

**Corporate Human Rights Benchmark
2023 Company Scorecard**

Company name Nike
Sector Apparel (supply chain only)
Overall score 14.5 out of 100

Theme score	Out of	For theme
1.3	10	A. Governance and Policy Commitments
3.1	25	B. Embedding Respect and Human Rights Due Diligence
2.5	20	C. Remedies and Grievance Mechanisms
7.6	25	D. Performance: Company Human Rights Practices
0.0	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policy Commitments (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	0	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: General HRs commitment: Nike's Forced Labour Statement declares: 'NIKE supports human rights as defined by the Universal Declaration of Human Rights, which recognizes that "all human beings are born free and equal in dignity and rights".' However, reports that are published periodically are not considered a suitable source for policy statements under CHRB's revised approach, which expects policy statements to be placed formal policy documents. [Statement on Forced Labor, Human Trafficking and Modern Slavery FY22, 30/11/2022: about.nike.com] • Not Met: Universal Declaration of Human rights (UDHR): See above. [Statement on Forced Labor, Human Trafficking and Modern Slavery FY22, 30/11/2022: about.nike.com] • Not Met: International Bill of Human Rights

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to UNGPs: The Company's website states 'we look to the human rights defined in the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Rights at Work. We also consider the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises as best practice for understanding and managing human rights risks and impacts.' However, website content (unless the policy is placed there) is not considered a suitable source for policy statements under CHRB's revised approach. Also, 'we also consider' is not deemed as a formal statement of commitment according to CHRB wording criteria. [Website: Human Rights and Labor Compliance Standards, 04/04/2018: about.nike.com] • Not Met: Commitment to OECD MNE Guidelines: See above. [Website: Human Rights and Labor Compliance Standards, 04/04/2018: about.nike.com]
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Commitment to ILO core principles • Not Met: Explicitly lists all four ILO core principles: The Company's website states that 'Nike specifically and directly forbids the use of child labor in facilities contracted to make Nike products. The Nike Code of Conduct requires that workers must be at least 16 years of age, or past the national legal age of compulsory schooling and minimum working age, whichever is higher [...] Nike has strict requirements in our Code of Conduct prohibiting any type of forced, bonded or indentured labor at supplier facilities [...] We believe all workers have the right to freely associate and collectively bargain. Where freedom of association and collective bargaining are restricted under law, Nike requires suppliers to allow for parallel means for independent and free association and bargaining [...] Nike's Code of Conduct and Code Leadership Standards have detailed prohibitions on discrimination in hiring, compensation, promotion, discipline or any other aspect of employment.' However, the Company's website is not considered a suitable source for policy statements under CHRB's revised approach. Nike's Code of Conduct, otherwise, is a suitable source but it only addresses the prohibition of discrimination. [Website: Human Rights and Labor Compliance Standards, 04/04/2018: about.nike.com] & [Code of Conduct, 12/2022: s1.q4cdn.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects suppliers to commit to ILO core principles: See below, the Code leadership standards contains explicit requirements on all ILO core areas. [Code of Leadership Standards, 2021: media.about.nike.com] • Met: Explicitly lists all four ILO core principles for suppliers: The Code Leadership Standards states that 'the supplier will not use prison labor or subcontract work to prisons. This includes procurement of any materials, goods or services used to manufacture products' and 'the supplier will not use or participate in recruitment or employment practice that indentures or bonds a worker to the workplace or which obtains labor or services using force, fraud, or coercion' in regard with child labour the document states that 'forbids the use of child labor in facilities contracted to make or move Nike products. The supplier's workers are at least age 16, or over the age for completion of compulsory education or country legal working age whichever is higher. Workers under 18 are not employed in hazardous conditions, such as working at night, working with chemicals, or working with heavy machinery.' About discrimination at work, the document states: 'the supplier's workers are not subject to discrimination in employment, including hiring, compensation, promotion or discipline, based on gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion, trade union affiliation, social or ethnic origin, caste or other status protected by local law. All workers, regardless of gender, will receive equal pay for work of equal value.' And finally, in relation to freedom of association and collective bargaining the document states the following standard: 'The supplier recognizes and respects freedom of association and collective bargaining. The supplier honors prohibitions on interference with workers seeking to organize or carry out union activities, as well as prohibitions on any sort of activity which seeks to intimidate, harass, or retaliate against workers for participation in a union or other representative organization. Where the right to freedom of association and collective bargaining is restricted under local law, the supplier allows the development of parallel means for independent and free association and bargaining.' [Code of Leadership Standards, 2021: media.about.nike.com]
A.1.2.b	Commitment to respect the human rights of workers: Health	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to respect H&S of workers: The Company's Environmental, Healthy and Safety Policy states that 'Nike is committed to operate in a safe and

Indicator Code	Indicator name	Score (out of 2)	Explanation
	and safety and working hours		<p>responsible manner to protect the environment and health and safety of our employees, partners and our customers. It is our responsibility to provide safe working conditions and to challenge ourselves to continually improve in all aspects of EHS, promoting a culture of safety and wellness for our employees and partners'. [Environmental, Health and Safety Policy, 2018: purpose-cms-production01.s3.amazonaws.com]</p> <ul style="list-style-type: none"> • Not Met: Commitment to ILO working hours standards or 48 hour regular work week <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects suppliers to commit to H&S of workers: Nike's Code of Leadership Standards states that 'the supplier will develop and implement an EHS management system to identify and eliminate or reduce risks associated with operations. As recommended practice, the health and safety management system should be equivalent to the framework outlined in ISO 45001 or the ILO guidelines on Occupational Health and Safety. The environment management system should be equivalent to the framework outlined in ISO 14001.' [Code of Leadership Standards, 2021: media.about.nike.com] • Met: Expects suppliers to commit to ILO working hours standards or 48 hour regular work week: Nike's Code of Leadership Standards states that 'the supplier will not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week will not exceed 48 hours. The supplier will allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work will be consensual. The supplier will not request overtime on a regular basis and will compensate all overtime work at a premium rate. Other than in Extraordinary Circumstances the sum of regular and overtime hours in a week will not exceed 60 hours'. [Code of Leadership Standards, 2021: media.about.nike.com]
A.1.3.AP	Commitment to respect human rights particularly relevant to the sector – vulnerable groups (AP)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Commitment to women's rights • Not Met: Commitment to children's rights • Not Met: Commitment to migrant worker's rights • Not Met: Expects suppliers to respect these rights <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment refers to CEDAW/Women's Empowerment Principles • Not Met: Commitment refers to Child Rights Convention/Business Principles • Not Met: Commitment refers to Convention on migrant workers • Not Met: Expects suppliers to respect these rights
A.1.4	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Commitment to remedy adverse HRs impacts • Not Met: Expects suppliers to make this commitment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to collaborate with judicial or non-judicial mechanisms • Not Met: Commitment to work with suppliers on remedy
A.1.5	Commitment to respect the rights of human rights defenders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Zero tolerance of threats/attacks on HRDs • Not Met: Expects suppliers to make this commitment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to working with HRDs to create safe and enabling environment

A.2 Board Level Accountability (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Board level responsibility for HRs: The Company's website discloses that 'the Corporate Responsibility, Sustainability and Governance (CRS&G) Committee of our Board of Directors is responsible for reviewing Nike's significant strategies, activities and policies regarding sustainability, contract manufacturer labor practices, community impact and charitable activities, among other duties, and make recommendations to the Board. The committee sets the tone and pace for sustainability within Nike's business strategy'. [Website: Sustainability Governance, 23/04/2018: about.nike.com] • Not Met: Describes HRs expertise of Board member <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Board member/CEO signal importance of HRs in their communications

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.2	Board responsibility	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Process to review HRs strategy at board level: The Company's website discloses that 'the Board, through its Corporate Responsibility, Sustainability & Governance Committee, provides guidance to management on issues related to corporate purpose, including corporate responsibility, sustainability, human rights, global community and social impact, and diversity, equity and inclusion, and periodically reviews the Company's policies, practices and contributions made in fulfilment of its purpose'. NIKE's 2022 Report Impact states: 'Today, the Board's Corporate Responsibility, Sustainability & Governance Committee oversees NIKE's corporate governance, as well as the risks and opportunities associated with NIKE's three Purpose pillars – People, Planet, and Play. As a committee, our responsibilities include monitoring NIKE's progress against its five-year Purpose targets and long-term sustainability goals; providing oversight of significant Purpose-related strategies, activities, policies, investments and programs; and reviewing and providing guidance to management regarding the development of this annual Impact Report'. The Committee met four times in FY22 (Proxy Statement, which also describes its roles & responsibilities) [Website: Corporate Governance, N/A: investors.nike.com] & [FY22 NIKE, Inc. Impact Report, 2023: media.about.nike.com] • Not Met: Example of HRs issues/trends discussed in last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Describes how affected stakeholders / HRs experts inform board discussions
A.2.3	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: At least one board member incentive linked to HRs commitments • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria linked to HRs made public • Not Met: Review of other board incentives for coherence with HRs policies
A.2.4	Business model strategy and risks	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Board process to review business model and strategy for HRs risks • Not Met: Describes frequency and triggers for reviewing business model <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Example of actions resulting from reviews

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Score of 1 on A.1.2.a • Met: Senior responsibility for HRs implementation and decision making: The Company's 2020 Impact Report discloses that a 'Purpose Committee directs and oversees the end-to-end integration of NIKE's work in diversity and inclusion, community, labor, and environmental impact. It challenges our business to better understand our social and sustainability impacts, to set ambitious targets for improvement, and overcome obstacles in achieving progress, and helps to shape NIKE's evolving approach to transparency'. ' Moreover, in its Forced Labour Statement, the Company states that 'NIKE's executive leadership team reviews and confirms all company-wide sustainability policies and targets, reviews performance toward targets, receives updates on key issues and emerging trends, and provides oversight for efforts to improve.' [FY20 NIKE, Inc. Impact Report, 2021: FY19-Nike-Inc.-Impact-Report.pdf (purpose-cms-preprod01.s3.amazonaws.com)] & [Statement on Forced Labor, Human Trafficking and Modern Slavery FY22, 30/11/2022: about.nike.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes day-to-day responsibility for implementing HRs commitments: As indicated above, the purpose Committee is set at the executive level. Below this, it is located the 'Purpose leadership team' (cross-functional leadership and end-to-end integration) and the Purpose subcommittee (cross-functional working group). [

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			FY20 NIKE, Inc. Impact Report, 2021: FY19-Nike-Inc.-Impact-Report.pdf (purpose-cms-preprod01.s3.amazonaws.com)] <ul style="list-style-type: none"> • Not Met: Day-to-day resources and expertise allocation in own operations • Not Met: Resources and expertise allocation in supply chain
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Senior manager incentives linked to HRs commitments • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S Score 2 <ul style="list-style-type: none"> • Not Met: Performance criteria linked to HRs made public • Not Met: Review of other senior management incentives for coherence with HRs policies
B.1.3	Integration with enterprise risk management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: HRs risks integrated as part of enterprise risk system: The Impact Report states: 'NIKE Global Risk Management (GRM) is an independent and objective internal audit and risk organization that is guided by a philosophy of enhancing and protecting NIKE, Inc.'s value and brand through world-class risk management capabilities [...] GRM identifies and evaluates risks to NIKE, Inc., including those related to Purpose, as part of its risk assessment process. This process then informs GRM's audit and risk plan and how GRM deploys risk management services across NIKE, Inc. Regular risk updates and insights are provided to management and the Audit & Finance Committee.' However, no evidence of how attention to human rights risks is integrated into the Company's GRM was found. [FY22 NIKE, Inc. Impact Report, 2023: media.about.nike.com] Score 2 <ul style="list-style-type: none"> • Not Met: Provides an example
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Score of 1 on A.1.2.a • Not Met: Communicates HRs policies to all workers in own operations Score 2 <ul style="list-style-type: none"> • Not Met: Communicates HRs policies to stakeholders • Not Met: Example of how HRs policies are accessible for intended audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Meets ILO requirement for suppliers on A.1.2.a • Not Met: Describes steps to communicate HRs policies to supply chain • Not Met: Requires suppliers to communicate HRs policies: The Code of Leadership Standards states: 'workplace rules, policies, and practices will be communicated to workers in all languages that the workers can understand, including those languages spoken by foreign and domestic migrant workers [...] the supplier will provide an orientation to new workers at the time of hiring, which includes explanations of the supplier's code of conduct, rules, policies and procedures, culture, benefits, other entitlements, human resources policies, industrial relations, including respect of the right to freedom of association, and health and safety requirements. Training will be updated on a regular basis and when any policies and procedures are revised. Training should be conducted in all languages that the workers can understand, including those languages spoken by foreign and domestic migrant workers. When a worker is transferred to a different role within the organization with different requirements, an orientation should also be provided'. Also, The Company's Forced Labor Statement discloses that 'NIKE's Supply Agreements also explicitly require suppliers to comply with all local and country-specific labor laws and NIKE's Code of Conduct and Code Leadership Standards'. It is not clear, however, whether there's a requirement to communicate the code to indirect suppliers, down the Company's supply chain. [Code of Leadership Standards, 2021: media.about.nike.com] & [Statement on Forced Labor, Human Trafficking and Modern Slavery FY22, 30/11/2022: about.nike.com] Score 2 <ul style="list-style-type: none"> • Met: Describes how HRs policies are contractual/binding for suppliers: The Company's Forced Labor Statement discloses that 'NIKE's Supply Agreements also explicitly require suppliers to comply with all local and country-specific labor laws and NIKE's Code of Conduct and Code Leadership Standards.' [Statement on Forced Labor, Human Trafficking and Modern Slavery FY22, 30/11/2022: about.nike.com] • Not Met: Requires suppliers to cascade contractual/binding HRs policies to its suppliers

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B.1.5	Training on Human Rights	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Score of at least 1 on A.1.2.a • Not Met: Describes how workers are trained on HRs policy commitments • Met: Trains relevant managers including procurement on HRs: The Company's Statement on Forced Labor discloses: 'to more fully integrate our compliance and sustainability criteria into sourcing decisions, NIKE provides annual training to those with direct responsibility for supply chain management. The training advances enhanced understanding and compliance with our sustainability policies, our Code of Conduct and Code Leadership Standards, that include our expectations on ethical recruitment. The training curriculum includes a specific highlight on our requirements to prevent risks of forced labor'. [Statement on Forced Labor, Human Trafficking and Modern Slavery FY22, 30/11/2022: about.nike.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a • Not Met: Meets both requirements under score 1 • Met: Trains suppliers to meet HRs commitments: The Company's Statement on Forced Labor discloses that 'NIKE frequently convenes supplier events, or learning communities, designed to share information on NIKE expectations, developments on local policies/legislation, and other sustainability and labor best practices, including those related to management of migrant workers, a challenge that is faced by many of our suppliers and vendors in countries where it is common to recruit workers cross-border.' [Statement on Forced Labor, Human Trafficking and Modern Slavery FY22, 30/11/2022: about.nike.com] • Not Met: Discloses % suppliers trained
B.1.6	Monitoring and corrective actions	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Score of at least 1 on A.1.2.a • Not Met: Monitors implementation of HRs policy commitments across global ops and supply chain: The Company's Statement on Forced Labor discloses: 'We regularly audit contract factories, which are monitored on a schedule based on their performance. These assessments take the form of audit visits, both announced and unannounced, to measure against the NIKE Code of Conduct, Code Leadership Standards and local law. NIKE audits assess the risks of forced labor, including the employment of vulnerable worker groups such as foreign migrants, interns and temporary workers and high-risk practices such as payment of recruitment fees and restrictions on freedom of movement [...] We also monitor conditions at supplier facilities through audits and assessments by independent organizations, including the Fair Labor Association and the Better Work Programme, a joint project of the International Labour Organization (ILO) and International Finance Corporation (IFC). In FY20, we expanded monitoring into our materials supply chain and logistics providers'. No evidence found, however, on how the Company monitors human rights compliance within its own operations. [FY22 NIKE, Inc. Impact Report, 2023: media.about.nike.com] & [Statement on Forced Labor, Human Trafficking and Modern Slavery FY22, 30/11/2022: about.nike.com] • Not Met: Discloses % of supply chain monitored • Not Met: Describes how workers are involved in monitoring <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a • Not Met: Describes corrective actions process • Not Met: Discloses findings and number of correction action processes: The Company's 2022 Impact Report discloses the percentage of tier 1 and tier 2 suppliers that during 2022 audits presented non-compliance with several Code of Conduct requirements. However, this sub-indicator is looking for the disclosure of non-compliance cases and the number of corrective actions implemented to remediate these cases. [FY22 NIKE, Inc. Impact Report, 2023: media.about.nike.com]
B.1.7	Engaging and terminating business relationships	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HRs performance affects selection suppliers: The Company's website discloses that 'all potential new Tier 1 finished goods suppliers are subject to the New Source Approval Process. Risks of starting a new supplier relationship within the requested country are considered. Suppliers must receive an overall Bronze rating—our base acceptable level—prior to beginning full production'. [Website: Our Code of Conduct for Suppliers, 18/04/2022: about.nike.com] • Met: HRs performance affects continuation supplier relationships: The Company's website states that 'when a supplier's facility is found to have serious violations of

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Nike's standards, it is required to remediate all issues identified and have on-site verification of the remediation. If a concern is raised by a third-party, Nike promptly investigates and requires corrective actions for any issues identified. Should a supplier fail to remediate issues identified by an audit or allegation investigation according to Nike's requirements it would be subject to review and sanctions, including potential termination of the relationship'. [Website: Human Rights and Labor Compliance Standards, 04/04/2018: about.nike.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Works with suppliers to meet HRs requirements: NIKE's 2022 Impact Report discloses: 'NIKE's EWB program aims to drive employee engagement and well-being as a supplier-owned model to increase facility performance, including through key metrics such as higher productivity and decreased turnover. This program will help enable NIKE to work with suppliers that are committed to improving the lives of the people making our product. We begin by measuring worker experience, then support suppliers in developing and embedding the capabilities needed to respond and improve these experiences [...] Starting in 2015, we began working with strategic suppliers to develop compensation and benefit models as a part of their overall strategic HRM systems. These systems include integrated IT systems, benchmarking with the local labor market, aligning incentives and incorporating feedback from workers through worker voice platforms. Three of the 21 questions in our EWB Survey focus on workers' experiences around pay. Through our EWB program, we support our suppliers on building capabilities and converting insights from our EWB Survey into actions'. [FY22 NIKE, Inc. Impact Report, 2023: media.about.nike.com]
B.1.8	Approach to engagement with affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes how workers and communities identified and engaged in the last two years • Not Met: Discloses stakeholders whose HRs may be affected • Not Met: Provides two examples of engagement with stakeholders <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HRs issues • Not Met: Describes how stakeholder views influenced company's HRs approach

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes process of identifying risks in own operations • Met: Describes process for identifying risks in business relationships: The Company's Statement on Forced Labor discloses: 'leveraging information from external sources and supplier specific risks through NIKE's own programs, we continually evaluate and update our systems to identify and address risks in our supply chain, including those related to forced labor. NIKE is working towards mapping these risks further up the supply chain and is expanding engagement with Tier 2 suppliers. Over the past few years, we have prioritized our work on forced labor risks in our supply chain to focus on suppliers employing foreign migrant workers. NIKE uses the CUMULUS Forced Labor Screen™, a due diligence tool to help identify risks related to the recruitment of foreign migrant workers by NIKE suppliers [...] This process helps NIKE to identify risks and opportunities to further support our suppliers and their recruiting agents in implementing best practices and serves as an ongoing tool to monitor the effectiveness of programs in addressing and minimizing risks related to forced labor. Additionally, the Company's Proxy Statement declares: 'our ongoing supplier diligence and monitoring to identify and assess potential forced labor risks, how we engage with suppliers to prioritize the wellbeing of their workers, and our partnerships with various organizations to drive collaborative efforts to address critical human rights risks, such as forced labor'. [Statement on Forced Labor, Human Trafficking and Modern Slavery FY22, 30/11/2022: about.nike.com] & [2022 Notice of Annual Meeting, 2023: 399556(1)_27_Nike-Inc._NPS_Combio_Proxy-Statement_WR.pdf (q4cdn.com)] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes global risk identification system incl. stakeholder consultation • Not Met: Describes how risk identification system is triggered by new circumstances • Not Met: Describes risks identified in relation to new circumstances

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.2	Assessing human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes assessment process and discloses salient HRs risks • Not Met: Describes how process applies to supply chain: The Company's Proxy Statement declares: 'our ongoing supplier diligence and monitoring to identify and assess potential forced labor risks, how we engage with suppliers to prioritize the wellbeing of their workers, and our partnerships with various organizations to drive collaborative efforts to address critical human rights risks, such as forced labor'. However, no further details found including factors taken into account to determine saliency of potential impacts, such as geographical, social, economic or others. [2022 Notice of Annual Meeting, 2023: 399556(1)_27_Nike-Inc._NPS_Combo_Proxy-Statement_WR.pdf (q4cdn.com)] • Not Met: Public disclosure of results of HRs risk assessment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Describes how assessment involved affected stakeholders
B.2.3	Integrating and acting on human rights risks and impact assessments	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes system to prevent, mitigate and remediate HRs issues • Not Met: Describes how global system applies to supply chain • Not Met: Example of actions decided on at least 1 salient HRs issue <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Describes how stakeholders involved in decisions about actions taken
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes system for evaluation effectiveness of actions: In its 2022 Impact Report, the Company discloses: 'Since FY19, NIKE has used CUMULUS Forced Labor Screen™ – a due diligence tool to help identify risks related to the recruitment of foreign migrant workers. In FY22, we also expanded the use of the tool to all Tier 1 finished goods and strategic Tier 2 materials suppliers hiring foreign migrant workers in countries and regions in our extended supply chain that we have identified at heightened risk for forced labor – including Malaysia, Thailand, Taiwan, Japan, Jordan, Egypt, South Korea, Mexico, Argentina, and Brazil. In FY22, a new feature was added to the tool for verification of recruitment fee payment and reimbursement to the foreign migrant workers. This process helps us identify risks and opportunities, with focus on more impactful risks such as recruitment fees, to further support suppliers and their recruiting agents in implementing best practices. It also helps us continue to evaluate and monitor the effectiveness of the programs put in place to address and minimize risks related to forced labor'. However, no evidence found of how tracks effectiveness for the different salient issues, as current description focuses in forced labor. [FY22 NIKE, Inc. Impact Report, 2023: media.about.nike.com] • Not Met: Example of lessons learned from evaluation effectiveness of actions <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involves stakeholders in evaluation effectiveness of actions
B.2.5	Communicating on human rights impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Provides two examples of comms with stakeholders <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes challenges to effective comms and how it is working to address them

C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance mechanism(s) for workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism accessible to all workers: The Company's Code of Conduct states: 'please speak up if you see or experience something, anything, that does not align with our values. [...] You may report your concern anonymously, where permitted by law. You can trust that Nike will treat your report seriously, fairly and promptly. And if something needs to be fixed, we will take action [...]' Choose the reporting option you are most comfortable with [...] Use the Speak Up Portal either by phone or through the website; where permitted by law in your country, your reports may be made anonymously; the Speak Up Portal is hosted by an independent third party, [or] contact Human Resources or the Ethics & Compliance director in your geography, [or] contact the Ethics & Compliance Office, [or] contact your manager or another leader on your team'. [Code of Conduct, 12/2022: s1.q4cdn.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and workers made aware • Met: Describes how workers in supply chain access grievance mechanism: The Code of Leadership Standards states: 'the supplier will provide safe, anonymous, confidential mechanisms for foreign migrant workers to lodge complaints or report non-compliance (such as fee payment or request) without fear of discrimination, intimidation, or retaliation. The grievance mechanisms will support all languages spoken by the foreign migrant workers.' The Code also gives the suppliers indications on 'Grievance Policy and Procedure: a written grievance policy and implementing procedures that will include: supplier's commitment of a confidential, time-bound, non-retaliatory and transparent grievance process. The policy will include, at a minimum, purpose, scope, guiding principles, roles and responsibilities, grievance procedures and appeal process; a clear process to handle grievances with time-bound commitment to resolution, worker involvement, feedback from management, actions taken in response to grievances (such as policy updates) and follow-up communication to workers and involved parties to ensure resolution is handled properly and an opportunity to appeal is offered if needed; multiple channels for workers to raise concerns and provide input to management. [...] Effective communication of the grievance policy to workers so that workers are aware of the grievance process and their right to raise concerns; training of staff responsible for responding to grievances and training for all people managers and supervisors regarding the policy and their roles and responsibilities.' [Code of Leadership Standards, 2021: media.about.nike.com] • Not Met: Expects suppliers to convey expectation to their suppliers
C.2	Grievance mechanism(s) for external individuals and communities	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism accessible to all external individuals and communities: On its website, the Company express: 'we are committed to providing safe, confidential and accessible channels to ensure that anyone can report any matter that they believe is inconsistent with Nike's values and policies. Our Speak Up Portal, which can be accessed anytime online or by phone, is a resource to ask questions or raise concerns about potential violations of Nike's policies.' Additionally, in its Code of Leadership Standards set the following requirement to its supplier: 'the supplier will provide safe, anonymous, confidential mechanisms for foreign migrant workers to lodge complaints or report non-compliance (such as fee payment or request) without fear of discrimination, intimidation, or retaliation. The grievance mechanisms will support all languages spoken by the foreign migrant workers.' [Website: Human Rights and Labor Compliance Standards, 04/04/2018: about.nike.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware • Not Met: Describes how external individuals/communities access grievance mechanism: On its website, the Company express: 'we are committed to providing safe, confidential and accessible channels to ensure that anyone can report any matter that they believe is inconsistent with Nike's values and policies. Our Speak Up Portal, which can be accessed anytime online or by phone, is a resource to ask questions or raise concerns about potential violations of Nike's policies.' Additionally, in its Code of Leadership Standards has rules on grievance mechanisms. However, no evidence of a requirement to allow suppliers' external stakeholders to file complaints in relation to the suppliers' behaviour. [Website:

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Human Rights and Labor Compliance Standards, 04/04/2018: about.nike.com] & [Code of Leadership Standards, 2021: media.about.nike.com] <ul style="list-style-type: none"> • Not Met: Expects supplier to convey expectation to their suppliers
C.3	Users are involved in the design and performance of the mechanism(s)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes how users engaged on design and performance • Not Met: Provides user engagement examples (at least two) on design and performance Score 2 <ul style="list-style-type: none"> • Not Met: Describes how users engaged on improvement of mechanism • Not Met: Provides user engagement examples (at least two) on improvement
C.4	Procedures related to the mechanism(s) are equitable, publicly available and explained	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes procedure and timescales for managing complaints or concerns: The Company's Code of Conduct, in its 'What happens when I call the Speak Up Portal?' section describes a six-stage procedure: '1.- Call the Speak Up Portal to report a concern or ask a question. Remember, we maintain the confidentiality of every call as best as possible through the process. 2.- Your call is answered by a third-party representative who specializes in hotline calls. 3.- The representative will ask details about your concern or question. Subject to local law, you may choose to stay anonymous and/or decline to provide answers to any questions. At the end of the call, you will receive a report ID number that you can use to check on the status of your matter or provide additional relevant information. 4.- The representative then notifies the Nike Speak Up team that a new concern or question has been raised. 5.- The Nike Speak Up team reviews the matter and assigns it to an appropriate Nike expert for follow-up, which may include reaching out to you for more information if you have shared your identity [and] 6.- Nike will take appropriate action. Often, we are unable to share details about the resolution with you to respect and preserve confidentiality for all people involved'. However, no evidence was found on the estimated timescales for addressing complaints. [Code of Conduct, 12/2022: s1.q4cdn.com] • Not Met: Describes technical, financial, advisory support to enable equal access Score 2 <ul style="list-style-type: none"> • Not Met: Describe types of outcome to complainant through use of mechanism • Not Met: Describes escalation to senior levels / independent adjudicators
C.5	Prohibition of retaliation for raising complaints or concerns	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Public statement prohibiting retaliation against workers/stakeholders: NIKE's Code of Conduct declares: 'we don't tolerate retaliation. We will take all appropriate actions to prevent adverse consequences for raising a concern about potential misconduct or in cooperating with an investigation. Anyone who retaliates against an employee for these activities will be subject to disciplinary action, up to and including termination.' However, no public statement prohibiting retaliation against external stakeholders was found. [Code of Conduct, 12/2022: s1.q4cdn.com] • Not Met: Describes practical measures to prevent retaliation: In its Code of Conduct, the Company discloses: 'we maintain the confidentiality of every call as best as possible through the process' and 'you may report your concern anonymously, where permitted by law'. However, no evidence found of alternative measures to those locations where anonymity is not allowed. [Code of Conduct, 12/2022: s1.q4cdn.com] Score 2 <ul style="list-style-type: none"> • Not Met: Specifies no legal action, firing or violence • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders: The Code of Leadership Standards declares: 'the supplier will establish an effective grievance process that enables workers to raise their concerns regarding their experience on the job such as working conditions, company policies and procedures, and terms and conditions of employment [...] an effective grievance process includes at a minimum: [...] a written grievance policy and implementing procedures that will include: supplier's commitment of a confidential, time-bound, non-retaliatory and transparent grievance process. The policy will include, at a minimum, purpose, scope, guiding principles, roles and responsibilities, grievance procedures and appeal process. [...] the ability to raise concerns confidentially and/or anonymously subject to the requirements of local law if the worker so desires without fear of retaliation.' However, no specific requirement prohibiting retaliation against external stakeholders was found. [Code of Leadership Standards, 2021: media.about.nike.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Complainants not asked to waive legal rights • Not Met: Does not require confidentiality provisions Score 2 <ul style="list-style-type: none"> • Not Met: Cooperates with state based non judicial mechanisms • Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes approach taken to remedy adverse HRs impacts • Not Met: Describes how remedy would be provided if no adverse impact identified Score 2 <ul style="list-style-type: none"> • Not Met: Describes changes to systems, processes and practices to prevent future impacts • Not Met: Describes approach to monitoring/implementing agreed remedy • Not Met: Describes approach to learning from incidents if no adverse impacts identified
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Discloses number of grievances filed, addressed or resolved and outcomes achieved • Not Met: Example of how lessons from mechanism improved HRs management system Score 2 <ul style="list-style-type: none"> • Not Met: Describes process to evaluate mechanism and changes made as a result • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.1.b	Living wage (in the supply chain)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Requirements on living wage in supplier codes and contracts: The Code of Leadership Standards declares: 'the supplier acknowledges that every worker, regardless of gender, has a right to compensation for a regular work week that is sufficient to meet workers' basic needs and provide some discretionary income. Workers are timely paid at least the minimum wage required by local law, or prevailing wage, whichever is higher, and provided legally mandated benefits, including holidays and leaves, and statutory severance when employment ends'. However, no evidence found of a formal requirement for suppliers to pay a living wage or a wage that, in addition to the above, includes family/dependents. [Code of Leadership Standards, 2021: media.about.nike.com] • Met: Describes work with suppliers on living wage: The Company's 2022 Impact Report discloses: 'Starting in 2015, we began working with strategic suppliers to develop compensation and benefit models as a part of their overall strategic HRM systems. These systems include integrated IT systems, benchmarking with the local labor market, aligning incentives and incorporating feedback from workers through worker voice platforms. Three of the 21 questions in our EWB Survey focus on workers' experiences around pay. Through our EWB program, we support our suppliers on building capabilities and converting insights from our EWB Survey into actions. Aligning with the Fair Labor Association's (FLA) definition of a fair wage, we expect suppliers to pay a wage that progressively meets workers' basic needs, including some discretionary income'. It also states that 'we have provided support to Anker Research Institute (ARI) as they develop their next living wage benchmark in Indonesia, which will be published later this year on the Global Living Wage Coalition (GLWC) website. ARI also has a thorough and detailed methodology, including extensive on-the-ground research that assess cost of living to determine an accurate benchmark. We plan to use GLWC in other regions where it is available. This effort will help us have approximately 80% of strategic suppliers in all regions compare their wages against an updated and more credible living wage as part of their overall benchmarking'. [FY22 NIKE, Inc. Impact Report, 2023: media.about.nike.com] Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of scope of payment below living wage in supply chain

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Analysis of trends demonstrating progress
D.2.2	Aligning purchasing decisions with human rights	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes practices to avoid price or short notice requirements that undermine HRs: The Company's 2022 Impact Report states: 'to enable suppliers to have time to plan and act responsibly with workforce decisions, we meet with suppliers on at least a quarterly basis to discuss current and future business forecasts. Working across our Sourcing, Costing, and Government and Public Affairs teams, we help give suppliers visibility into areas for improvement and collectively work together to address the root cause of issues.' [FY22 NIKE, Inc. Impact Report, 2023: media.about.nike.com] • Not Met: Describes practices to pay suppliers in line with agreed timeframes • Not Met: Reviews own operations to mitigate negative impact of purchasing practices <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Example of assessing and changing of purchasing practices
D.2.3	Mapping and disclosing the supply chain	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Identifies direct and indirect suppliers including manufacturing sites: NIKE discloses the independent factories and material suppliers used to manufacture NIKE products in an interactive map that can be found on the Company's website. About this, the website discloses: 'Nike's Manufacturing Map is a tool to learn about the independent factories contracted to make Nike, Jordan and Converse products—including the names and location of each factory, the types of product made, the factories that supply our collegiate product and demographic statistics about the workers at each factory. The interactive map is updated on a quarterly basis to reflect changes in our source base. This resource provides extensive details about the factories Nike contracts with around the world. For each factory, you are able to learn more about the types of products made, the factories that supply our collegiate product, demographic statistics about workers at each factory and the factory address and contact information.' [Website: Human Rights and Labor Compliance Standards, 04/04/2018: about.nike.com] & [Website: Manufacturing Map, 01/2023: manufacturingmap.nikeinc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Discloses names and locations of significant parts of supply chain and how significance was defined: See above, the map includes factories of finished goods, components and materials. [Website: Human Rights and Labor Compliance Standards, 04/04/2018: about.nike.com] & [Website: Manufacturing Map, 01/2023: manufacturingmap.nikeinc.com] • Not Met: Discloses direct or indirect suppliers involved in higher-risk activities
D.2.4.b	Prohibition of child labour: Age verification and corrective actions (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on child labour in supplier codes and contracts: In regard to Child Labour the Code of Leadership Standards declares: 'the supplier will put in place and maintain adequate human resource systems and practices to verify that an applicant meets the minimum age requirement. Such systems and practices include a written hiring policy, training of hiring personnel, and requiring proof of age documentation at the time of hire [...] the supplier will require proof of age at time of hire, which may include birth certificate, family book, personal registration (ID) card, driver's license and voting registration card. Copies of these will be kept on file throughout the term of employment.' This Code also provides a roadmap for remediating underage employment. [Code of Leadership Standards, 2021: media.about.nike.com] • Not Met: Describes work with suppliers on eliminating child labour <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of child labour in supply chain • Not Met: Analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.5.b	Prohibition of forced labour: Recruitment fees and costs (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on debt/fees in supplier codes and contracts: The Code of Leadership Standards states: 'the supplier is responsible for payment of all employment eligibility fees of all workers, including recruitment fees [...] Workers will not be required to pay employment eligibility fees, including costs or fees associated with recruitment and employment [...] Employment eligibility fees may not be deducted from wages by way of garnishments, levies, deposits, guarantee monies or otherwise [...] When it is not possible to directly pay the above fees in advance, if any of the above fees are legally required to be paid by the workers, or in the event that it is identified workers paid fees prohibited in this CLS at any point during their employment, the supplier will promptly and fully reimburse the worker for those fees. Such fees should be reimbursed within one month of the worker's arrival within the host country or within one month of learning that fees were paid by the workers.' [Code of Leadership Standards, 2021: media.about.nike.com] • Not Met: Describes work with suppliers on debt/fees for job seekers/workers <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment scope of payment of recruitment fees in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.5.d	Prohibition of forced labour: Wage practices (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on paying in full and on time in supplier codes and contracts: The Code of Leadership Standards states: 'workers are timely paid at least the minimum wage required by local law, or prevailing wage, whichever is higher, and provided legally mandated benefits, including holidays and leaves, and statutory severance when employment ends [...] wages and benefits will be paid or provided on a regular and timely basis [...] compensation will be paid by direct deposit, in cash or check form, in a manner convenient to the workers [...] workers will not be required to pay for tools to perform their job functions. As allowed by local law, workers found responsible for loss or damage of supplier's tools or property may be held financially responsible for the direct costs for replacement or repairs. The supplier will maintain written documentation of the worker's voluntary agreement to allow any deductions that are not mandated by law but provided as an option for the worker such as additional benefits, insurance, and savings programs. Deductions not required by law or agreed to by the worker for the worker's benefit will not result in the worker receiving less than the applicable legal minimum wage'. 'If it is found that a worker has not been properly paid his or her earned wages, including erroneous accounting of base and/or overtime wages, the supplier will be responsible for the back payment of those wages from the time of miscalculation or for a period of at least one year'. [Code of Leadership Standards, 2021: media.about.nike.com] • Not Met: Describes work with suppliers on paying workers regularly, in full and on time <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment scope of failure to pay workers in full and on time in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on free movement in supplier codes and contracts: In regard to freedom of movement, the Code of Leadership Standards states that 'the supplier will allow workers to move freely within their designated work areas during work hours, including being allowed access to drinking water and toilet facilities. Workers will be allowed to leave the facility during meal periods or after work hours. Those suppliers with dormitories for workers will communicate security practices, including curfew policies, to applicable workers. Curfews will be reasonable and allow workers enough time to relax and participate in personal activities during non-working hours. Where curfews exist, they will apply equally to both national workers and foreign migrant workers'. 'Workers will not be required to turn over their original personal documents (such as passports, visas, work permits, travel or residency permits, national IDs, school certificates or other personal documents) to their employer, labor agent or another third party as a condition of employment. Workers will not be required to make deposits to gain access to their documents'. [Code of Leadership Standards, 2021: media.about.nike.com] • Not Met: Describes working with suppliers on free movement of workers <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of restriction of movement in supply chain

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.6.b	Freedom of association and collective bargaining (in the supply chain)	0.5	<ul style="list-style-type: none"> • Not Met: Analysis of trends demonstrating progress <p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on FoA/CB in suppliers codes and contracts: In regard to Freedom of Association and Collective Bargaining, the Code of Leadership Standards states: 'the supplier recognizes and respects freedom of association and collective bargaining. The supplier honors prohibitions on interference with workers seeking to organize or carry out union activities, as well as prohibitions on any sort of activity which seeks to intimidate, harass, or retaliate against workers for participation in a union or other representative organization. Where the right to freedom of association and collective bargaining is restricted under local law, the supplier allows the development of parallel means for independent and free association and bargaining [...] Where local law substantially restricts freedom of association, the supplier will facilitate alternative means to engage with its workers individually and collectively [...] As recommended practice, to the extent permitted by local law, the supplier is encouraged to support the establishment of worker committees freely chosen by its workers [...] The supplier will recognize the right of organized workers to engage freely in collective bargaining. The supplier will bargain in good faith. The supplier will honor, in good faith, the terms of any signed collective bargaining agreement for the duration of that agreement. Where local law specifies certain unions as the exclusive bargaining agent, the supplier will not be required to engage in collective bargaining with other worker groups or organizations on matters covered by a valid collective agreement. As recommended practice, where a collective bargaining agreement exists, the supplier is encouraged to make copies of the agreement available to all workers that are covered by the agreement.' [Code of Leadership Standards, 2021: media.about.nike.com] • Not Met: Describes work with suppliers on FoA/CB <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of restriction of FoA/CB in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on H&S in supplier codes and contracts: The Code of Leadership Standards states: 'each supplier will have a written EHS policy signed by the senior location or general manager. The policy will include at a minimum: [a] statement of intent; commitment from senior management to comply with relevant EHS regulations and other applicable requirements; commitment to continuous improvement; [a]framework for setting and measuring EHS goals. The EHS policy will be: documented and reviewed every two years, communicated to all workers, [and] available to the public [...]Each supplier will have a written EHS strategic plan which includes EHS objectives that are: developed taking into consideration high risks (as identified in the risk assessment), legal and other requirements, technological options, financial, operational, and business requirements, and views of stakeholders; SMART (specific, measurable, achievable, realistic and time-bound) objectives. The plan may be separate or part of the overall business plan for the facility. The plan will have an assigned owner responsible for implementation [...]The supplier will develop and implement EHS Committee processes and procedures to improve EHS conditions in each facility [...] The EHS Committee will make sure that the quarterly workplace inspections occur. At a minimum, the workplace inspections will: document the inspection results; recommend how to eliminate hazards and unsafe work practices in the workplace, [and] track non-compliances until completion.' [Code of Leadership Standards, 2021: media.about.nike.com] • Met: Discloses injury rate or lost days in supply chain in last reporting period: In its 2022 Impact Report, NIKE presents 'OH&S Data for NIKE Employees and Tier 1 Focus Factories' through a chart that informs that the Lost Time Injury Rate (LTIR) in its Footwear Tier 1 Focus Factories was in 2022 0.06 against 3.10 for the industry data. For its Apparel factories, the LTIR in 2022 was 0.13. [FY22 NIKE, Inc. Impact Report, 2023: media.about.nike.com] • Met: Discloses fatalities for workers in supply chain in last reporting period: According to the Company's 2022 Impact Report, the Total Case Incident Rate (TCIR) in NIKE's Footwear (Tier 1 Focus) Factories in 2022 was 0.11, and for the Apparel was 0.25. [FY22 NIKE, Inc. Impact Report, 2023: media.about.nike.com] • Not Met: Discloses occupational disease rate in supply chain in last reporting period

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes work with suppliers of H&S: The Company's 2022 Impact Report discloses: 'we believe that a skilled and capable workforce is a critical enabler to achieve this target [100% of strategic suppliers are building world-class, safe and healthy workplaces for the people making our product]. As we continue to develop new products and innovate new materials, we also create new manufacturing processes and adjust workplace safety practices to proactively manage new risks. As a part of this, health and safety professionals must demonstrate a broad range of skills and competencies to not only effectively manage risk and compliance programs, but also foster a culture of health and safety in their facilities. Strong technical skills combined with business and soft skills equip facility health and safety personnel with the skills they need to improve safety performance and influence and drive change. In order to support this, we have developed programs to upskill individuals and improve organizational capabilities, which foster peer-to-peer and peer-to-manager conversations about relevant health and safety issues within the facility and enable workers to be more engaged and actively involved.' [FY22 NIKE, Inc. Impact Report, 2023: media.about.nike.com] • Not Met: Assessment of scope of H&S issues in supply chain • Met: Analysis of trends demonstrating progress: The Company's 2022 Impact Report discloses: 'since we set this target in FY20 and started measuring impact, we have already seen substantial improvements in the rate of supplier lost time injuries per worker. We analyzed 6.7 billion hours worked from the beginning of FY20 through the end of FY22 and saw a 47% reduction in Lost Time Injury Rates (LTIR) during this time period. By FY22, all in-scope factories were implementing the program, and LTIR stabilized throughout the fiscal year.' Also, in the previously mentioned data chart, the Company discloses the evolution o TCIR from 2020 to 2022. [FY22 NIKE, Inc. Impact Report, 2023: media.about.nike.com]
D.2.8.b	Women's rights (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on women's rights in contracts/codes with suppliers: In regard to women's rights the Company's Code of Leadership of Standards states: 'the supplier will provide appropriate and reasonable accommodations for women workers in connection with pregnancy, childbirth, and nursing. The supplier will comply with any working hour limits or other work restrictions for pregnant and nursing workers required by local law and take other reasonable measures to protect pregnant women from hazardous work including restricted work hours as recommended by a licensed physician [...] Pregnancy tests will not be a condition of employment, nor will they be demanded of workers, unless required by local law. Voluntary pregnancy tests may be provided, but only at the request of the worker, and each such request will be documented [...] workers will not be forced or pressured by the supplier to use contraception [...] women workers are entitled to maternity leave in accordance with the requirements of local law or the Compensation and Benefits are Paid on Time CLS, whichever is higher. Workers who take maternity leave will not face dismissal nor threat of dismissal, loss of seniority or deduction of wages, and will be able to return to their former employment at the same rate of pay and benefits after the maternity leave has ended [...] No physical exams may be conducted to verify eligibility for menstrual leave if it is a benefit mandated by local law'. It also indicates that 'Women and men shall receive equal pay for work of equal value, equal evaluation of the quality of their work and equal opportunities to fill open positions' [Code of Leadership Standards, 2021: media.about.nike.com] • Not Met: Describes work with suppliers on women's rights <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of unsafe working conditions/discrimination against women in supply chain • Not Met: Analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.9.b	Working hours (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on working hours in codes/contracts with suppliers: In regard to working hours, the Company's Code of Leadership Standards states: 'the supplier will not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week will not exceed 48 hours. The supplier will allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work will be consensual. The supplier will not request overtime on a regular basis and will compensate all overtime work at a premium rate. Other than in Extraordinary Circumstances the sum of regular and overtime hours in a week will not exceed 60 hours [...] In the limited situation of extraordinary circumstances and where permitted by local law, total hours of work may exceed 60 hours per week, provided: supplier immediately notifies and obtains prior written approval from Nike; supplier takes reasonable steps to minimize the need for additional overtime, and any additional overtime worked is limited to what is necessary to meet the extraordinary circumstances [and] any additional overtime hours worked is voluntary.' [Code of Leadership Standards, 2021: media.about.nike.com] • Not Met: Describes work with suppliers on working hours <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of excessive working hours in supply chain: In its 2022 Impact Report, the Company discloses that 4.6% of its Tier 1 suppliers and 10.6% of its Tier 2 suppliers presented non-compliance with the Company's working hours requirements. However, this sub-indicator seeks the disclosure of the number of affected workers by excessive working hours. [FY22 NIKE, Inc. Impact Report, 2023: media.about.nike.com] • Not Met: Analysis of trends demonstrating progress: In its 2022 Impact Report, the Company discloses that 4.6% of its Tier 1 suppliers and 10.6% of its Tier 2 suppliers presented non-compliance with the Company's working hours requirements. However, no evidence found of trends (within the same chart/report). [FY22 NIKE, Inc. Impact Report, 2023: media.about.nike.com]

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> • Area: Working Hours; FoA/CB • Headline: Workers of RA Intertrading denounce alleged anti-union activities following reported dismissal of representatives amid calls for better salaries in Argentina • Story: The workers of RA Intertrading have denounced the alleged suspensions and dismissals of their colleagues at the company's Buenos Aires plant amid calls to improve meagre salaries to meet the standard of living in Argentina. RA Intertrading has been accused of maltreatment and threats against workers, as well as gender and labour violence. The company is also accused of increasing production objectives, which puts the physical and mental health of workers at risk. Furthermore, workers have called on the company to end its alleged illegal anti-union attempts following the dismissal of their two representatives and other workers in an attempt to suppress right to organize. RA Intertrading reportedly manufactures products for Argentina's national football team, Nike, Adidas, and Puma [Agencia de Noticias Red Accion, 29/032022, "Textile workers who make the clothing of the National Team denounce dismissals and suspensions": anred.org]
E(1).1	The company has responded publicly to the allegation	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Public response <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Detailed response
E(1).2	The company has investigated and taken appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Engaged with stakeholders • Not Met: Identified cause <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Identified and implemented improvements • Not Met: Stakeholder input to steps taken

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Provided remedy • Not Met: Evidence for lack of Impact or link Score 2 <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders • Not Met: Remedy delivered • Not Met: Independent remedy process used

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