



### Engagement with local NGOs, Myanmar (2019)

adidas is committed to ensuring fair labor practices and safe working conditions in factories throughout our global supply chain. Respect for Freedom of Association is one of the key principles in adidas Workplace Standards.

Following a complaint submitted by a local NGO in Myanmar about the alleged unlawful dismissal of trade union organizers at Infochamp, a subcontracting facility which supplied one of our direct suppliers Pou Chen Myanmar, we investigated the case. Our investigations found that the dismissals breached our standards and the law. Working together with our direct supplier, we requested Infochamp to address the questions of the worker dismissals. We also engaged with local NGO and offered legal support to the dismissed workers. In response, Infochamp offered compensation payments to the workers and this was accepted.

It is our understanding that claimants were satisfied with the compensation payment made by their former employer and there were no further claims raised through the local NGO.