

Table of Contents

1. Introduction	2
1.1 Purpose and Objective	2
1.2 Scope	2
2. General Information	2
2.1 Policy Owner	2
2.2 Roles & responsibilities	2
Senior Leaders and Managers	2
Handling Complaints	3
3. Policy	3
3.1 Policy Content	3
3.2 Definitions	3
3.3 Consensual Relationships	5
4. Reporting	5
4.1 How to Report a Suspected Violation or Other Concern	5
4.2 Confidentiality	6
4.3 Non-Retaliation	6
5. Contact Information	6
5.1 Questions about this Policy	6
5.2 Reporting Suspected Violations of this Policy	6
6. Further Information	6
6.1 Change History	6
7. Referenced policies	7

1. Introduction

1.1 Purpose and Objective

adidas is committed to providing all employees a welcoming and positive environment which provides the safety, opportunity, and encouragement to create and develop to the best of their ability. This Anti-Harassment and Anti-Discrimination Policy is our global framework detailing how adidas prevents, detects, and responds to all forms of discrimination and harassment.

1.2 Scope

This policy applies to all employees worldwide, and applies to all adidas legal entities, offices, stores, distribution centers, and other workplaces. For the purposes of this policy, “workplaces” also includes job-related settings where the employee attends or participates as part of their job, such as sporting events or parties, brand activations, photo or video shoots, job-related transportation, and any other locations or settings where adidas is conducting business.

Harassment and discrimination can also occur online, including via email and other electronic communication channels or any other means of communication. This policy applies regardless of the means of communication.

This policy may also be supplemented by local policies containing additional requirements or setting forth specific local procedures regarding the handling of investigations. This policy should be read in accordance with any relevant local laws, including any local anti-harassment or anti-discrimination laws. If and to the extent the content of this policy conflicts with applicable mandatory local laws or regulations, the latter shall prevail in that particular jurisdiction.

2. General Information

2.1 Policy Owner

The adidas Chief Human Resources Officer owns this policy. The owner will periodically review and update the policy as appropriate.

2.2 Roles & responsibilities

Senior Leaders and Managers

Senior leaders and managers play a crucial role in setting the tone for the business and their teams by creating and fostering a safe and inclusive work environment for all employees. For this reason, senior leaders and managers are required not only to read, understand and comply with this policy,

but also to take reasonable steps to ensure all members of their organizations and teams do the same. Senior leaders and managers have a heightened duty to report any suspected harassment or discrimination. Any failure to report a suspected violation of this policy may itself be a violation of this policy.

Handling Complaints

Legal & Compliance and Human Resources will thoroughly investigate all reported suspected violations of this policy. For each reported violation, Legal & Compliance and Human Resources will form an investigation team that may include personnel from either function, as well as additional internal or external resources as appropriate. All members of the investigation team will have training and experience appropriate for their role. The investigation team cannot include any individual who is conflicted or would otherwise be unable to approach the matter with fairness and independence. In countries with a Works Council, the Works Council will participate in the investigation process in accordance with their statutory mandate.

3. Policy

3.1 Policy Content

adidas believes all employees have the right to work in a safe, fair, and respectful environment that promotes equal opportunities and prohibits harassment and discrimination. Only by maintaining a positive, inclusive workplace can we all benefit from the full potential of our fellow employees' capabilities, creativity, and talent.

The adidas Fair Play Code of Conduct clearly states adidas does not tolerate discrimination or harassment. Accordingly, adidas prohibits all forms of harassment and discrimination in the workplace or in any other job-related setting. This strict prohibition applies regardless of who commits the harassment or discrimination or against whom it is directed. A non-exhaustive list of examples of acts that could violate this policy is provided below in 3.2.

Any employee found to have violated this policy will be subject to appropriate corrective and/or disciplinary action as allowed under local law. Such actions may include, but are not limited to, coaching, verbal or written warnings, demotion, suspension, and/or termination.

3.2 Definitions

Discrimination is unjustly or unfairly denying equal treatment or opportunity to individuals or groups with respect to the terms, conditions, or privileges of employment based on any of the characteristics listed below. This unfair denial of equal treatment or opportunity can include but is

GHR28 – Anti-Harassment and Anti-Discrimination

Global HR

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not limited to hiring, firing, promoting, disciplining, scheduling, training, or deciding how to compensate an individual or group.

Discrimination arises where unfair treatment is predicated on any of the following actual or perceived characteristics:

- race, color, ethnic or national origin;
- age;
- religion;
- sex, sexual orientation, pregnancy or related medical conditions;
- gender identity, status, or expression;
- nationality, immigration status, citizenship, or ancestry;
- physical or mental ability condition or characteristics; or,
- any other basis prohibited under local law.

This list is not exhaustive and may be supplemented by local law.

Harassment is unwelcome and degrading, abusive, intimidating, or hostile verbal or physical conduct which unreasonably affects or interferes with an individual's ability to do their work or creates a degrading, abusive, intimidating, or hostile work environment. Harassment can take many forms, including physical touching, violence or threats of violence, or offensive comments. It can also include inappropriate teasing or joking or displaying offensive images. Harassment can be a single act, incident, or statement, as well as a pattern or series of acts, incidents, or statements.

Harassment can be based on any of the characteristics listed above. The list is not exhaustive and may be supplemented by local law.

Harassment may include:

- derogatory comments, nicknames, slurs, jokes, pranks, stereotypes, or insults;
- creating, sharing or displaying derogatory or otherwise inappropriate written materials, images, electronic messages, videos, or music;
- comments or behavior intended to threaten or intimidate; and
- other nonverbal behavior, including intimidation, stalking, or inappropriate staring, that threatens or reasonably could be perceived to threaten another.

Harassment also includes **Sexual Harassment**. Sexual Harassment is unwelcome conduct of a sexual nature which is degrading, abusive, intimidating, or hostile. Like Harassment, Sexual Harassment can be a single act, incident, or statement, as well as a pattern or series of acts, incidents, or statements.

Sexual Harassment may include:

- unwelcome sexual advances or requests for sexual favors, including any with an implicit expectation of reciprocation as a condition of employment, promotion, or advancement;
- creating, sharing, or displaying inappropriate written materials, images, electronic messages, videos, or music that reasonably could be interpreted to be sexual or obscene in nature;
- unwanted comments about personal or physical characteristics of any individual that reasonably could be interpreted to be sexual or obscene in nature; and
- other nonverbal behavior of a sexual or obscene nature, including unwelcome bodily contact, leering or inappropriate staring.

The examples of Harassment and Sexual Harassment listed above are not exhaustive.

3.3 Consensual Relationships

This policy does not prohibit private, consensual relationships between colleagues. However, such consensual relationships could create a conflict of interest and/or other problematic situations. Additionally, it is possible to harass or discriminate against a partner in an otherwise consensual relationship.

4. Reporting

4.1 How to Report a Suspected Violation or Other Concern

It is the responsibility of every employee to help maintain a safe and welcoming workplace free of Harassment or Discrimination. As part of this responsibility, the Executive Board expects every employee to speak up any time they witness harassing or discriminatory behavior.

If you are aware of behavior that you believe or suspect violates this policy, please take one of the following actions immediately:

- Speak with your manager;
- Contact your Human Resources business partner or another member of Human Resources in your country or region;
- Contact your [Local Compliance Officer](#);
- Contact another member of the Compliance team at fairplay@adidas.com;
- Submit a report – anonymously, if you so choose – via the [Fair Play Hotline](#), through the [Fair Play app on a-LIVE](#), or via our web form at www.safecall.co.uk/report; or
- Contact the [Works Council](#), where available.

4.2 Confidentiality

The investigation team will treat all reports of suspected violations of this policy as confidentially as reasonably possible. The investigation team will only share confidential information to the narrowest extent possible when necessary to fully investigate a possible violation and then only on a need-to-know basis. Accordingly, this policy does not guarantee absolute confidentiality with respect to all reported violations and all details thereof.

4.3 Non-Retaliation

As also clearly stated in the Fair Play Code of Conduct, any adidas employee who reports their reasonable suspicion of a violation or potential violation of this policy is protected against any form of retaliation, regardless of whether the employee’s suspicion turns out to be valid. Conversely, any employee who retaliates or attempts to retaliate against a fellow employee who has reported or intends to report a suspected violation of this policy in good faith, including by pressuring or threatening the reporting employee not to report the suspected violation, may be subject to discipline themselves. Any employee found to have made a report with malicious intent may be subject to discipline.

5. Contact Information

5.1 Questions about this Policy

For any questions about this policy, please contact your local human resources business partner or human resources manager.

5.2 Reporting Suspected Violations of this Policy

See Section 4.1 above.

6. Further Information

6.1 Change History

Describe the changes to previous versions / modifications in table form

Document number*	Document date	Effective date	Changes
1.0	30.9.2020	30.9.2020	Initial version of the policy

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7. Referenced policies

The following policies could be relevant or should be read in conjunction with this policy

- [Fair Play Code of Conduct](#)
- [Compliance Policy](#)
- Local policies or guidelines