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1. Objective

adidas is routinely cited as a leader in sustainability and we are committed to operating responsibly in all areas of our business. Our leadership has been built around a clear set of Workplace Standards that set out expectations for our suppliers in relation human and labour rights, occupational safety and the environment. However, supplier compliance is just one element of a shared responsibility to source ethically.

This policy defines adidas' approach to responsible sourcing and purchasing practices. We are committed to working with our business partners, across our global and multi-layered supply chain, to ensure that sourcing and purchasing decisions, and other supporting processes, do not impede or conflict with the fulfilment of the adidas Workplace Standards.

2. Scope

This policy applies to business units of adidas engaged in sourcing and purchasing of trade products across all brands and product categories.

3. Policy

Responsible sourcing and purchasing practices are to be embedded in all relevant sourcing and purchasing policies and procedures. These shall support decision making and processes that are aligned with:

- Contractual and financial terms that do not adversely impact compliance with the adidas Workplace Standards, including the safeguarding of legally mandated wages, benefits & compensation;
- Product development, order placement/purchasing, and production lead times that reduce the risk of excessive overtime, unauthorized subcontracting, or other negative supply chain impacts; and
- A commitment to long term partnerships with suppliers, which recognise those suppliers delivering sustainable compliance, in accordance with the Workplace Standards, a track record in reducing environmental impacts and maintaining and achieving product safety standards.

3.1 Roles & Responsibilities

All relevant employees engaged in development, planning, costing, sourcing, and purchasing activities are expected to conduct their work consistently with the principles of this policy. Owners of development, planning, costing, sourcing, and purchasing policies, and related procedures, are expected to ensure these are aligned with and support these principles.

adidas senior management will regularly review this policy and related procedures to ensure they remain relevant and effective. Wherever existing sourcing and/or purchasing practices are identified as having a potential negative impacts on our suppliers' compliance with the Workplace Standards, prompt action shall be taken for remediation and realignment. adidas continues to refine its processes in line with its commitment to Responsible Sourcing and Purchasing.

3.2 Definitions

N/A

3.3 Further Information

N/A

3.4 Change History

Describe the changes to previous versions / modifications in table form

Document number*	Document date	Effective date	Changes
1.0			Initial version of the policy

3.5 Terms & Abbreviations

N/A

4. Referenced policies

The following policies should be read in conjunction with respective this policy:

- adidas Workplace Standards

5. Exception handling

Any exception to this policy must be at the prior direction of the policy owner and the main contacts mentioned in section 6.

6. Policy contact

For any questions or further information please contact Gil Steyaert as the policy owner, and Frank Henke, SVP Social & Environmental Affairs.