

Global Workplaces

date effective: **03/09/2019**
approved by: Karen Parkin HR,
Jens May, VP Global Workplaces

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1. Objective

adidas has established this Policy – deriving from adidas Sustainability Statement – as direction for adidas business entities worldwide to manage their operations in a safe, healthy, energy-efficient and environmentally responsible manner. This Integrated Management System (IMS) Policy documents the Health & Safety, Environmental, and Energy Management System of adidas, including all its brands, functions, sites and locations within the scope of management system.

2. Scope

The IMS applies to all adidas employees at locations and sites participating in the IMS where either all or parts of ISO 45001:2018 - Occupational Health and Safety Management System (OHSMS), ISO 14001:2015 - Environmental Management Systems (EMS), and ISO 50001:2018 - Energy Management Systems (EnMS) apply. The sites and locations include offices, warehouses, stores, showrooms and/or production facilities. (Please see the Scope and Context of the Organization Document to see the specific IMS participation locations and sites.)

2.1 Processes and Functions in Scope

The following adidas business processes and functions are currently in the scope of the IMS:

Planning and Design:

Activities that modify and improve an existing facility to meet the needs of the organization with regards to health and safety, environmental, and energy standards.

Operation:

Regular activities that enable a facility to be utilized by the organization on a daily basis.

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Maintenance of buildings:

Preventive and corrective activities that ensure a facility remains in good operating condition.

2.2 Processes and Functions not In Scope

The following adidas departments and business processes and functions are currently not included in the scope of the IMS:

- Product innovation
- Marketing
- Product design
- Product development
- Product-related Purchasing
- Sourcing
- Distribution/transport

Please see these documents to further understand the scope of the IMS

2.3 Understanding the organization and its context

A detailed description of the needs and expectations of the interested parties and its context is included in the document *Scope and Context of the Organization*.

2.4 Determining the scope of the Integrated Management System

Under the umbrella of the Green Company 2020 Strategy, which is part of the adidas Sustainability Program, strategic goals and targets were defined and are described in more detail in the Green Company 2020 Targets and H&S KPIs.

2.5 The IMS Manual

The IMS Manual describes for employees, customers and business partners (energy service suppliers, licensees and agents) the manner in which adidas establishes,

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maintains and continually improves an effective IMS. The adidas IMS Manual constitutes the highest level of documentation of the IMS.

3. Policy

adidas has established this Policy (derived from the adidas Sustainability Statement) as direction for adidas business entities worldwide to manage their operations in a safe, healthy, energy-efficient and environmentally responsible manner. This IMS Policy encompasses three ISO Management System Standards, which support the adidas Sustainability Strategy:

- ISO 14001:2015 Environmental Management System (EMS),
- ISO 45001:2018 Occupational Health & Safety Management System (OHSMS) and,
- ISO 50001:2018 Energy Management System (EnMS).

The context and scope of the IMS describes which facilities will conform to specific elements of the above-mentioned standards. The adidas IMS Policy specifies principles and commitments to improve Health (H), Safety (S), Environmental (E) and Energy (E) management practices, establishes a framework for setting and achieving HSEE objectives through planning to identify and take actions to control hazards and risks and capture opportunities, drives continual improvement in HSEE performance, and embeds HSEE best practices in daily work activities.

3.1 adidas Principles and Commitments**Principles**

adidas values employees' health and safety and affirms that its employees have the right to work in a safe, secure and healthy environment.

adidas ensures that its infrastructure, assets and operations are managed in

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accordance with applicable HSEE, emergency response and sustainability requirements and other compliance and voluntary obligations.

Consequently, adidas commits to:

- Adhere to applicable legal requirements, compliance obligations, directives and guidelines;
- Protect the environment, prevent pollution, and improve the environmental footprint
- Continually improve the IMS and HSEE performance;
- Establish clear, measurable and appropriate strategic goals, objectives and action plans;
- Provide safe and healthy working conditions to prevent work-related injury and illness;
- Control occupational health and safety risks and hazards applying the hierarchy of controls;
- Make appropriate protective equipment available to provide employees with a healthy and safe work environment;
- Promote and support employee and leadership participation in IMS activities.

3.2 Roles & responsibilities**adidas Top Leadership**

Through the IMS Policy and actions, adidas top leadership will:

- Ensure that the IMS is integrated into adidas business strategies and processes;
- Actively support and sufficiently resource the IMS;
- Encourage and support adidas employees participating in IMS activities;
- Develop forward-looking IMS objectives and performance measures and continually improve the IMS;
- Ensure that regular checks are performed across the adidas business to determine to which extent objectives have been implemented and to monitor IMS effectiveness and success;
- Regularly review the IMS to ensure it is effective, adequate, suitable as well as compatible and consistent with IMS policy and objectives, business strategies and processes and that it achieves intended outcomes;

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- Communicate the importance of IMS actions and encourage personnel in leadership roles to support achieving objectives and improving related performance;
- Support other managers to ensure effective IMS practices are implemented and maintained in consultation with, and with the involvement of, employees at all organization levels.

adidas Employees

adidas strives to strengthen HSEE awareness and required competency among its global workforce by providing information and training. adidas encourages and empowers employees to think and act in a safe and 'sustainable' manner and to support this IMS Policy and the HSEE objectives.

adidas Relationships with Suppliers, Contractors and Customers

adidas works in partnership with its suppliers and contractors to improve HSEE performance. adidas expects its suppliers' activities to be compatible with this IMS Policy and all other guidelines and requirements. adidas encourages its suppliers and business partners to proactively manage HSEE impacts of their activities and adopt sustainable purchasing practices. adidas values feedback from its customers and also encourages them to consider HSEE impacts of their purchasing decisions as well as the end use disposal of products and packaging.

adidas Dialogue with Stakeholders, Business Partners, Authorities and Interested Parties

adidas recognizes that clear, effective and honest communication with its stakeholders enhances the transparency of its business and demonstrates its commitment to being accountable. Consequently, adidas seeks to engage in dialogue with its stakeholders, including business partners, regulatory authorities and other interested parties in an

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atmosphere of mutual trust and respect. adidas will provide its stakeholders with appropriate IMS-related performance information, share best practices and partner with others to actively promote sustainability within the industry and community.

Please see the IMS Manual for the responsibilities of other key participants within the scope of the IMS.

3.3 Definitions

Terms and Definitions are designed to assist in understanding the language of the different ISO standards. Each definition is based on the understanding of each ISO standard. Please see the Terms and Definitions Document.

4. Further Information

4.1 Change History

Describe the changes to previous versions / modifications in table form

<i>Document number*</i>	<i>document date</i>	<i>Effective date</i>	<i>Changes</i>
1.0	17 Sept 2010	17 Sept 2010	Initial version of the Environmental Policy
2.0	31 Aug 2016	1 Sept 2016	Health, Safety and Energy added to policy scope
2.1	1 Sept 2017	1 Sept 2017	New CFO
3.0	4 Sept 2018	4 Sept 2018	Incorporation LAM, New Board Executive Member HR and new GWP VP
4.0	3 Sept 2019	3 Sept 2019	Review of Policy to accommodate latest standard versions



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4.2 Terms & Abbreviations

Define special terms and abbreviations, e.g.:

- IMS Integrated Management System
- EMS Environmental Management System
- OHSMS Occupational Health and Safety Management System
- EnMS Energy Management System
- HSEE Health, Safety, Environment and Energy

5. Referenced documents

The following documents are relevant and should be read in conjunction with this policy:

- IMS Manual
- Scope and Context of the Organization
- Terms and Definitions
- H&S Policy
- H&S Manual

6. Policy contact

For any questions and further information please contact Katherine Maechler, Director of Green Company and ISO for adidas Global Workplaces.

Signature on file

Place, Date

Karen Parkin Executive Board Member
and Management Representative adidas



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Place, Date

Jens May, VP GW and IMS Representative
adidas