

# COMMITMENT IS EVERYTHING.



The **Nike Code of Conduct** lays out the minimum standards we expect each supplier factory or facility to meet. We expect all our suppliers to share our commitment to the welfare of workers and to using resources responsibly and efficiently. We seek partners who show leadership in corporate responsibility and who seek to move beyond minimum standards.



## RESPECTED

### VOLUNTARY EMPLOYMENT

EMPLOYEES 16 YEARS OR OLDER

NO DISCRIMINATION

RESPECT FOR FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING



## SAFE

SAFE WORKPLACE

HEALTHY & SAFE NON-MANUFACTURING FACILITIES

SAFE BUILDINGS & STRUCTURES

FIRE & EMERGENCY ACTION PLANS

HEALTH & HYGIENE HAZARDS CONTROLLED



## FAIR

NO HARASSMENT OR ABUSE

WORKING HOURS NOT EXCESSIVE

COMPENSATION & BENEFITS PAID ON TIME

REGULAR EMPLOYMENT PROVIDED



## SUSTAINABLE

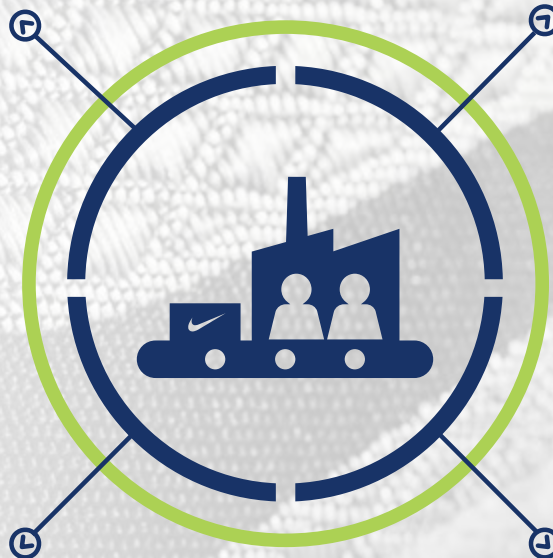
WATER VALUED

WASTE MINIMIZED & APPROPRIATELY HANDLED

ENERGY & CARBON MINIMIZED

AIR EMISSIONS MINIMIZED

CHEMICALS PROPERLY MANAGED



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## OUR MINIMUM STANDARDS

At Nike, we believe that although there is no finish line, there is a clear starting line.

This Code of Conduct lays out the minimum standards we expect each factory or facility to meet.

These minimum standards are integral to NIKE, Inc.'s sourcing strategies, how we evaluate baseline factory performance, and determine the suppliers with which Nike will continue to engage and grow our business.

## OUR EXPECTATIONS

We expect all our suppliers to share Nike's commitment to the goals of respecting the rights of workers with particular care for the unique vulnerabilities and needs of worker groups such as women, migrants, and temporary workers, and to advancing the welfare of workers and communities, reducing waste, using resources responsibly and efficiently and working to reduce carbon in line with international climate targets.

Our sourcing strategy prioritizes and favors suppliers who show demonstrable leadership in corporate responsibility and sustainability and who seek to move beyond minimum standards. As part of our growth strategy, we seek partners who are developing agile and resilient management systems which enable them to drive sustainable business growth through minimizing their environmental impacts, fostering a strong culture of safety and developing an engaged and valued workforce.

## OUR VISION FOR PARTNERSHIP

Nike recognizes that achieving our vision of a leaner, greener, and equitable supply chain requires increased collaboration and joint action not only with our suppliers but with all stakeholders in the supply chain. We believe that partnerships based on transparency, collaboration and mutual respect are integral to making this happen. We will partner with our suppliers as we continue to expand engagement with civil society, unions, governments, and with others in our industry and beyond to affect systemic change to labor, health and safety, and environmental conditions in countries where we operate.

## CODE OF CONDUCT STANDARDS

### RESPECTED



#### EMPLOYMENT IS VOLUNTARY

The supplier does not use forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor. The supplier is responsible for employment eligibility fees of all workers, including recruitment fees.

#### EMPLOYEES ARE AGE 16 OR OLDER

Supplier's employees are at least age 16 or over the age for completion of compulsory education or country legal working age, whichever is higher. Employees under 18 are not employed in hazardous conditions.

#### SUPPLIER DOES NOT DISCRIMINATE

The men and women employed by the supplier are not subject to discrimination in employment, including hiring, compensation, promotion or discipline, on the basis of gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion, trade union affiliation, social or ethnic origin or any other status protected by country law. Women and men shall receive equal pay for work of equal value.

#### FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING ARE RESPECTED

Supplier shall recognize and respect the right of employees to freedom of association and collective bargaining. Where the right to freedom of association and collective bargaining is restricted under law, the supplier allows the development of parallel means for independent and free association and bargaining.

### FAIR



#### HARASSMENT AND ABUSE ARE NOT TOLERATED

Supplier's employees are treated with respect and dignity. Employees are not subject to physical, sexual, psychological or verbal harassment or abuse.

#### WORKING HOURS ARE NOT EXCESSIVE

Suppliers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Suppliers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Suppliers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in extraordinary circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.

#### COMPENSATION IS TIMELY PAID

Supplier acknowledges that every employee, male or female, has a right to compensation for a regular work week that is sufficient to meet employees' basic needs and provide some discretionary income. Supplier's employees are timely paid at least the minimum wage required by country law, or prevailing wage, whichever is higher, and provided legally mandated benefits, including holidays and leaves, and statutory severance when employment ends. There are no disciplinary deductions from pay. When compensation does not meet the employees' basic needs and provide some discretionary income, supplier shall develop, communicate and implement strategies to progressively realize compensation that does.

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## REGULAR EMPLOYMENT IS PROVIDED

Supplier shall adopt and adhere to rules and conditions of employment that respect its employees and safeguard their rights under the higher of, country and international labor and social security laws and regulations, or the requirements in this Code. Work is performed on the basis of a recognized employment relationship established through country law and practice. The supplier does not use any form of home working arrangement for the production of Nike-branded or affiliate product.

## SAFE



### THE WORKPLACE IS SAFE

The supplier provides a safe workplace setting and takes necessary steps to prevent accidents and injury arising out of, linked with or occurring in the course of work or as a result of the operation of supplier's facilities. The supplier has systems to detect, avoid and respond to potential risks to the safety of all employees.

### DORMS, CANTEENS AND CHILDCARE FACILITIES ARE HEALTHY AND SAFE

All facilities operated by the supplier, including residential, dining and childcare, are safe, hygienic, and healthy. Facilities, including childcare, must adhere to applicable country laws or the appropriate Nike standards that cover building construction and health and safety. Suppliers have robust safety management systems in place to reduce or eliminate safety and health risks of operating these non-manufacturing facilities.

### BUILDING IS FIT FOR PURPOSE

The supplier's building and load bearing structures are constructed according to the laws of the manufacturing country, certified civil or structural engineering construction approvals or international standards. Multi-use occupancies are not allowed.

### FIRE & EMERGENCY ACTION PLANS ARE IN PLACE

Suppliers have fire prevention and emergency action plans to protect workers during normal working operations and emergency situations. The supplier provides alarm systems to notify workers of emergencies, safe exit routes when workers need to leave the building and safe shelter locations when workers are required to remain in the building during emergencies.

### OCCUPATIONAL HEALTH AND HYGIENE HAZARDS ARE CONTROLLED

Suppliers anticipate, recognize, evaluate and control occupational health and hygiene hazards in the workplace. Suppliers use routine monitoring and analytical methods to determine the potential health effects of hazards that are present in the workplace. Workers are not exposed to physical, chemical or biological hazards above occupational exposure limits.

## SUSTAINABLE



### WATER IS VALUED

Supplier minimizes freshwater withdrawals and discharges wastewater in compliance with relevant local laws, regulations and Nike standards. Supplier strives to be a good water steward by understanding and managing its water risk, and promoting the continuous reduction and efficient use in its operations.

### WASTE IS MINIMIZED AND HANDLED PROPERLY

Supplier properly segregates, manages, transports, and disposes of all solid/hazardous waste in compliance with local regulations and Nike standards. It must obtain all required permits and verify solid /hazardous waste vendors are properly qualified and licensed. The supplier measures and continuously improves material efficiency and value added recycling.

### ENERGY AND CARBON ARE MINIMIZED

Energy and electricity purchasing records are maintained and best practices are implemented on key energy systems. Supplier strives to find cost-effective methods to improve energy efficiency, tracks and reduces greenhouse gas emissions, and uses renewable energy wherever feasible.

### AIR EMISSIONS IMPACT IS MINIMIZED

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are characterized, routinely monitored, controlled and treated according to the laws of the manufacturing country prior to discharge. Supplier conducts routine monitoring of the performance of its air emission control systems.

### CHEMICALS ARE PROPERLY MANAGED

Supplier demonstrates a consistent and competent approach to restricted substance management, supported by an effective and legally compliant chemicals management program. The program clearly identifies and mitigates chemical risks to workers, the environment, and consumers by facilitating safe handling, storage, use, procurement and disposal of chemicals.

## ACTIVE



### THE CODE IS FULLY IMPLEMENTED

As a condition of doing business with Nike, the supplier shall implement and integrate this Code and accompanying Code Leadership Standards and applicable laws into its business, including development of effective management systems, and submit to verification and monitoring. The supplier shall post this Code, in the language(s) of its employees in all major workspaces, train employees on their rights and obligations as defined by this Code and applicable country law; and ensure the compliance of any sub-suppliers producing Nike branded or affiliate products.

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