

## OUTERSTUFF ANTI-SLAVERY AND ANTI-TRAFFICKING PROGRAMS (January 1<sup>st</sup>, 2012)

Outerstuff is fully engaged and manages a very extensive Corporate Social Responsibility Program, including programs designed to combat slavery and human trafficking. Outerstuff has undertaken to meet the requirements of the Fair Labor Association (“FLA”) and of the adidas Group’s (also a Member of the FLA Board) Workplace Code of Conduct throughout its supply chain. These codes contain standards based on the International Labor Organization (“ILO”) conventions and principles outlining fair working conditions in factories around the world. These code and their associated compliance benchmarks address forced labor, wages, and benefits, working hours, harassment or abuse, and health and safety. These issues will help play a role in determining whether workers in a company’s supply chain are susceptible to trafficking or slavery. In addition to FLA and adidas Group requirements, Outerstuff is responsible to various other stakeholders.

Outerstuff complies with a rigorous monitoring, remediation and verification system through which the FLA and adidas Group accredit external 3<sup>rd</sup> party monitors as well as internal assessors to conduct unannounced assessments in factories. This process is highly transparent. Reports of all assessments for the FLA are posted on the FLA website for public viewing. Outerstuff is held accountable to all stakeholders to develop and implement an internal monitoring system that meets standards on slavery and human trafficking.

Throughout the entire global supply chain, Outerstuff conducts business with integrity, and in a socially responsible manner, by managing and implementing the following procedures into its sustainable Corporate Social Responsibility Program. In our efforts to eradicate slavery and human trafficking we implemented the following procedures and requirements:

- a. Using third party verification to evaluate and address human trafficking and slavery risks in product supply chain(s);
- b. Conducting independent, unannounced audits of suppliers to ensure compliance with company standards on human trafficking and slavery;
- c. Requiring direct suppliers to certify that materials incorporated into the product comply with the laws regarding human trafficking and slavery;
- d. Maintaining internal accountability for any employees or contractors who fail to meet company standards on slavery and human trafficking;
- e. Providing company employees and management with training on mitigating risks of slavery and trafficking in supply chains; and
- f. Disclosing its anti-slavery and anti-trafficking policies and programs on the company’s website and providing it to consumers in writing upon request.

For further information, or a copy of this statement, please contact us at:  
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