



Modern Slavery Act Transparency Statement

The following statement has been prepared in the fulfilment of **adidas (UK) Limited's** obligations (including Reebok UK's obligations, a trading division of adidas (UK) Limited) under the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the financial year ending 31 December 2017. The Modern Slavery Act seeks to address the role of businesses in preventing slavery and human trafficking from occurring in their business and supply chains and adidas is proud of the steps we have taken to combat slavery and human trafficking described in this statement and supporting documents. We are committed to improving our practices to ensure that our preventive and remedial efforts continue to be relevant, timely and effective.

adidas (UK) Limited is a wholly-owned subsidiary of adidas AG, 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. The company's global supply chain extends through various tiers from strategic manufacturing partners, to componentry and materials suppliers, to raw material sources, such as cotton. For more information on our supply chain structure and to view our global supplier lists please see: adidas-group.com/s/human-rights

We are well aware of the risks of modern slavery and human trafficking in global supply chains and have been actively monitoring and assessing the potential for adverse human rights impacts of human trafficking, forced labour and bonded labour for many years. We have clear and well-defined policies on human trafficking and slavery, and well-established due diligence processes for our own business and our supply chain, as well as a dedicated monitoring team within the company's Legal & Compliance Division which is responsible for external training and inspection. For more information on our forced labour and human trafficking policy and approach, please see: <https://www.adidas-group.com/en/sustainability/people/factory-workers/#/zwangsarbeit/>

Our global 2020 Sustainability Strategy sets clear targets for addressing modern slavery and human trafficking, through improved internal and external training initiatives, and by expanding our human rights due diligence efforts further along our supply chain. These are the main performance criteria against which we measure our business progress. We also measure our suppliers through an annual social compliance Key Performance Indicator. The indicator evaluates a supplier's compliance with our Workplace Standards, which include a prohibition against the use of any form of forced labour, child labour or human trafficking.

We have zero tolerance approach to slavery and human trafficking. To ensure all those in our supply chain and our contractors comply with our values, each year we conduct country level risk appraisals that define the scope of our human rights due diligence activities, including identification of high risk issues such as human trafficking, forced labour and child labour and we actively engage in preventing, mitigating and, when necessary, remediating issues that are linked to modern slavery and human trafficking.



We are deeply engaged with institutions that are seeking to end modern slavery and human trafficking, including the International Labour Organisation's [Special Action Programme to Combat Forced Labour](#), as well as non-profit groups such as [The Mekong Club](#) in Asia and the [Responsible Sourcing Network](#) in the USA.

In November 2017, adidas was announced as the overall winner of the second Thomson Reuters Foundation Stop Slavery Award in London. The award celebrates businesses that excel in identifying, investigating and rooting out forced labour from their supply chains. adidas was praised for its transparent audits, strong responsible sourcing guidelines and robust tools to trace higher-risk supply chains. More information about the award can be found at: <http://www.stopslaveryaward.com/>

A summary of our 2017 activities and steps we have taken to end modern slavery and human trafficking can be found here: <https://www.adidas-group.com/en/sustainability/people/factory-workers/#/zwangsarbeit/>

If any consumer has a concern or question related to adidas's approach to tackling human trafficking and slavery, please write to us at: 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 2017.

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

Gavin Thomson
Managing Director

adidas (UK) Limited

Date: 04 October 2018