



12 April 2024

(By Email)

Business & Human Rights Resource Centre
London, UK

Attn: BHRRC - Asia Desk

Dear BHRRC,

Response to allegations related to factory downsizing and layoffs in Asia

Thank you for your email dated 22 March 2024, which invited us to respond to various allegations related to factory downsizing and layoffs in the adidas' supply chain.

We can confirm that we have active sourcing relationships with 6 out of the 9 factories mentioned in your email. The issues you have highlighted relate primarily to workforce management practices, with specific cases cited from 2022 and 2023.

In accordance with our established protocols, adidas' Social & Environmental Affairs team has closely monitored the implementation of our suppliers' workforce management practices, including any planned reduction in working hours, voluntary redundancy packages, or layoffs.

With respect to these practices, we can confirm that our manufacturing partners have acted both lawfully and transparently and have engaged with, and sought agreement from, the plant-level trade unions and/or worker representatives in each of the named factories, prior to taking any action which would impact the workforce.

Please refer to the attached annex, which details our responses to each factory case.

We trust that this information addresses your concerns.

Sincerely,

A handwritten signature in black ink, appearing to read "William Anderson".

William Anderson
Vice President, Global
Social & Environmental Affairs