

### *A letter from our CEO*

Over the past few years, Fanatics has transformed the sports fan gear landscape, offering multi-channel access to premier quality team apparel and jerseys aligned with the 24/7 on-demand expectations of today's mobile-friendly consumers. Our "By Fans, For Fans" approach to making and distributing fan gear relies on a complex supply chain of owned and contracted manufacturing facilities that plays a vital role in ensuring customers have quick access to great product.

While the success of this global network hinges on many factors, one paramount factor is that workers throughout the supply chain are treated fairly and respectfully and without discrimination. We believe that social compliance, aside from being the right way to treat a workforce, recognizes the growing interest among consumers to purchase products that are made in socially responsible working conditions.

As a part of our compliance commitment, some divisions of Fanatics have an affiliation with the Fair Labor Association (FLA), an organization that brings together brands, suppliers, civil society organizations and universities that are dedicated to responsible labor practices throughout supply chains. Fanatics has also developed a social compliance program, designed to meet FLA standards, and regularly evaluates factory operations to identify and sustainably remediate any issues, and to positively impact working conditions and incorporate best practices throughout our business.

The development of a social compliance program is a continuous journey towards enhanced transparency, collaboration, and sustainable improvement. Fanatics is dedicated to this process, which is essential to the success of the brand, but more importantly, to the welfare of those individuals around the world working to bring Fanatics' "The Brand of the Fan" vision to life.

Sincerely,

*Doug Mack*

*CEO-Fanatics, Inc.*

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### **Fanatics Social Compliance Overview**

Fanatics recognizes the importance of a socially responsible supply chain. We understand that worker welfare and the creation of high-quality products are not mutually exclusive. As sports fans ourselves, we believe we are uniquely in-tune with our sports fan customer base, and we also recognize the growing interest among consumers to purchase products that are made in socially responsible working conditions.

### **Fair Labor Association**

As a part of our compliance commitment, certain divisions of Fanatics are affiliated with the Fair Labor Association (FLA), an organization that brings together brands, suppliers, civil society organizations and universities that is dedicated to responsible labor practices throughout supply chains. In connection with this affiliation, Fanatics Brands has created The Fanatics Workplace Code of Conduct (the "Fanatics Code"), which defines and describes the standards that we have for ourselves and for our supply chain partners. The Fanatics Code is based on the FLA Code, International Labor Organization (ILO) standards and internationally recognized labor practices. We leverage these standards to evaluate working conditions and collaborate with factories and suppliers if improvements are required.

### **Social Compliance Program**

Fanatics Brands has developed a social compliance program, designed to both regularly evaluate and analyze factory conditions and also establish brand-level management systems that minimize unnecessary pressures placed upon suppliers. Like many apparel industry leaders, it is our goal to understand how to positively impact factory working conditions, how to sustainably remediate any new issues, and how we can incorporate best practices into our core business operations.

### **Selecting the Right Supplier Partners**

Fanatics is also dedicated to implementing a screening and evaluation process for selecting and working with suppliers. Fanatics Brands will conduct a risk assessment for any potential third party that will be manufacturing apparel, headwear or other products on behalf of Fanatics Brands before we

approve production of any products by such party. For any such manufacturer, whether new or existing, for which we identify any Fanatics Code violations, the supplier must work to identify the root cause of such violations and implement a comprehensive Corrective Action Plan (CAP) that includes issues to be addressed in the short-term, as well as preventative measures to ensure compliance for the long-term.

Once a manufacturer enters the Fanatics Brands source base, we continue to monitor working conditions, as well as benchmark their improvement and incorporation of social compliance best practices over time. It is our goal that future business is conditioned on (among other factors) social compliance performance and commitment throughout the relationship.

#### **Commitment to Continuous Improvement**

The development of a social compliance program is a continuous journey towards enhanced transparency, collaboration, and sustainable improvement. Fanatics is dedicated to this goal. It is not only essential to the success of the brand, but also to the welfare of those individuals working hard to create premier Fanatics product every day.

[Download Social Compliance Overview PDF](#)

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#### **Global Supplier List**

The Fanatics Brands Supplier List is updated annually and includes all finished product Tier 1 suppliers, including any Fanatics-owned facilities and contract suppliers, as well as any suppliers sourced through agents. The suppliers listed are responsible for manufacturing the vast majority of the brand's products, however, this list does not include raw material suppliers or sub-licensee suppliers. The Fanatics Brands Supplier List was last updated June 15, 2019.

[Download Global Supplier List](#)

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#### **California Transparency in Supply Chains Act of 2010 (SB 657)**

California's Transparency in Supply Chains Act of 2010 requires certain retailers to provide increased visibility into their efforts to address the global issues of slavery and human trafficking to allow consumers to make more informed choices regarding their purchasing decisions. Fanatics, Inc., through one or more of its subsidiaries ("Fanatics"), including Fanatics Apparel, LLC and the Fanatics Licensed Sports Group, LLC (Fanatics Apparel, LLC and Fanatics Licensed Sports Group, LLC collectively, "Fanatics Brands"), is committed to improving fair labor practices throughout its direct supply chain.

[Download full Supply Chains Transparency PDF](#)

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#### **Fanatics International Limited Slavery and Human Trafficking Statement**

This is Fanatics' statement on slavery and human trafficking on behalf of Fanatics International Limited and its subsidiaries (the "Fanatics Group") as required under the Modern Slavery Act 2015 (the "Act"). Fanatics Group is committed to ensuring that it, complies with all applicable legal requirements in relation to the Act, and any other applicable law related to slavery and human trafficking.

[Download full Supply Chains Slavery and Human Trafficking statement PDF](#)

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## [Code of Conduct](#)

Fanatics has adopted a Code of Conduct which we expect our partners to follow. We publish it in multiple languages for global access.

[Download the Fanatics Code of Conduct PDF document](#)

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