



OVERVIEW CASE ANALYSIS 2014-2018

THIRD PARTY COMPLAINTS ON LABOR AND HUMAN RIGHTS

The following is an analysis of cases that have been considered, assessed and responded to by adidas over the past 5 years, i.e. from 2014 to 2018. The complaints relate to human and labor rights concerns raised by third parties, i.e. trade union and international labor advocacy groups. In handling complaints assessors follow the guidance laid out in adidas' Third Party Complaint Mechanism.¹

The complaints being considered here do not include individual worker complaints managed through adidas' worker grievance channels, or adidas' employee (or third party) complaints received by adidas' Fair Play system, which relates to business ethics and bribery and corruption.

NUMBER OF COMPLAINTS			
Year	New	Carried forward for previous year	Total
2018	12	3	15
2017	12	2	14
2016	9	3	12
2015	12	3	15
2014	7	1	8

STATUS OF CASES HANDLED						
Year	Closed		Ongoing		Unresolved	
	No.	%	No.	%	No.	%
2018	4	27	10	66	1	7
2017	9	64	4	29	1	7
2016	7	58	3	25	2	17
2015	12	80	2	14	1	6
2014	5	62.5	2	25	1	12.5

% - rounded off

NUMBER OF CASES PER REGION					
Location	Europe	Middle East & Africa	Asia Pacific	North America	South & Central America
2018	0	1	11	0	3
2017	1	5	6	0	2
2016	0	4	5	0	3
2015	0	2	11	0	2
2014	0	2	6	0	0

¹ adidas, *Third Party Complaint Process for Breaches to the adidas Group Workplace Standards or Violations of International Human Rights Norms*, October 2014. See https://www.adidas-group.com/media/filer_public/3a/a8/3aa87bcf-9af9-477b-a2a5-100530e46b19/adidas_group_complaint_process_october_2014.pdf