I. BACKGROUND

The unprecedented events of the past two years have presented challenges and uncovered vulnerabilities in global supply chains. NIKE, Inc. ("NIKE") is committed to being a responsible stakeholder and a leader in the community, and actively works to ensure that our supply chains are free from forced labor and modern slavery. This statement will provide an overview of our operations, corporate governance, compliance, and actions to combat forced labor and现代奴役.

II. STRUCTURE AND SUPPLY CHAINS

NIKE, Inc. is a product design, marketing, and manufacturing company with headquarters in Beaverton, Oregon. NIKE Australia Pty. Ltd. ("Nike Australia") is a wholly owned subsidiary of Nike, Inc. and is responsible for the design, development, marketing, and retail sales of NIKE products in Australia. Nike Australia manages its own sales activities and is responsible for managing its supply chains. Additionally, Nike Australia engages independent contract manufacturers for production and relies on third-party overseers to monitor and govern the supply chain to ensure compliance with Nike Australia’s code of conduct and global sustainability goals.

III. MODERN SLAVERY ACT

Nike Australia has a rigorous and proactive approach to human rights due diligence. Nike Australia is subject to the Modern Slavery Act and has implemented programs to evaluate and mitigate risks of forced labor throughout the supply chain. Nike Australia has a comprehensive supply chain management framework in place, including policies and procedures that are designed to prevent, detect, and address forced labor.

IV. WORKER RIGHTS AND AID

NIKE, Inc. is committed to empowering workers and ensuring they have access to all the resources and support needed to succeed at work and in life. We have a focus on issues impacting foreign workers. Issara works with the suppliers in sharing and empowering suppliers to strengthen Human Resource systems to address issues, with managed by Issara. This work focuses on building trust with workers to self-identify gaps and improvements to the program enabling on-site support, expert consultation and ongoing engagement.

V. CODE OF CONDUCT & STANDARDS TO ADDRESS MODERN SLAVERY

NIKE, Inc. has a code of conduct and standards that guide the company’s operations and supply chain management. The code of conduct sets out the company’s expectations for ethical behavior, labor standards, and environmental responsibility. The standards outline specific requirements for suppliers, including the need to ensure compliance with local laws and regulations, respect for worker rights, and ethical business practices.

VI. TRADE AND ACCOUNTABILITY

NIKE’s commitment to ethical practices in our own operations and our supply chain is driven by our dedication to sustainability, including labor practices. We believe that transparency in our supply chain is essential in responding to human rights risks and in ensuring that we are meeting our obligations as a global business. We are committed to providing our stakeholders with the information they need to understand our practices and progress toward our goals.

VII. COLLABORATIVE SOLUTIONS

NIKE recognizes that solving complex problems requires a collaborative approach. We work with multi-stakeholder and external organizations such as the Fair Labor Association and the International Labour Organization’s Better Work Programme to address labor risks in our supply chain. We are also signatories to the Responsible Sourcing Network’s Turkmenistan and the International Labour Organization’s Better Work Programme to address labor risks in our supply chain. We are also signatories to the Responsible Sourcing Network’s Turkmenistan and the International Labour Organization’s Better Work Programme to address labor risks in our supply chain.

VIII. TRAINING AND ACCOUNTABILITY

NIKE provides comprehensive training to our employees on sustainability, including labor practices, on a par with traditional metrics of cost, quality and delivery. The training covers key topics such as labor rights, ethical behavior, and environmental responsibility. The training is designed to help employees understand their responsibilities and to encourage them to report any concerns or incidents.

IX.鄰接圖

NIKE is committed to working with suppliers and other stakeholders to address forced labor and modern slavery. We believe that by working collaboratively, we can create a more ethical and sustainable supply chain. We are committed to continually improving our approach and to being transparent about our progress.

X. NIKE’S COMMITMENT TO ETHICAL PRACTICES

NIKE, Inc. is committed to being a responsible stakeholder and a leader in the community. We believe that by working together, we can create a world where everyone has the opportunity to thrive.

Mary I. Hunter, Director, NIKE Australia Pty. Ltd.