

## adidas UK Modern Slavery Act Transparency Statement 2023

The following statement has been prepared under the UK Modern Slavery Act 2015.

The reporting entity covered by this Modern Slavery Act Transparency Statement is **adidas (UK) Limited** and constitutes our slavery and human trafficking statement for the financial year ending **31 December 2023**.

### Background

adidas has been supportive of the enactment of the UK Modern Slavery Act 2015, specifically its provisions for driving greater transparency and disclosure of the actions taken by companies to identify and address forced labour and human trafficking in global supply chains.

We recognize that we have a responsibility to respect human rights and understand the importance of showing that we are taking the necessary steps to fulfil this important social obligation. As part of this obligation and commitment, we strive to operate responsibly along the entire value chain by safeguarding the rights of our own employees and those of the workers who manufacture our products, and by applying our influence to effect change wherever we cause or contribute to potential or actual human rights impacts, or where human rights issues are linked to our business activities. Such potential human rights impacts may include modern slavery, which for adidas encompasses forced, compulsory or involuntary labour, child labour, and human trafficking.<sup>1</sup>

This report outlines the actions we have taken in 2023 to identify, mitigate and prevent risks associated with modern slavery and forced labour in our supply chain, and to remedy actual instances of modern slavery and forced labour where identified.

### Organisation and Supply Chain Structure

adidas (UK) Limited is a wholly owned subsidiary of adidas AG (“adidas”), which is a publicly listed company on the German stock exchange.

adidas’ products, which are distributed and sold to consumers in the United Kingdom, are manufactured in a variety of countries from around the world. At the end of 2023, adidas worked with 357 independent supplier facilities that manufacture products for our company in 40 countries. For more information on our supply chain structure and to view our global supplier lists, see: <https://www.adidas-group.com/en/sustainability/transparency/supplier-lists/>

### Policies

Our highest level of policy commitment to preventing forced labour and human trafficking, and child labour, is expressed in our [Human Rights Policy](#) which demonstrates our commitment to respecting

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<sup>1</sup> In the absence of a universal legal definition for modern slavery, adidas defines it as the risks posed by forced labor, prison labor, indentured labor, bonded labor, debt servitude, state-imposed forced labor, and human trafficking, where coercion, threats or deception are used to intimidate, penalize or deceive workers, thereby creating situations of involuntary work and exploitation. Modern slavery may also be associated with the worst forms of child labor. We adopt the [definition of child labor as set out by the ILO](#), and comply with the ILO Convention No.139 on Minimum Age and Convention No.182 on the Worst Forms of Child Labor.

human rights in accordance with the [United Nations Guiding Principles on Business and Human Rights \(“UNGPs”\)](#) and in line with the [OECD Guidelines for Multinational Enterprises \(“OECD MNE Guidelines”\)](#). We are committed to respecting all internationally recognized human rights, including those encompassed within the [United Nations International Bill of Human Rights](#) and the [International Labour Organization \(ILO\) Declaration on Fundamental Principles and Rights at Work](#).

Our approach to managing and eradicating forced labour and child labour from our business and business partners’ activities is outlined in our [Modern Slavery Policy Framework and Strategy Implementation](#), first published in 2010, and updated in 2023. This document outlines our commitment to preventing forced labour and child labour in our business operations and supply chain, as well as our approach for a tailored, risk based due-diligence process, regular monitoring activities and performance measurements as well as designing and delivering targeted training and capacity building. We have also included clear and well-defined policies on the prohibition of forced labour, child labour and modern slavery in our [Policy on Responsible Recruitment](#) and [Responsible Sourcing and Purchasing Policy](#).

Our commitment to ensuring fair labour practices and safe working conditions in the manufacturing facilities that produce for adidas across its global supply chain is fundamental to our human rights approach and is outlined in the adidas [Workplace Standards](#), which is our supply chain code of conduct. We require all our supplier partners to uphold our Workplace Standards, which expressly prohibit all forms of forced or compulsory labour, including prison labour, human trafficking, and child labour. We require our suppliers to live up to our Workplace Standards and expect them to cascade these standards – as well as our Human Rights Policy commitments – throughout their own supply chains. We apply enforcement actions when existing suppliers are not in compliance with those Standards.

To support our suppliers in meeting these expectations, we have produced a number of [supporting guidelines](#). These supporting guidelines include [additional resources](#) for our business partners to prevent child labour, responsibly manage the employment of juvenile workers, and managing third-party relationships such as subcontractors, agents or outsourcing companies to prevent child labour.<sup>2</sup>

All policies mentioned are available on our corporate website [here](#).

## Due Diligence Processes

To ensure our manufacturing partners uphold these commitments and provide fair, healthy, and environmentally sound workplace conditions, due diligence is conducted through announced and unannounced audits by our own team and by accredited external auditors. Information on the social compliance performance rating of our key strategic suppliers in 2023 can be found in our annual report here: <https://report.adidas-group.com/2023/en/group-management-report-our-company/sustainability/supply-chain.html>. Suppliers are also expected to apply appropriate due diligence measures to their subordinate subcontracting relationships to prevent and mitigate human and labour rights issues, including forced labour.

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<sup>2</sup> Our approach to preventing child labour in our supply chain and handling cases of child labour – in the rare event they should be identified – are aligned with the steps outlined in the [ILO-IOE Child Labour Guidance Tool for Business](#), which supports companies in meeting their obligations under the UNGPs as they pertain to child labour.

## **Risk Assessment and Management**

For over 25 years, our human and labour rights program has been focused on delivering on our commitment to human rights through the application of an ongoing Human Rights and Environmental Due Diligence (HREDD) process to identify, address, evaluate, and communicate the risks of involvement with adverse human rights and environmental impacts through our own operations, products, or services, or via our business relationships.

We have continued to evolve and adapt this HREDD process to ensure we are consistently and proactively monitoring our supply chain for human rights risks and to ensure we are compliant with a shifting regulatory landscape requiring greater supply chain transparency and human rights due diligence that extends across the value chain.

### ***Risk Assessment***

Given the scale and complexity of our value chain – with products sourced from more than 40 countries globally and sold in over 100 markets – we have developed a risk-based due diligence approach that targets high-risk locations, processes or activities that require the closest attention and where we are able to apply influence to mitigate or remediate issues, where they occur. Our due diligence approach also considers potential adverse impacts and risks arising out of non-trade procurement and other operational areas of our business.

Our modern slavery risk assessment, which we have conducted since the start of our Modern Slavery Program in 2016 and have updated on a rolling, three-year basis, cuts across all tiers of our supply chain. It was designed to effectively identify the evolving risks of modern slavery and prioritize areas of action where we as a business would have the most leverage to effect positive and meaningful change. The risk assessment reflects several key inputs, including: (1) internal and external stakeholder engagement, including tailored engagements with specific stakeholder groups, with the investor community, through worker interviews, engagement with government agencies on human rights topics; (2) our direct experience of having worked on these topics within our supply chain; and (3) emerging legislative and regulatory requirements.

We have evolved our approach from conducting a standalone modern slavery risk assessment, to a broader approach. In 2023 we began to integrate this assessment into our broader Human Rights and Environmental Due Diligence (HREDD) risk management efforts, as part of our ambition to have a system in place to identify and manage high risk human rights issues across 100% of our value chain by 2025 – an ambition which is linked to the fulfilment of our obligations, as a publicly listed company, under the German Supply Chain Due Diligence Act of 2021 (*Lieferkettensorgfaltspflichtengesetz*, hereafter LkSG).

In 2023, we took steps to enhance our HREDD risk management process, including: (1) expanding the scope of our human rights and environmental risk management beyond our sourcing activities to include other business functions including Brand, Procurement and Human Resources; and (2) assigning ‘risk owners’ in each relevant business function, who are accountable for identifying, assessing, and managing adverse human rights and environmental risks in their respective area of operational responsibility.

The HREDD risk assessment is aligned with the UNGP approach, OECD MNE Guidelines, and LkSG legislative requirements and is designed to identify salient human rights issues and prioritize them according to the expected likelihood of a risk to materialize, and the expected severity (scope, scale and

remediability) of the impact. It is informed by internal and external sources of information, including assessments and reports issued by government agencies and multilateral organizations, risk studies by third parties, general media coverage, issues defined by mandatory due diligence legislation, and through other available forms of stakeholder engagement, including issues raised by the advocacy community.

### ***Risk Management***

Recognizing the challenges of directly addressing the full range of forced labor and child labor risks in our upstream supply chain – particularly at the raw materials level – we rely on industry-led initiatives and collaborative approaches to exert influence and create the necessary leverage to effect change. The approaches described below are examples of efforts we have taken as a company as well as industry-wide efforts to mitigate the risk of forced labour and child labour in our supply chain.

Through the HREDD risk assessment conducted in its first phases in 2023, we have identified the greatest potential risk of forced labour and child labour in our materials supply chain (Tier 2 and Tier 3) in high-risk locations such as Greater China, and in our raw materials (Tier 4+) sourcing activities for materials including cotton, leather, and recycled polyester. While we do not hold any direct contractual relationships with Tier 2 (T2) material or Tier 3 (T3) yarn suppliers and do not source any raw materials directly, we are exposed to risks of adverse human rights impacts through our use of these materials in our final product.

#### *Tier 2 Material and Tier 3 Yarn Supplier Risk Management*

In close cooperation with our Global Operations function, all potential new suppliers are assessed by the adidas Social and Environmental Affairs (SEA) team, to ensure that new suppliers meet our standards. Our Sourcing teams can only place orders with a new supplier if the SEA team has given approval. For more on our approach to monitoring supplier performance and ensuring compliance with our social and environmental standards, please see [here](#).

We have no direct contractual relationship with Tier 2 (T2) apparel material suppliers. However, we follow a nomination process, whereby our Tier 1 manufacturing partners source fabric from specifically designated T2 business entities. Such nominated apparel material suppliers are subject to annual labour compliance audits to ensure full compliance with our Workplace Standards. Our T2 partners are also obligated to disclose their sourcing activities and materials transactions related to T3 suppliers, and the origin of materials sourced for yarn production.

In high-risk contexts for forced labour, we have conducted targeted audits and have mapped the audit results to our forced labour indicator reporting tool. The tool enables findings from the labour compliance assessment to be reviewed and evaluated in accordance with the International Labour Organization (ILO) Forced Labour Indicators. Any “yes” answer will prompt an assessment of the degree of impact and, if strong indicators are present, this would be raised by the auditor with adidas to vet the findings and agree on next steps.

Since we launched the tool in January 2022, all audits of our Tier 1 manufacturing partners, our Tier 2 materials suppliers and targeted Tier 3 spinners in Greater China have been mapped against the ILO indicators. Based on our monitoring findings to date, we did not identify any indicators of forced labour that would have triggered enforcement action or business terminations. Between 2022 and 2023, we have conducted a total of 57 T2 audits and 21 T3 audits and have not identified any indicators of forced labour.

Going forward, this tool will be applied globally to ensure ongoing regulatory compliance across the entire supply chain.

Further enhancements to our approach to managing forced labour and child labour in our upstream supply chain included the introduction in October 2023 of an analytical tool, which screens individual business entities and production locations against trade sanctions and forced labour risk data. We will further streamline the use of this tool by implementing a standardized and regular review process of proposed and existing suppliers via this platform in 2024.

If there are any findings or indications of forced labour, triggered through audits, third-party complaints, or other sources, we ensure rapid follow-up with in-depth investigations to determine the facts and possible remedial steps should actual instances of forced labour or child labour be identified.

#### *Raw Materials – Cotton*

We have worked to reduce our risk exposure to potential forced labour in our cotton supply chain through our participation in Better Cotton and by reviewing our countries of origin for cotton. These risk mitigation measures have been implemented with a view to ensure compliance with regulatory requirements, such as the Uyghur Forced Labor Protection Act (UFLPA) in the United States. In 2023 we responded to two government inquiries, one from the [U.S. Congressional Select Committee on the Chinese Communist Party](#), and the other from the Federal Office of Economics and Export Control (BAFA), which is responsible for the enforcement of the German Supply Chain Due Diligence Act. Both inquiries were seeking clarification on advocacy claims and an explanation of how adidas addresses forced labour risks in its global supply chain.

In 2023, our cotton was sourced from countries such as Australia, Brazil, India, Pakistan, Turkey and the United States. Better Cotton makes up the vast majority of cotton we use in our products, and in 2023, 97% of cotton in our products was attributed to Better Cotton. Better Cotton promotes sustainable farming practices and promotes social compliance at the farm-level, by ensuring living wages, decent working conditions, and the eradication of forced labour.

To further diversify our cotton sourcing countries of origin and reduce forced labour risks in our cotton supply chain, in 2023 we launched a pilot with the [U.S. Cotton Trust Protocol \(USCTP\)](#), which aims to ensure article-level transparency and traceability in sourcing cotton from the United States, and monitors the production of cotton according to a range of sustainability metrics.

We also continue to expand our due diligence efforts in other tiers of the cotton supply chain. For instance, we continue to support the [Yarn Ethically & Sustainably Sourced \(YESS\)](#) program which has run pilot projects in countries in South Asia. The YESS Standards aim to eliminate forced labour in cotton production by training and assessing fabric and yarn manufacturers to implement due diligence and address the risk of cotton produced with forced labour within their own supply chains.

Where we have received specific concerns over potential risks of forced labour and child labour, we engage with organizations such as the Fair Labor Association (FLA) in investigating and addressing such concerns. We are currently engaging with FLA to investigate allegations received in November 2023 of the presence of forced labour and child labour in cotton cultivation in India and are working to develop a remediation plan to address these issues in collaboration with other international brands and in close cooperation with the labour rights advocacy community.

### *Raw Materials – Leather*

Currently, more than 99% of our leather volume is audited in accordance with the Leather Working Group (LWG) protocol, and most of our hides are sourced from tanneries with the highest LWG rating (LWG Gold). The primary sourcing countries for bovine hides include the United States – which supplies nearly half of the hides to the tanneries we work with – followed by Argentina and Brazil.

Brazil has been identified by the [U.S. Department of Labor](#) as a source country for beef and cattle which may be produced with forced and child labour. Based on the potential risk of forced labour and/or child labour being connected to the leather industry through the beef and cattle sectors, in 2023 we initiated a study of the leather sector in Brazil in partnership with the Fair Labor Association (FLA). The purpose of this study is to increase the knowledge of apparel and footwear brands on the various tiers in the leather supply chain, how leather intersects with other sectors (e.g., meat packing), the human and labour rights risks, and provide recommendations on an effective approach to promoting human rights and decent working conditions in the leather supply chain. The outcomes of the study are expected to be delivered by mid-2024.

### *Raw Materials – Recycled Polyester*

Globally, adidas almost exclusively uses recycled polyester (rPET) in our products. Last year, 99% of all polyester used was recycled, and we are on track to use 100% recycled polyester from 2024 onwards. Our main rPET yarn manufacturers are located in Taiwan, Vietnam, and China. As part of our upstream due diligence efforts, we have mapped our recycled polyester supply chain in China to the T3 level and have expanded the application of certification programs under the Global Recycling Standard (GRS) to capture labour compliance data. We have also conducted targeted labour audits and supplier screening using our forced labour indicators tool. In 2023, we conducted 7 audits of T3 facilities, and accepted 12 T3 facilities with valid GRS scope certificates. Based on those assessments, in 2023 no instances of forced labour in our rPET supply chain were identified.

### *Raw Materials – Natural Rubber*

As part of our broader sustainability efforts, in 2023 the company initiated a supply chain mapping exercise for natural rubber to identify the countries of origin of this material and supply chain linkages from raw material to Tier 2 supplier. The gaps identified in this analysis will be addressed over the coming years to ensure we have complete visibility of our natural rubber supply chain. Increased transparency of the natural rubber supply chain will support us in achieving our ambitions to source deforestation and conversion-free (DCF) raw materials and will support us in identifying risk 'hotspots' for forced labour, child labour, and other adverse human rights impacts.

Our current mapping complements earlier research into the sourcing of natural rubber from Vietnam and our work with the FLA on developing a multistakeholder approach to evaluate risk and the opportunities for industry collaboration to prevent child labor and forced labor risks in upstream supply chains (See [https://www.fairlabor.org/wp-content/uploads/2022/01/vietnam\\_mappingreport\\_final.pdf](https://www.fairlabor.org/wp-content/uploads/2022/01/vietnam_mappingreport_final.pdf))

### **Access to Remedy**

To support a process of continuous monitoring and to enable and promote direct worker engagement, we have established several channels through which grievances can be reported, including our operational grievance mechanism, our SEA worker hotlines, and our third-party complaints mechanism. Further, as

part of adidas' membership in the Fair Labor Association (FLA), any third-party – including individuals, groups or organizations – can report on violations of workers' rights in facilities used by adidas.

Since 2017, adidas has utilized the digital worker voice tool, 'Worker Voice (WOVO)' which serves as an operational grievance mechanism at all our strategic supplier sites. In 2023, more than 359,000 workers employed in 108 manufacturing facilities across 16 countries had access, reflecting 100% coverage of our strategic manufacturing partners. Close to 42,000 human and labour rights complaints were received through the platform during the reporting period, with 99% of these complaints being closed by the end of 2023.

Of the complaints received, none were linked to forced labour or child labour. The top complaints received in 2023 were related to concerns over benefits (more than 11,000 complaints received), general facilities (more than 7,200) and internal communication (more than 7,100). The case satisfaction rate, which allows workers to input their level of satisfaction with the resolution of complaints, reached 76% in 2023, reflecting rapid response times for the factory management to address workers' grievances.

In addition to the WOVO tool, we also utilize worker hotlines and an overarching [human rights third party complaint mechanism](#), which is accessible to anyone, anywhere. The worker hotlines are operated by the SEA teams based in each of our key sourcing countries, which allow workers to directly contact our field staff via email or phone to raise a complaint or grievance.

In 2023, adidas received a total of 67 individual complaints through the SEA worker hotlines from workers in Cambodia, China, El Salvador, Honduras, India, Indonesia, Mexico, Myanmar, Pakistan, Philippines, Thailand, Turkey and Vietnam. The complaints received related to a range of labour topics, with Compensation & Benefits (42%) being the most frequently reported topic, followed by Employment Practices (23%), Discrimination & Harassment (11%), and other topics such as Working Hours, Health & Safety, and Other Issues making up less than 10% of the total cases received each.

Through our third-party complaint mechanism, we handled a total of 21 cases, of which 11 were new cases received in 2023 and 10 were cases which were received during prior reporting periods and which had remained unresolved as of the reporting period ending December 31, 2022. A total of 14 cases were successfully closed in 2023, and 7 cases remain ongoing pending further action or resolution. The majority of the cases related to Freedom of Association & Collective Bargaining and Compensation & Benefits. There were no reported cases or concerns related to forced labour or child labour.

We recognize that although everyone's human rights and fundamental freedoms must be respected and upheld, particular attention must be given to vulnerable groups, such as foreign migrant workers. We engaged Ulula, a digital worker voice technology company, to develop an anonymous real-time communications tool for Tier 2 suppliers in Taiwan to provide foreign migrant workers from Vietnam, Indonesia, Thailand and Philippines – as well as local workers employed in these facilities – with a trusted, secure grievance channel to raise concerns, complaints or suggestions to factory management. The digital tool was deployed as a pilot among 10 T2 supplier facilities in Taiwan in 2023. During the 6-month pilot, a total of 172 cases were received, the majority of which were identified as low-risk labour issues. Following the end of the pilot in September 2023, we have decided to reevaluate our approach for a Tier 2 grievance mechanism, as limited leverage in the Tier 2 supply chain prevented fuller supplier engagement in using the Ulula grievance tool. In 2024, we will explore potential approaches for an industry-led or multi-brand grievance mechanism for foreign migrant workers.

We recognize the value of information received through all these grievance channels in informing our due diligence processes and the development of effective remedies. Wherever possible, we utilize such information, and the experience gained through managing complaints processes, to review the effectiveness of such processes and to support the implementation of improvements in our own practices, prevention, or remedial efforts.

## **Performance Evaluation and Effectiveness Review**

adidas is committed to transparency and to independent assurance, to inform and improve the performance of our due diligence program.

Our human rights due diligence program – including those elements related to monitoring risks of forced labour and child labour – are independently verified by the Fair Labor Association (FLA) through an [annual assessment process](#). FLA's assessment is a rigorous, multi-year process that evaluates companies' systems to protect workers throughout global supply chains. adidas was initially accredited by the FLA in 2005 and has been subsequently reaccredited an industry-leading three times. In its most recent annual evaluation, covering 2022-23, adidas received a 100% rating following the FLA's review of our company's FLA Annual Evaluation tool.

We further track our efforts to address modern slavery risks and provide regular updates to both internal and external stakeholders to increase transparency and disclosure. Through our annual UK and Australia Modern Slavery Statements, annual modern slavery progress reports, and other public disclosures to comply with regulations such as the LkSG and Norwegian Transparency Act, we regularly share and communicate the actions we have taken to address forced labour and modern slavery in our supply chain.

We also utilize external benchmarks to review the quality and depth of our transparency and disclosure on human rights and modern slavery. We have frequently been awarded with leadership positions in the Corporate Human Rights Benchmark and KnowTheChain, recognizing our efforts in managing human rights across our operations, as well as our efforts to eradicate forced labour, human trafficking and child labour from our supply chain.

In the [2023 KnowTheChain benchmark](#), which evaluates companies' actions to address forced labour risks in their supply chains, we ranked 3<sup>rd</sup> out of 65 apparel and footwear companies. In the [2023 Corporate Human Rights Benchmark](#), which assesses companies' policies, processes, and practices related to human rights and how they respond to serious allegations, we ranked 8<sup>th</sup> among all apparel companies in the benchmark, and we are one of only two apparel companies that disclose the outcomes of our grievance mechanism and the changes made to our human rights management system as a result of grievances received.

## **Training**

We strive to embed modern slavery awareness within our business and among our suppliers to ensure effective remediation and sustainable capacity building. As part of our continuous efforts to achieve more effective and sustainable practices within the supply chain, we have initiated a system of multi-level and cross-functional training sessions with our global supplier network. This includes reinforcement of the core fundamentals of our Workplace Standards, which expressly prohibits the use of forced or compulsory labour, and child labour.

We initially launched our modern slavery awareness training for Sourcing and Procurement employees in 2018 and this has been provided to relevant employees in subsequent years. In 2023 we finalized our approach for online employee training on topics including preventing forced labour and child labour. We will be developing a targeted curriculum for all global corporate employees to further embed respect for human rights across our business, and the online training curriculum will include a module on our Human Rights Policy, as well as awareness-raising modules on preventing forced labour and child labour in supply chains and human rights due diligence. The trainings will utilize materials from established and respected training bodies, multi-stakeholder institutions, non-governmental organizations, etc.

## Partnerships and Stakeholder Engagement

We recognize that there may be certain areas of risk related to modern slavery, including forced labour and child labour, which we cannot effectively address alone. A collaborative approach is consistent with our efforts to build leverage in advancing human rights due diligence in our supply chain, where alone as a brand we would not be able to effectively influence outcomes. As such, we actively seek partnerships and participate in industry initiatives.

Throughout 2023, we continued to engage with external stakeholders from government, investors, international organisations and civil society. Examples of stakeholder engagement during the year:

- We have provided regular briefings for the ESG and investor community who have shown a strong interest in due diligence processes and transparency efforts, to satisfy forced labour provisions within current and emerging regulations in North America and Europe.
- We have participated in the Global Child Forum (GCF) [Business Sounding Board](#), which seeks to ensure that GCF focuses on and prioritizes the most important issues, tools and services, to better support companies in their children's rights work. In 2023, this included providing feedback on the Children's Rights and Business Benchmark and how the report is presented on the GCF website, leading to improvements such as the flexible navigation through company scorecards. We also engaged in discussions on corporate needs and priorities in relation to EU Taxonomy, Corporate Sustainability Reporting Directive (CSRD) and Corporate Sustainability Due Diligence Directive (CSDD) legislation.
- We continue to support the [Yarn Ethically and Sustainably Sourced \(YESS\)](#) initiative, which aims to eliminate forced labour in cotton production by training and assessing fabric and yarn manufacturers to implement due diligence and address the risk of cotton produced with forced labour within their own supply chains.
- We joined the International Labour Organization's (ILO's) [Child Labour Platform](#) (CLP) annual meeting, which brought together companies, governments and advocacy groups to take stock of collective efforts to combat child labour in global supply chains, exchange knowledge on common and emerging challenges, and foster partnerships and actions on the ground. The meeting examined the root causes of child labour at national levels and impact on vulnerable communities. Separately, adidas was invited to speak on a CLP-hosted panel on the impacts of climate change on child labour. The panel discussion was timed with the release of a new [issues paper](#) on this topic, which was also presented at COP28 in Dubai.

- We continued to regularly engage with the [American Apparel & Footwear Association \(AAFA\)](#) as a member of their Social Responsibility Committee, which meets almost weekly to provide apparel and footwear member companies with a forum to discuss developments related to forced labour, emerging HREDD and modern slavery legislation in the U.S. and globally, reported allegations of forced labour in supply chains, and other regulatory and topical developments.
- As part of our Government Affairs engagements, we have – together with the [Federation of the European Sporting Goods Industry \(FESI\)](#) – regularly engaged with relevant stakeholders on the European Union-level concerning the legislative proposal for an EU Forced Labor Regulation, and have provided our industry insights and have shared practical experience.

To learn more about our partnerships approach see: <https://www.adidas-group.com/en/sustainability/focus-sustainability/engagement-stakeholders/>

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If any consumer, stakeholder or affected party has a concern or question related to adidas' approach to tackling human trafficking and slavery, please write to us at: [modernslavery@adidas.com](mailto:modernslavery@adidas.com)

This statement is made pursuant to s54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2023.

This statement was approved by the Board of **adidas (UK) Limited**.

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Kathryn Swarbrick  
Senior Vice President & General  
Manager

**adidas (UK) Limited**

Date:

Signed by:

  
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Matthew Creighton  
Vice President Finance North

**adidas (UK) Limited**

Date: