



OUR APPROACH TO OUR SUPPLY CHAIN

We build transparent, fair and ethical partnerships and empower the people in our value chain.

Upholding fair business practices and improving labor conditions across our supply chain are responsibilities we take seriously. To continuously raise and safeguard standards, we're committed to working in close partnership with our suppliers, their workers and other supply chain stakeholders.

We conduct our corporate activities on the basis of a clear code of conduct based on internationally recognized standards and conventions. We seek to work only with business partners who share our commitment to sustainability and fair labor practices.

Influence and responsibilities

More than 150 Tier 1 suppliers in 22 countries provide us with the facilities, expertise and other resources that allow us to bring the best products to our customers. Many of our Tier 1 suppliers themselves have an extensive supply chain, connecting the ASICS Group indirectly with many more operations and businesses worldwide.

As a major global sporting goods brand, we have significant influence on the suppliers in our supply chain. We recognize that this role and responsibility extends even to the areas where we have no direct relationship. Through our partnership approach, we aim to help improve standards not just among our direct suppliers, but in all areas where our business has influence.

Supply chain management: compliance and commitment

Our supply chain management program is based on the principle of compliance when needed, commitment where possible.

As a minimum, our suppliers must comply with our own codes and policies as well as all relevant local and international regulations. Where possible, we encourage our suppliers to move beyond compliance and commit to continuously raising standards through training and capacity building, in ongoing partnership with ASICS, labor organizations and other industry stakeholders.

The program has four pillars: Monitoring and Risk Management; Governance and Transparency; Training and Capacity Building; and Stakeholder Engagement.

Compliance		Commitment	
<p>1</p> <p>Monitoring and Risk Management</p> <ul style="list-style-type: none"> › Country Risk Evaluation › Supplier Assessment Tools › Audit Follow Up / Corrective Action Plan (CAP) › Supplier Monitoring › Issue and Crisis Management 	<p>2</p> <p>Governance and Transparency</p> <ul style="list-style-type: none"> › Supplier Contracts and Agreements › Supplier Standards, Guidelines and Manuals › Corporate Codes / Policies › Internal / External Communication 	<p>3</p> <p>Training and Capacity Building</p> <ul style="list-style-type: none"> › Supplier Training › Collaboration around Efficiency and Productivity › Business Integration 	<p>4</p> <p>Stakeholder Engagement</p> <ul style="list-style-type: none"> › Industry Collaboration (SAC, WFSGI, Better Work) › Open and Constructive Stakeholder Dialogue (unions, NGOs, media) › Sustainability Report