4TH FLOOR
15 Address
16 SMITHS SQUARE, LONDON W6 8AF UK
17
18 KATE.HARDWICK@FITFLOP.COM
19 Email address

20 [Optional Second Contact] Georgia C. Ravitz, Esq.
21 Name Wilson Sonsini Goodrich & Rosati
22 1700 K St., NW, 5th Floor
23 Address Washington, DC 20006
24 email: gravitz@wsgr.com

25 Alternate email for FitFlop: LEGAL@FITFLOP.COM
26 Email address
27
28

1 Settling Defendant: HARBOR FREIGHT TOOLS U.S.A., INC.
CENTRAL PURCHASING, LLC
2
3 Covered Products: Work and Gardening Gloves Made With Leather Materials
4
5 Payment Amounts: Total: \$67,500

Allocation of Total Payment:

Payee	Type	Amount	Deliver To
OEHHA	Penalty	\$ 6,713	OEHHA per Section 7.3
Center For Environmental Health	Penalty	\$ 2,237	LLG
Center For Environmental Health	ASP	\$ 6,710	LLG
Center For Environmental Health	Fees and Costs	\$ 8,080	LLG
Lexington Law Group, LLP	Fees and Costs	\$ 43,760	LLG

12
13 Contact Information: Meryl K. Chae
Name
14 Harbor Freight Tools - Legal Department
15 Address
16 26677 Agoura Road, Calabasas, CA 91302
17
18 mchae@harborfreight.com
19 Email address

20 [Optional Second Contact] Tammy Stafford
21 Name
22 Harbor Freight Tools - Legal Department
23 Address
24 26677 Agoura Road, Calabasas, CA 91302
25
26 tstafford@harborfreight.com
27 Email address
28

1 Settling Defendant: KENNETH COLE PRODUCTIONS, INC.

2 Covered Products: Footwear Made With Leather Materials

3 Payment Amounts: Total: \$50,000

4 Allocation of Total Payment:

5

Payee	Type	Amount	Deliver To
OEHHA	Penalty	\$ 4,913	OEHHA per Section 7.3
Center For Environmental Health	Penalty	\$ 1,637	LLG
Center For Environmental Health	ASP	\$ 4,910	LLG
Center For Environmental Health	Fees and Costs	\$ 5,980	LLG
Lexington Law Group, LLP	Fees and Costs	\$ 32,560	LLG

6

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10

11

12 Contact Information: Renada M. Williams

13 Name

14 511 W 21st New York, NY 10011

15 Address

16

17 rwilliams@kennethcole.com

18 Email address

19

20 [Optional Second Contact] David Edelman

21 Name

22 511 W 21st New York, NY 10011

23 Address

24

25 dedelman@kennethcole.com

26 Email address

27

28

1 Settling Defendant: MAGNANNI, INC.
2 Covered Products: Footwear Made With Leather Materials
3 Payment Amounts: Total: \$35,000

4 Allocation of Total Payment:

5

Payee	Type	Amount	Deliver To
6 OEHHA	Penalty	\$ 3,372	OEHHA per Section 7.3
7 Center For Environmental Health	Penalty	\$ 1,123	LLG
8 Center For Environmental Health	ASP	\$ 3,365	LLG
9 Center For Environmental Health	Fees and Costs	\$ 4,180	LLG
10 Lexington Law Group, LLP	Fees and Costs	\$ 22,960	LLG

11

12 Contact Information: PAUL ROEHRENBECK
13 Name
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17
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20 [Optional Second Contact] PASCUAL BLANCO
21 Name
22 9065 SMITHS MILL ROAD NORTH
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25
26 PASCUAL@MAGNANNI.COM
27 Email address
28

1 Settling Defendants: MEPHISTO, INC.
MEPHISTO CONCEPT STORES, INC.

2 Covered Products: Footwear Made With Leather Materials

3 Payment Amounts: Total: \$57,500

4 Allocation of Total Payment:

5

Payee	Type	Amount	Deliver To
OEHHA	Penalty	\$ 5,685	OEHHA per Section 7.3
Center For Environmental Health	Penalty	\$ 1,895	LLG
Center For Environmental Health	ASP	\$ 5,680	LLG
Center For Environmental Health	Fees and Costs	\$ 6,880	LLG
Lexington Law Group, LLP	Fees and Costs	\$ 37,360	LLG

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12 Contact Information: Betsy Noble - Accounts Payable

13 Name

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15 Address

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17 betsy.noble@mephistousa.com

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19

20 [Optional Second Contact] Ken Davis - VP/COO

21 Name

22 305 Seaboard Lane, Suite 328

23 Address

24 Franklin , TN 37067

25 ken.davis@mephistousa.com

26 Email address

27

28

1 Settling Defendant: NISOLO LLC
 2 Covered Products: Footwear Made With Leather Materials
 3 Payment Amounts: Total: \$57,500

4 Allocation of Total Payment:

Payee	Type	Amount	Deliver To
OEHHA	Penalty	\$ 5,685	OEHHA per Section 7.3
Center For Environmental Health	Penalty	\$ 1,895	LLG
Center For Environmental Health	ASP	\$ 5,680	LLG
Center For Environmental Health	Fees and Costs	\$ 6,880	LLG
Lexington Law Group, LLP	Fees and Costs	\$ 37,360	LLG

12 Contact Information: Becky Hansen
 13 _____
 14 Name
 15 1803 9th Ave N
 16 _____
 17 Address
 18 Nashville, TN 37208
 19 _____
 20 becky@nisolo.com
 21 _____
 22 Email address

20 [Optional Second Contact] _____
 21 Name
 22 _____
 23 Address
 24 _____
 25 _____
 26 _____
 27 Email address

1 Settling Defendant: NORDSTROM, INC.
2 Covered Products: Private Label Footwear Made With Leather Materials
3 Payment Amounts: Total: \$35,000

4 Allocation of Total Payment:

5

Payee	Type	Amount	Deliver To
OEHHA	Penalty	\$ 3,372	OEHHA per Section 7.3
Center For Environmental Health	Penalty	\$ 1,123	LLG
Center For Environmental Health	ASP	\$ 3,365	LLG
Center For Environmental Health	Fees and Costs	\$ 4,180	LLG
Lexington Law Group, LLP	Fees and Costs	\$ 22,960	LLG

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12 Contact Information: General Counsel
13 Name
14 1617 6th Avenue
15 Address
16 Seattle, WA 98101
17 sop@nordstrom.com
18 Email address

19
20 [Optional Second Contact] Jeffrey Margulies, Norton Rose Fulbright US LLP
21 Name
22 555 S. Flower Street, 41st Floor
23 Address
24 Los Angeles, CA 90071
25 jeff.margulies@nortonrosefulbright.com
26 Email address
27
28

1 Settling Defendant: SAKS INCORPORATED
2 SAKS & COMPANY LLC
3 SAKS DIRECT LLC

4 Covered Products: Footwear Made With Leather Materials

5 Payment Amounts: Total: \$35,000

6 Allocation of Total Payment:

7 Payee	Type	Amount	Deliver To
8 OEHHA	Penalty	\$ 3,372	OEHHA per Section 7.3
9 Center For Environmental Health	Penalty	\$ 1,123	LLG
10 Center For Environmental Health	ASP	\$ 3,365	LLG
11 Center For Environmental Health	Fees and Costs	\$ 4,180	LLG
12 Lexington Law Group, LLP	Fees and Costs	\$ 22,960	LLG

13 Contact Information:

14 Christopher Hornig

15 Name

16 225 Liberty St.

17 Address

18 Floor 26 , New York, NY

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19 chris.hornig@saksdf5th.com

20 Email address

21 [Optional Second Contact]

22 Meagan Crowley

Name

23 225 Liberty St. , Floor 25

24 Address

25 New York, NY 10281

26 meagan.crowley@saks.com

27 Email address

1 Settling Defendant: SHOES WEST, INC.
2 Covered Products: Footwear Made With Leather Materials
3 Payment Amounts: Total: \$57,500

4 Allocation of Total Payment:

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6 Payee	Type	Amount	Deliver To
7 OEHHA	Penalty	\$ 5,685	OEHHA per Section 7.3
8 Center For Environmental Health	Penalty	\$ 1,895	LLG
9 Center For Environmental Health	ASP	\$ 5,680	LLG
10 Center For Environmental Health	Fees	\$ 6,880	LLG
11 Lexington Law Group, LLP	Fees and Costs	\$ 37,360	LLG

12 Contact Information:

13 BILL LANGRELL
Name

14 18701 S. FIGUEROA ST.
Address

15 GARDENA, CA 90248

16 blangrell@taosfootwear.com
17 Email address

18 [Optional Second Contact]

19 Name

20 Address

21 Email address

1 Settling Defendant: SKECHERS U.S.A., INC.
2 Covered Products: Footwear Made With Leather Materials
3 Payment Amounts: Total: \$67,500

4 Allocation of Total Payment:

Payee	Type	Amount	Deliver To
OEHHA	Penalty	\$ 6,713	OEHHA per Section 7.3
Center For Environmental Health	Penalty	\$ 2,237	LLG
Center For Environmental Health	ASP	\$ 6,710	LLG
Center For Environmental Health	Fees	\$ 8,080	LLG
Lexington Law Group, LLP	Fees and Costs	\$ 43,760	LLG

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13 Name
14 12760 High Bluff Drive, Suite 240
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17 ocampoh@gtlaw.com
18 Email address

19 [Optional Second Contact] Madeline Orlando
20 Name
21 400 Capitol Mall, Suite 2400
22 Address
23 Sacramento, CA 95814
24 orlandom@gtlaw.com
25 Email address

1 Settling Defendant: STEVEN MADDEN, LTD.
 2 STEVEN MADDEN RETAIL, INC.
 3 Covered Products: Footwear Made With Leather Materials
 4 Payment Amounts: Total: \$50,000

5 Allocation of Total Payment:

6 Payee	Type	Amount	Deliver To
7 OEHHA	Penalty	\$ 4,913	OEHHA per Section 7.3
8 Center For Environmental Health	Penalty	\$ 1,637	LLG
9 Center For Environmental Health	ASP	\$ 4,910	LLG
10 Center For Environmental Health	Fees	\$ 5,980	LLG
11 Lexington Law Group, LLP	Fees and Costs	\$ 32,560	LLG

12
 13 Contact Information: Lisa Keith
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 15 52-16 Barnett Avenue
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 19 Email address

20 [Optional Second Contact] Amy Lally
 21 Name
 22 1999 Avenue of the Stars, 17th Floor
 23 Address
 24 Los Angeles, CA 90067
 25 alally@sidley.com
 26 Email address

1 Settling Defendant: VALENTINO USA, INC.
2 Covered Products: Footwear Made With Leather Materials
3 Payment Amounts: Total: \$50,000

4 Allocation of Total Payment:

Payee	Type	Amount	Deliver To
OEHHA	Penalty	\$ 4,913	OEHHA per Section 7.3
Center For Environmental Health	Penalty	\$ 1,637	LLG
Center For Environmental Health	ASP	\$ 4,910	LLG
Center For Environmental Health	Fees	\$ 5,980	LLG
Lexington Law Group, LLP	Fees and Costs	\$ 32,560	LLG

12 Contact Information: DANIEL PALTRIDGE
13 Name
14 11 W 42nd STREET # 26
15 Address
16 NY NY 10036
17 daniel.paltridge@valentino.com
18 Email address

20 [Optional Second Contact] _____
21 Name
22 _____
23 Address
24 _____
25 _____
26 Email address

1 Settling Defendant: WEYCO GROUP, INC.
2 DESIGNER BRANDS, INC.
3 DSW SHOE WAREHOUSE, INC.

4 Covered Products: Footwear Made With Leather Materials

5 As to DESIGNER BRANDS, INC. and DSW SHOE WAREHOUSE, INC., "Covered Products"
6 means Footwear Made With Leather Materials Supplied by Weyco Group, Inc.

7 Payment Amounts: Total: \$50,000

8 Allocation of Total Payment:

9 Payee	Type	Amount	Deliver To
10 OEHHA	Penalty	\$ 4,913	OEHHA per Section 7.3
11 Center For Environmental Health	Penalty	\$ 1,637	LLG
12 Center For Environmental Health	ASP	\$ 4,910	LLG
13 Center For Environmental Health	Fees	\$ 5,980	LLG
14 Lexington Law Group, LLP	Fees and Costs	\$ 32,560	LLG

15 Contact Information:

16 Judy Anderson
17 Name

18 333 W. Estabrook Blvd
19 Address

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23 [Optional Second Contact]

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25 Name

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Email address

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Settling Defendant: WOLVERINE WORLD WIDE, INC.
WOLVERINE OUTDOORS, INC.
SPERRY TOP-SIDER, LLC
HUSH PUPPIES RETAIL, INC.

Covered Products: Footwear Made With Leather Materials

Payment Amounts: Total: \$67,500

Allocation of Total Payment:

Payee	Type	Amount	Deliver To
OEHHA	Penalty	\$ 6,713	OEHHA per Section 7.3
Center For Environmental Health	Penalty	\$ 2,237	LLG
Center For Environmental Health	ASP	\$ 6,710	LLG
Center For Environmental Health	Fees	\$ 8,080	LLG
Lexington Law Group, LLP	Fees and Costs	\$ 43,760	LLG

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EXHIBIT B
Tannery Certification

**EXHIBIT B
TANNERY CERTIFICATION**

Tannery Name: _____

Address: _____

I certify as follows:

All chrome-tanned leather produced by the tannery after the date of this certification will be tanned consistent with the Reformulation Protocol attached as Exhibit C to the Consent Judgment in *Center for Environmental Health v. Bali Leathers, Inc., et al.*, Lead Case No. RG19029736 (consolidated with *Center for Environmental Health v. Tommy Baham Group, Inc., et al.*, Case No. RG 19-034870), for purposes of establishing good manufacturing practices and measures for chrome-tanned or chrome-retanned leather in order to eliminate or minimize the presence and potential formation of hexavalent chromium (CrVI) in such leather intended for footwear and glove products sold in California. Specifically, the tannery will comply with the Reformulation Protocol to eliminate or minimize the formation of hexavalent chromium in chrome-tanned or chrome-retanned leather and shall provide transport and storage instructions specifying recommended temperature, humidity, and light conditions sufficient to maintain physical and chemical properties of the leather relevant to CrVI formation.

The tannery will retain records demonstrating compliance with the Reformulation Protocol for a period of at least five years and provide such records on written request by any customer.

Signature: _____

Name: _____

Title: _____

Email address: _____

Date: _____

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EXHIBIT C
Reformulation Protocols

**LEATHER TANNING/FINISHING PROTOCOL
FOR COMPLIANCE WITH PROPOSITION 65 REQUIREMENTS TO
MINIMIZE POTENTIAL FORMATION OF HEXAVALENT CHROMIUM**

Background: For purposes of compliance with Proposition 65, the following Protocol is intended to establish good manufacturing practices and measures for chrome-tanned or chrome-retanned leather in order to eliminate or minimize the presence and potential formation of hexavalent chromium (CrVI) in such leather intended for footwear and glove products sold in California. Settling Defendants shall be required to comply with the terms of the Protocol prior to manufacturing or processing leather footwear/gloves for sale in California or to require compliance with the Protocol by third party manufacturers and suppliers of leather intended for such products.

Certification with overall Gold rating under the Leather Working Group (LWG) Audit Protocol shall be considered in assessing compliance with this Protocol. For companies attaining a lower overall LWG medal rating, compliance assessment also shall consider attainment of Gold rating in the sections of the LWG Protocol relating to Restricted Substances Lists and Chemical Management (currently Section 9 “Restricted Substances, Compliance, Chromium VI Management” and Section 16 “Chemical Management” of Issue 7.2.2 of the LWG Protocol).

Leather Tanning/Finishing Protocol

The following protocol for chrome-tanners/retanners identifies good manufacturing practices recognized by the leather tanning industry to eliminate or minimize the formation of hexavalent chromium in chrome-tanned or chrome re-tanned leather. Tannery shall provide transport and storage instructions specifying recommended temperature, humidity, and light conditions sufficient to maintain physical and chemical properties of the leather relevant to CrVI formation.

Upon written agreement of the Parties, this Protocol may be re-evaluated and revised appropriately to reflect advances in technology and production processes. Unless otherwise noted, references to test methods, detection limits, and other standards are to the version in place as of adoption of this Protocol.

1. Process Stage: Beamhouse

- 1.1. ***Degreasing:*** Thorough degreasing processes must be employed to reduce the presence of natural fats that can diminish leather quality and potentially contribute to CrVI formation.
 - 1.1.1. Perform thorough and consistent degreasing during beamhouse operations involving sheepskin, pigskin, and other high-fat content hides (*i.e.*, fat content over 3% dry weight basis). These materials can be very greasy and may require a specific, separate degreasing operation to reduce the fat content.
 - 1.1.2. Processing of bovine hides should include the use of surfactants to ensure fat content less than 3% dry weight basis.
 - 1.1.3. Use of halogenated organic degreasing agents is prohibited.
 - 1.1.4. Use only aqueous degreasing agents.

- 1.1.5. Do not use products with oxidative potential.
- 1.1.6. If bleaching is required (under exceptional circumstances to reduce natural skin pigmentation when producing very pale leather), products with oxidative potential may be necessary. If used, the process should incorporate iodine-starch paper for each batch of leather being processed to check oxidative potential and, if necessary, use reducing agent prior to addition of chromium in tanning stage.
- 1.1.7. Wash limed hides/pelts properly after liming and decalcifying.

2. **Process Stage: Tanning/Wet Blue**

- 2.1. **Tanning Agents**: Chromium-containing tanning agents must not contain intentionally added or detectable levels¹ of CrVI.
 - 2.1.1. Obtain from chemical supplier test reports for each supplier production batch conducted pursuant to ISO 19071 for CrVI in chromium tanning agents demonstrating detectable levels of CrVI no higher than the levels specified in the most current version of the ZDHC Manufacturing Restricted Substances List (“MRSL”)² (as analyzed by the test method specified therein).
 - 2.1.2. Maintain inventory control to ensure quality of tanning agents at time of use. Use of tanning/retanning agents past their “use by” date is prohibited.
 - 2.1.3. Tanning process vessels and associated make-up and delivery systems to be thoroughly cleaned and maintained using best practices.
 - 2.1.4. Water used during the tanning process and to clean apparatus, tubs, tools, and other equipment must have undetectable levels of CrVI.
 - 2.1.4.1. Recycled water must be tested regularly (at least annually) and verified as having undetectable levels of CrVI; water received directly from municipal or permitted wells does not require repeat verification of CrVI levels but should be analyzed to confirm absence of CrVI.
 - 2.1.5. Storage conditions must be maintained in accordance with chemical supplier instructions. Storage of chemicals outside of manufacturer recommendations is prohibited, unless representative samples of the chemicals are tested to confirm undetectable levels of CrVI no later than one month prior to use. ISO 19071 or other CrVI test methods appropriate to the chemical shall be employed.
 - 2.1.6. Final wash must be employed to remove unfixed chrome to the extent feasible.
 - 2.1.7. Use of chromium tanning agents recycled by the tannery is prohibited unless tested regularly (at least annually) to confirm undetectable CrVI via ISO 19071.
- 2.2. **Use of Oxidizing Agents**: The use of oxidizing agents such as sodium chlorite (or hypochlorite) in the pickle, or of potassium permanganate in pre-tanning wet-end operations, increases the risk of the formation of CrVI.

¹ The terms “detectable/undetectable levels” of CrVI shall be defined by the relevant test method appropriate for the chemical.

² The ZDHC MRSL is the minimum standard for the CrVI standard in this Protocol. Reference to other CrVI limits from other MRSLs may be used if they meet or exceed the stringency of the ZDHC standard. The current version of the ZDHC MRSL is v.3.1 and can be found at: <https://mrsl-30.roadmaptozero.com/mrslpdf?for=Consultancy>. All references to the ZDHC MRSL in this Protocol refer to the then most current version of the ZDHC MRSL. This note applies to all references to ZDHC in this Protocol.

- 2.2.1. Oxidizing agents may only be used if they can be shown to be absolutely necessary (*e.g.*, for white or pastel shades) and if the residuals are reduced prior to the addition of chrome tanning agents. Starch-iodide test papers (must show no color development) or Oxidation-Reduction Potential (“ORP”) measurement (must show a negative reading indicating a reducing agent) shall be used to confirm lack of oxidative potential.
- 2.3. Measure and monitor levels of residual natural fats in wet blue leather. Bovine leather shall contain no more than 3% residual fat as measured below. Pigskin leather shall contain no more than 7% residual fat, as measured below. Other leather (*e.g.*, sheep, goat, *etc.*) shall contain no more than 4% fat, as measured below.
 - 2.3.1. Monitoring must indicate an average grease content of less than 3% (bovine) or 4% (other) by weekly analysis or per 30 batches of production, whichever is the more frequent. For pigskin, monitoring must indicate an average grease content of less than 7% by monthly analysis or per 30 batches of production, whichever is the more frequent. (A “batch” is a production drum load or a group of hides/skins that are processed together as a unit.)
 - 2.3.2. Alternatively, the wet blue leather must have a maximum of 0.5% of Free Fatty Acids (using test method ISO 4048:2018)
- 2.4. If wet blue is used as a starting material: Wet blue bought from other suppliers must be shown to be free of CrVI (using the ISO 17075-2 test method after ageing procedure) and to have fat content less than 3% (bovine), 7% (pigskin), or 4% (other). For pigskin with fat content over 4%, additional degreasing shall be performed before or during the retan stage to reduce fat content below 4%.

3. **Process Stage: Retanning/Wet End/Finishing**

- 3.1. **Retanning Agents**: Optimization of chrome fixation is critical to reduce extractable chrome levels and the potential for CrVI formation.
 - 3.1.1. Use of oxidizing agents (such as ammonia-based chemicals/bleach) after chrome tanning is prohibited.
 - 3.1.2. Confirm selection of appropriate retanning agents for binding behavior and/or use of complexing agents. Maintain documentation.
 - 3.1.3. Chromium-containing retanning agents must not contain intentionally added or detectable levels of CrVI higher than the levels specified in the ZDHC MRSL.
 - 3.1.4. Obtain from chemical supplier test reports conducted pursuant to ISO 19071 demonstrating undetectable levels of CrVI.
 - 3.1.5. Maintain inventory control to ensure quality of retanning agents at time of use. Use of retanning agents past their “use by” date is prohibited.
- 3.2. Retanning process vessels and associated make-up and delivery systems to be thoroughly cleaned and maintained using best practices.
- 3.3. Water used during retanning process and to clean apparatus, tubs, tools, and other equipment must have undetectable levels of CrVI. Recycled water must be tested

regularly (at least annually) and verified as having undetectable levels of CrVI; water received directly from municipal or permitted wells does not require repeat verification of CrVI levels but should be analyzed to confirm absence of CrVI.

- 3.4. Storage conditions must be maintained in accordance with chemical supplier instructions. Storage of chemicals outside of manufacturer recommendations is prohibited, unless representative samples of the chemicals are tested to confirm undetectable levels of CrVI no later than one month prior to use. ISO 19071 or other CrVI test methods appropriate to the chemical shall be employed.
- 3.5. Final wash must be employed to remove unfixed chrome to the extent feasible.
- 3.6. Use of chromium retanning agents recycled by the tannery is prohibited unless tested regularly (at least annually) to confirm undetectable CrVI via ISO 19071.
- 3.7. Use scavenging agents, such as 1%-3% vegetable tanning extracts, for antioxidant protection, or use commercially-available synthetic antioxidants specifically formulated for the purpose and according to manufacturer specifications. (Antioxidants may be introduced directly or as part of the retanning agent formulation.)
 - 3.7.1. Add antioxidants during retanning process to enable longer-lasting antioxidant efficacy. Use of only spray-on antioxidants is prohibited.
- 3.8. Dyes and Pigments:
 - 3.8.1. Dye and pigments must not contain intentionally added or detectable levels of CrVI.
 - 3.8.2. Obtain from chemical supplier test reports conducted pursuant to ISO or EPA test method for CrVI demonstrating undetectable levels of CrVI.
 - 3.8.3. Obtain from chemical supplier certification that dyes or pigments lack oxidative potential (through ORP measurement showing a negative reading indicating a reducing agent or other appropriate method).
 - 3.8.4. If chromium-containing dyes or pigments are used, final product must be tested annually (or sooner if there is a change in formula) to confirm levels of CrVI below detection limit. Test using ISO 17075-2.
 - 3.8.5. Use of dyes and pigments must be compliant with the ZDHC MRSL.
- 3.9. Bleaches:
 - 3.9.1. Use of aggressive bleaches, peroxides, and potassium permanganate (KMnO₄) as bleaching agents after tanning is prohibited.
- 3.10. Fatliquors: Fatliquors must be suitably formulated with an appropriate antioxidant to protect against CrVI formation. Fish and vegetable oils in particular must be formulated with an appropriate antioxidant to protect against CrVI formation. Do not use fatliquors without having first obtained from the supplier a statement confirming that fatliquors are formulated with an appropriate antioxidant.

- 3.11. Inventory control must be maintained to ensure quality of fatliquors at time of use and that all fatliquors are used prior to “use by” dates.
- 3.12. Chemical storage conditions must be maintained in accordance with chemical supplier instructions to avoid fatliquor breakdown. Storage in conditions outside of manufacturer recommendations is prohibited, unless representative samples of the chemicals are tested to confirm the absence of oxidative potential no later than one month prior to use. Starch-iodide test papers (must show no color development) or ORP measurement (must show a negative reading indicating a reducing agent) shall be used to confirm lack of oxidative potential.
4. **Finishing Oils/Waxes:** Oils and wax finishes containing a high level of unsaturated fats are more likely associated with CrVI formation.
 - 4.1. Obtain from supplier a statement confirming that finishing oils and waxes are suitable for use and do not contribute to CrVI formation (such as by indicating compliance with ZDHC MRSL specifications).
5. **pH Levels:** Careful monitoring of pH through the entire set of tanning, retanning, fatliquoring, and dyeing process stages is critical to the avoidance of CrVI in the finished leather product. The potential for formation of CrVI increases at higher pH. While the neutralization process during wet end retanning will raise pH, this will be reversed during subsequent acidification and fixation.
 - 5.1. The pH must be maintained below 4.0 in the final bath (fixation) of the re-tanning process to ensure entire cross-section of leather is at acidic pH. Maintain documentation of final pH.
 - 5.2. Acidification at the end of wet end processing should be done in a steady manner with 2-3 additions of acid.
 - 5.3. Allow sufficient time to ensure complete acid penetration, depending on thickness and other processing conditions.
 - 5.4. The pH through the entire leather cross-section must be consistently below 4.5 in finished leather. Document final pH of leather determined during research and development. Conduct random audit sampling to ensure pH of final leather product is below 4.5 and maintain documentation.
6. **Final Wash:** Final wash must be employed to remove unfixed chrome. The pH of wash waters may need to be adjusted (lowered) to avoid localized, surface raising of pH.
 - 6.1. Drying: Solar irradiation is prohibited during drying of the leather.

7. **Mold:**

- 7.1. Use of ammonia to prevent mold formation is prohibited. If a fungicide is to be used to prevent mold formation a declaration should be obtained from the manufacturer to confirm that its use will not contribute to the potential formation of CrVI.

8. **Process Stage: Storage and Transportation**

- 8.1. Storage and transportation conditions must be monitored to maintain temperature, humidity, and light exposure to reduce the possibility of CrVI formation. Tannery shall provide storage instructions specifying recommended temperature, humidity, and light conditions sufficient to maintain physical and chemical properties of the leather.

9. **Good Manufacturing and Quality Control Standards**

- 9.1. The following quality assurance procedures must be implemented in order to ensure the prevention of CrVI formation throughout the entire production process:
 - 9.1.1. Ensure cleanliness and good organization within the entire production facility.
 - 9.1.2. Storage conditions must be regularly checked to ensure that chemical degradation does not occur.
 - 9.1.3. Inventory control (received date, use by date, supplier, batch number, stores location, *etc.*) must be undertaken to ensure that chemicals are not used past their use-by date.
 - 9.1.4. Train employees in the safe use of chemicals and the correct make-up and application procedures for their use in each stage of the process. Educate workers about the potential for formation of CrVI, its potential for harm in the final product, and their role in ensuring process recipes are followed in order to ensure manufacture of a safe product. Ensure that all safety data sheets are current and available for each chemical, and that employees have been trained to properly handle and store the chemicals. Maintain written chemical management policy.
 - 9.1.5. All process steps must be documented, including the chemicals used in order to ensure transparency in the manufacturing or processing procedure.
 - 9.1.6. Ensure that the products which you use to degrease, tan, dye, or retan the leather do not contain intentionally added or detectable levels of CrVI higher than the levels specified in the ZDHC MRSL and have low oxidation potential. Obtain from chemical supplier a statement confirming that chemicals are suitable for use and do not contribute to CrVI formation or have oxidative potential. If stored outside of supplier recommendations or past “use by” dates, use iodine-starch paper or ORP measurement to check oxidative potential and if necessary use reducing agent prior to use.
 - 9.1.7. Use of chemicals which contain intentionally added CrVI or which the manufacturer cannot guarantee as having detectable levels of CrVI no higher than the levels specified in the ZDHC MRSL is prohibited.
 - 9.1.8. Maintain detailed internal quality control records.
 - 9.1.9. Testing: Annually test representative samples of finished leather for CrVI. Refer to AFIRM Restricted Substances List (available at <https://afirm-group.com/wp->

content/uploads/2023/04/2023_AFIRM_RSL_2023_0419a.pdf) for recommended testing method.

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EXHIBIT D
Form of Notice to Suppliers

**EXHIBIT D
SUPPLIER NOTIFICATION
[FOR SETTLING DEFENDANTS THAT PURCHASE LEATHER FROM TANNERIES]:**

Dear [Supplier]:

As part of a settlement of a Proposition 65 enforcement action regarding hexavalent chromium in leather footwear/gloves, [Settling Defendant] is writing to notify you of certain requirements applicable to chrome-tanned leather used to manufacture leather components of footwear and gloves that come into direct contact with the skin of the average user when the footwear or gloves are worn.

Pursuant to the settlement, chrome-tanned leather used to manufacture direct skin contact components must be produced pursuant to the settlement Reformulation Protocol at a tannery that certifies that it will comply with the Reformulation Protocol, which is designed to minimize the presence and potential formation of hexavalent chromium in chrome-tanned leather.

We are required to obtain a certification from each tannery that directly supplies [Settling Defendant] with chrome-tanned leather at least once every five years. Please execute the attached certification and return it to us within 30 days, so that we can ensure compliance with the terms of the settlement. ***[For initial notifications before the final compliance date]:*** The settlement allows for a phase-in of leather from certified tanneries. If you cannot currently certify compliance with the Reformulation Protocol, please advise us immediately and provide a timeline for when you expect to obtain certification.

We are also required by the settlement to request that you retain certifications and records demonstrating compliance with the Reformulation Protocol for at least five years, and to produce them to us upon our written request.

[FOR SETTLING DEFENDANTS THAT PURCHASE FINISHED PRODUCTS]:

Dear [Supplier]:

As part of a settlement of a Proposition 65 enforcement action regarding hexavalent chromium in leather footwear/gloves, [Settling Defendant] is writing to notify you of certain requirements applicable to chrome-tanned leather used to manufacture leather components of footwear and gloves that come into direct contact with the skin of the average user when the footwear or gloves are worn.

Pursuant to the settlement, chrome-tanned leather used to manufacture direct skin contact components must be produced pursuant to the settlement Reformulation Protocol at a tannery that certifies that it will comply with the Reformulation Protocol, which is designed to minimize the presence and potential formation of hexavalent chromium in chrome-tanned leather.

We are requiring you to obtain a certification from each tannery that supplies you with chrome-tanned leather for use to manufacture direct skin contact components at least once every five years. Please have each tannery execute the attached certification and return it to you within 30 days, so that we can ensure compliance with the terms of the settlement. ***[For initial notifications before the final compliance date]***: The settlement allows for a phase-in of leather from certified tanneries. If you cannot currently obtain certifications with compliance with the Reformulation Protocol from all tanneries that supply you with chrome-tanned leather, please advise us immediately and provide a timeline for when you expect to obtain certifications from all tanneries.

We are also required by the settlement to request that you retain certifications and records demonstrating your tanneries' compliance with the Reformulation Protocol for at least five years, and to produce them to us upon our written request.