



Supply Chain

We work closely with our suppliers to ensure people and the environment are treated with respect.

COVID-19 response

The COVID-19 pandemic is having a major impact on business, economies and the lives of people globally. While ASICS - like many businesses big and small - is working hard to adjust to the challenges and on recovery, we remain committed to contributing to a more resilient, sustainable garment and footwear industry.

ASICS endorses [Action in the Global Garment Industry](#), which aims to support manufacturers to survive the disruption caused by the COVID-19 pandemic and to protect workers' income, health and employment. The statement was made jointly by the International Organisation of Employees (IOE), International Trade Union Confederation (ITUC), and IndustriALL Global Union, and the action was welcomed by International Labour Organization (ILO).

On a more operational level, we created a Health and Safety Guideline for COVID-19, which we distributed to our suppliers. ASICS employees also regularly conducted assessments of our strategic partners. We have also published our response to COVID-19 to protect factory workers and support the financial stability of our suppliers. The disruption of our business affected orders placed with our suppliers. We made appropriate payments for the cancelled products and supported their warehouse costs. Moreover, our procurement division engaged in sincere dialogue with suppliers, to communicate future plans in a timely and transparent way, to adjust order placement timings and to ensure workers continued to be paid. We continue to work with suppliers to support their efforts in dealing with this unprecedented situation and to ensure factory workers' health and safety.

Building partnerships and transparency in our supply chain

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 consumers. 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 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. We believe it is important to improve transparency, including throughout the supply chain. Transparency regarding our supply chain impacts is vital, both for ASICS and for all our external stakeholders. We disclose our factory list from 2017, and we update the list every year to reflect changes in our supply base. The current global factory list contains key Tier 1 suppliers in 17 countries and our main footwear Tier 2 suppliers. We have further improved transparency levels by adding gender ratio and migrant worker ratio information to our disclosure list. You can [download the data](#) in Excel format from our website.

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. We also work to minimize our impacts on the environment throughout the supply chain. To continuously raise and safeguard standards, we are committed to working in close partnership with our suppliers, their workers, and other supply chain stakeholders.

Supply Chain Management

We aim to build a continuous process of understanding the potential impact of our company on society, correcting it through appropriate means, and disclosing its progress and results.

Along with our global sustainability division, several other departments, procedures and policies play a role in making sure our operations are safe, ethical, and sustainable. Our production and sourcing divisions deepen our understanding of the supply chain through regular meetings with the sustainability division. These teams work closely with our suppliers to improve their sustainability performance.

Engaging Our Supply Chain Stakeholders



Commitment

- Develop global policy and guidelines
- Internal and external communication regarding policies (including education and training)



Monitoring and Risk Management

- Assessing human rights risks in the business and supply chain
- Audit and corrective action



Training and Capacity Building

- Supplier training
- Sharing best practices
- Develop global policy and guidelines
- Internal and external communication regarding policies (including education)



Reporting and Transparency

- Disclosure in reports and websites
- Disclosure based on Modern Slavery Act
- Utilisation of industry standard tools and disclosure of factory list