



9 March 2022

(By Email)

Business & Human Rights Resource Centre  
London, UK

Attn: Central & Eastern Europe & Central Asia Desk

Dear BHRRC,

**Ukraine & Russia human rights due diligence survey**

Thank you for your email of 8 March 2022 and your invitation to complete the above captioned survey. Rather than populate a survey tool, we have summarized below the actions we have taken to date.

As a company, we strongly condemn any form of violence and stand in solidarity with those calling for peace. Our thoughts and prayers are with the Ukrainian people, and everyone affected at this difficult time.

To provide help, adidas is donating a total of €1 million to refugee and children's charities. We have also donated clothing to Global Aid Network to distribute to people in need within Ukraine and neighboring countries.

As a company we are offering tailor made support to our employees and their family members in the region, to help with transportation, accommodation, clothing, and food, as well as psychological support. Additionally, adidas has suspended its partnership with the Russian Football Union and suspended the operations of its stores and e-com site in Russia until further notice, while we continue to pay our employees.

We will continue to follow the situation closely and take future business decisions and action as needed, prioritizing our employee's safety and support.

We trust this addresses your questions.

Sincerely,

A handwritten signature in black ink, appearing to read "William Anderson", with a long horizontal flourish extending to the right.

William Anderson  
Vice President, Global  
Social & Environmental Affairs