NIKE, Inc.

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

I. BACKGROUND

NIKE’s commitment to serving athletes everywhere has taught us that equality is not automatic, and that it requires work. We are committed to ensuring that all our workers are treated with dignity and respect. We believe that every worker has the right to earn a living wage and work in a safe environment.

This statement is being furnished pursuant to the UK Modern Slavery Act, the Australian Modern Slavery Act, and the US Transparency in Supply Chains Act. It presents NIKE’s policies and practices to prevent and address forced labor, human trafficking, child labor, and similar violations. NIKE is a founding signatory to the American Apparel and Footwear Association & Fair Labor Association, and has aligned with the International Labour Organization and International Finance Corporation’s Better Work Initiative (RLI), an initiative of the Responsible Business Alliance to further our work and goals with suppliers.

NIKE recognizes that forced labor and similar violations are complex and often require precompetitive collaboration across suppliers, civil society organizations, and the private sector. NIKE has joined the Responsible Sourcing Council and its Board of Directors, including the Fair Labor Association, Global Alliance for the Fair Labor, the International Labour Organization, and the United Nations Office on Drugs and Crime.

II. NIKE’S CODE OF CONDUCT & STANDARDS TO ADDRESS AND MINIMIZE RISKS RELATED TO FORCED LABOR

NIKE has adopted a Code of Conduct and Code Leadership Standards that include our strict requirements around forced and child labor, excessive overtime, compensation, and human rights.

The Code of Conduct lays out the required standards within our Code of Conduct and Code Leadership Standards. NIKE’s Code of Conduct also includes specific requirements on the management of key forced labor risks.

NIKE evaluates the Company’s significant strategies, activities, policies, investments, and programs to address forced labor. It encompasses NIKE, Inc. (NIKE) and its consolidated subsidiaries because we take a global approach to forced labor, human trafficking, and similar violations.

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