

“Nike’s response” 26 September 2023

VIOLET APPAREL

Nike has not sourced from Violet Apparel since 2006 and they were not authorized to manufacture Nike product after that time. The Nike Code of Conduct and Code Leadership Standards specify that Nike suppliers must not sub-contract out the production of Nike or Nike Affiliate product to third-parties or supplier-owned facilities without Nike’s prior written approval. We take issues of non-compliance seriously and investigate allegations when they come to our attention. We conducted an independent investigation of the Violet Apparel allegations and found no evidence that Nike products were manufactured at Violet Apparel in recent years. It is our understanding that Ramatex Group addressed the situation independently and engaged in an arbitration process which resulted in a legally binding decision and fully complied with that ruling.

HONG SENG

Nike is deeply committed to ethical and responsible manufacturing. Our goal is to ensure all people who make our product are valued and treated fairly and with respect. In August of 2020, the Worker Rights Consortium (WRC) shared allegations with Nike of forced worker furloughs and other issues at Hong Seng Bangkok, a contract manufacturing facility in Thailand that produces finished goods for Nike and other brands. Nike takes every allegation it receives seriously and promptly engaged a third party to review and investigate these allegations. The investigation found that the furlough program was consensual and voluntary and was consistent with local law and labor guidelines. It also found that a subset of workers who did not consent to furloughs were, in fact, owed back-pay, and Nike required Hong Seng to pay these workers in accordance with local law and Nike’s Code of Conduct.

After allegations persisted in 2022, Nike conducted a second investigation, and was prepared to take further action based on the new review. However, this investigation concluded again that all workers had been compensated in accordance with local law and Nike’s Code of Conduct. At this time, after two independent third party investigations, there is no evidence that any workers are legally owed back-pay or compensation. We appreciate WRC bringing the situation at Hong Seng Bangkok to Nike’s attention and look forward to continued engagement on these important issues.