



adidas Policy for the Control and Monitoring of Hazardous Substances

A-01

September 1st 2025



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				Approval Date: August 5, 25
				Effective date: Sep 1, 25
A-01	Effective Until Sep 30, 26			

Prologue

As a company, adidas is committed to fair and sustainable business practices and we apply these to the selection of our business partners and of the materials used in our products.

1. We expect our business partners to respect and to adhere to the company's code of conduct, the "Workplace Standards" (see [Information Appendix](#)) that reflect the core values of the Group. These are general but concrete standards that are based on the International Labour Organization's (ILO) conventions and the model code of conduct of the World Federation of Sporting Goods Industries (WFSGI). The Standards lay out our requirements for labour, health, safety and environmental issues in our business partners' factories.
2. We expect our business partners to ensure that materials supplied to the adidas are in full compliance with actual local laws and regulations regarding environmental and product safety.
3. We require our business partners to avoid the intentional use of those substances which are listed in the A-01 requirements and to comply with best practice standards. We continuously monitor and control the compliance with our standards by conducting material tests in independent laboratories.
4. We actively encourage our business partners to take a proactive stance in improving the environmental impact of the materials they supply. Improving the environmental impact means to:
 - ensure that materials and components supplied are non-toxic in use and disposal and using them in manufacturing products does not involve toxic releases or damaging ecosystems.
 - strive to make materials which come from renewable and organic resources and are recyclable.
 - manufacture product components and materials under the best possible environmental conditions and to use the best available technology.
5. We do not source or process raw materials from any endangered or threatened species, as defined by the International Union for Conservation of Nature and Natural Resources (IUCN) in its red list. Our policy also prohibits using leathers, hides or skins from animals that have been inhumanely treated, whether these animals are wild or farmed. In particular, we do not use
 - Any kind of animal fur (animal pelts) that are hunted, trapped, or raised for their fur. This is defined as any animal skin or part thereof with hair, fleece, or fur fibers attached to it, which includes but is not limited to mink, fox, or rabbit.
 - Hides or skins from exotic animals like crocodiles, snakes, sharks or fishes.
 - Downs and feathers that are plucked from living geese or birds, or those where forced feeding has been applied
 - Merino wool from sources where mulesing practices are still applied, regardless the country of origin
 - Angora wool, fibres or fabrics

More information about adidas Standards can be found here [Animal-Derived Materials \(adidas-group.com\)](#)

6. We consult with material suppliers, scientific organisations, governmental authorities and other stakeholder groups as well as conduct life cycle assessments to determine and evaluate the environmental impact or risks of new materials, technologies and products before their usage.

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Testing Overview for Main Materials used for Textiles, Shoes and Accessories

Substance	Lea-thers		Polymers (Plastics)								Syn- thetics	Textiles (Fibers)					Miscellaneous															
	natural leather	PU coated leather	EVA materials	rubber materials	TPU materials	nylon / pebax materials	TPE – TPR materials	Latex	Other polymers	blown material (e.g. PU foams)	composite materials	PU synthetics	rubber synthetics	polyester textiles	PA (e.g. nylon) textiles	polyacrylnitrile textiles	natural textiles	blended textiles (e.g. PES/cotton)	size labels	cotton laces	PA or PES laces	laces PES / cotton	laces nylon / cotton	sockliner EVA foam	sockliner rubber foam	Cellulose / wood (e.g. insole material)	All product labels and product packaging	threads	inks, prints, repair colours	all metal parts	applied surface coatings	
Key Code	100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511	
Barium - extraction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Selenium - extraction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Arsenic - extraction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Arsenic - total	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Antimony - extraction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Cadmium - extraction	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	
Cadmium - total	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	
Chromium - extraction	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	
Chrome VI	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Lead - extraction	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	
Lead - total	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	
Mercury - extraction	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	
Copper - extraction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nickel - extraction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nickel - release	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>									

Specification (see respective requirement): *(pH/code 511) only in case of applied textile prints; (Chrome VI/code 403) all with ☐, only in case of wool ☒

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Substance	Lea- thers		Polymers (Plastics)								Syn- thetics		Textiles (Fibers)						Miscellaneous													
	natural leather	PU coated leather	EVA materials	rubber materials	TPU materials	nylon / pebax materials	TPE – TPR materials	Latex	Other polymers	blown material (e.g.PU foams)	composite materials	PU synthetics	rubber synthetics	polyester textiles	PA (e.g. nylon) textiles	polyacrylnitrile textiles	natural textiles	blended textiles (e.g.PES/cotton)	size labels	cotton laces	PA or PES laces	laces PES / cotton	laces nylon / cotton	sockliner EVA foam	sockliner rubber foam	Cellulose / wood (e.g. insole material)	All product labels and product packaging threads	inks, prints, repair colours	all metal parts	applied surface coatings		
Key Code	100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511	
Σ PCP, TeCP and TriCP	●	●										●	●	●			●	●		●		●	●	●	●	●	●		●		●	
o-Phenyl-phenol o-PP	●	●										●	●				●	●		●		●	●	●	●	●		●		●		
Σ Pesticides	○	○										○	○				○	○		○		○	○	○	○	○	○					
Azo-amines	●	●	○	○	○	●	○	○	○	○	○	○	○	●	●	●	●	●	●	●	●	●	○	○	○	○	●	●	●	●		●
Climate relevant gas		○	○	○	○		○	○		○		○												○								
Formaldehyde	●	●										●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●	
Disperse dyes and dyestuffs	●	●										●	●	●	●	●		●	●		●	●	●	●	●	●		●	●		●	
Chlorinated Benzenes / Toluenes (Carriers)	○	○										○	○	○	○	○		○	○		○	○	○	○	○	○		○	○		○	
Mono substituted organotin compounds (MBT and MOT)	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●
Di substituted organotin compounds (DBT and DOT)	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●	
Tri substituted organotin compound (TOT)	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●	
Tributyltin TBT	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●	
Triphenyltin TPhT	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●	
Σ Trisubstituted organotin compounds	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○			○

A-01

Substance	Leathers		Polymers (Plastics)								Syn- thetics	Textiles (Fibers)					Miscellaneous														
	natural leather	PU coated leather	EVA materials	rubber materials	TPU materials	nylon / pebax materials	TPE – TPR materials	Latex	Other polymers	blown material (e.g. PU foams)	composite materials	PU synthetics	rubber synthetics	polyester textiles	PA (e.g. nylon) textiles	polyacrylonitrile textiles	natural textiles	blended textiles (e.g. PES/cotton)	size labels	cotton laces	PA or PES laces	laces PES / cotton	laces nylon / cotton	sockliner EVA foam	sockliner rubber foam	Cellulose / wood (e.g. insole material)	All product labels and product packaging	Threads	inks, prints, repair colours	all metal parts	applied surface coatings
Key Code	100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
Σ Phthalates	○	●	●	●	●		●	●	●	●	●	●	●								○			●	●		○		●		●
Flame retardants	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○		○
Σ Short chained chloroparaffins (C10 to C13)	●	●		●	●		●		●	●	●	●	●																●		●
Σ Medium chained chloroparaffins (C14 to C17)	●	●		●	●		●		●	●	●	●	●																●		●
Σ of NP, OP, NPEO and OPEO	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Nonylphenol NP, Octylphenol OP	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●
PFAS, its salts and esters and related substances	Whenever any application does have a water proof function, or water repellent/stain repellent equipment; or whenever PFAS containing preparations or agents are in use for any production step ●																														
Regulated Polycyclic Aromatic Hydrocarbons (PAH) of high concern			●	●	●	●	●	●	●	●	●	●	●	○	○	○	○	○	○		○	○	○	○	●			○	●		●
Σ of Polycyclic Aromatic Hydrocarbons (PAH)			●	●	●	●	●	●	●	●	●	●	●	○	○	○	○	○	○		○	○	○	○	●			○	●		●
Dimethylfumarate DMFu	Whenever a product does have a fungicide application ●																														
Acetophenone, 2-Phenyl-2-propanol			●																					●							
Formamide			○																					○							
N-Nitrosamines				○				○					○												○						
Dimethylformamide DMFA	DMFA is listed in Annex XIV of REACH; all applied Polyurethane-Materials are covered ●																														
UV-Inhibitors		○	●	●	●	●	●	●	●	●	●	●	●		○						○										●
Quinoline														●	●	●	●	●	●		●								●		●
Siloxanes (D4, D5, D6) *									○																						

*Siloxanes only be tested in case of Silicone

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A-01				

Chemicals in Cement Systems or Finishes (e.g. Waxes, Polishes or Spot Cleaners), solvent based Inks and Dyes and residuals in solvent based Components

The chemicals listed in the following table are restricted from being used in cement systems or finishes. The supplier has to certify compliance with these requirements. The requirements apply to each single component used in the process – i.e. for the hardener itself and not for the mixed cement.

Substances	Required TLV
Tetrachloroethane, Trichloromethane (Chloroform), Dichloromethane, Tetrachloroethylene, Trichloroethylene, Toluene, Xylene, Methylphenol, Σ of NP, OP, NPEO, OPEO, Cyclohexane, THF, Cyclohexanone, C3 and C4 alkylated benzenes	0.1% (1000 ppm) each
Dimethylformamide (DMFA), see also below	0.05% (500 ppm)
Solvent residuals (NMP, DMAc)	1000 ppm each
Benzene	5 ppm
MBT, MOT, DBT, DOT, TOT	1 ppm each
TPhT	0.5 ppm
TBT	0,5 ppm

In the frame of the VOC reduction program adidas strives to completely substitute solvent based inks and dyes with e. g. water-based systems. In case, that due to special technical applications and quality requirements a substitution so far is not possible, all solvent based inks and dyes need to comply with the above defined table. Also, adidas products (or any component/pre-product delivered to any adidas entity) may not emit more than 400 $\mu\text{g}/\text{m}^3$ VOC's, tested according to DIN ISO 16000 (chamber test) with 23 +/- 0.5°C temperature, 50 +/- 3% rel. H., 1/h air exchange rate and 24h conditioning time. Testing on inquiry of adidas (see 4.3.2).

Dimethylformamide (DMFA; CAS 68-12-2)

DMFA is listed as SVHC under REACH; all applied Polyurethane-Materials should meet 0,05% (500 ppm; “●”) Test Method: Solvent Extraction – DIN EN 17131 (2019)

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Key Code for Material Groups

Material	Key Code
Leathers	
Natural leather	100
PU-coated leather	101
Polymers (Plastics)	
EVA materials	200
Rubber materials	201
TPU materials	202
Nylon / pebax materials	203
TPE / TPR materials	204
Latex	205
Other polymers	206
Blown materials (e.g. PU-foam)	207
Composite materials	208
Synthetics	
PU-Synthetics	300
Rubber synthetics	301
Textiles (Fibers)	
Polyester textiles	400
PA textiles (e.g. nylon)	401
Polyacrylnitrile textiles	402
Natural textiles	403
Blended textiles (e.g. PES/cotton)	404
Size labels	405

Material	Key Code
Miscellaneous	
Cotton laces	500
PA or PES laces	501
Laces PES / cotton	502
Laces nylon / cotton	503
Sockliner EVA foam	504
Sockliner rubber foam	505
Cellulose / wood (e.g. insole material)	506
All types of product labels and packaging (including e.g. paper tissues / cartons / boxes / QC labels / hangtags / wood / polybag / blister)	507
threads	508
Inks, prints, repair colours	509
All metal parts	510
Applied surface coatings*	511

* Material group 511 according to the official US-Definition of 16 CFR Part 1303:

“Paint and other similar surface-coating materials means a fluid, semi-fluid, or other material, with or without a suspension of finely divided coloring matter, which changes to a solid film when a thin layer is applied to a metal, wood, stone, paper, leather, cloth, plastic, or other surface. This term does not include printing inks or those materials which actually become a part of the substrate, such as the pigment in a plastic article, or those materials which are actually bonded to the substrate, such as by electroplating or ceramic glazing.”

This means e.g. that if a print or graphic can be removed by scraping without lifting up the underlying substrate, the print or graphic would be considered to be an applied surface coating.

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Barium																														
	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)				TLV Adults				Test report required for separate colours				Pre-Treatment				Test Method													
Extraction	1000 ppm				1000 ppm				yes				DIN EN 16711-2 (2016) Leather: DIN EN ISO 17072-1 (2019)				DIN EN ISO 11885 (2009) or DIN EN ISO 17294-2 (2024)													
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○		○	

Selenium																														
	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)				TLV Adults		Test report required for separate colours		Pre-Treatment				Test Method																	
Extraction	500 ppm				500 ppm		yes		DIN EN 16711-2 (2016) Leather: DIN EN ISO 17072-1 (2019)				DIN EN ISO 11885 (2009) or DIN EN ISO 17294-2 (2024)																	
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○

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Arsenic																														
	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)				TLV Adults		Test report required for separate colours		Pre-Treatment				Test Method																	
Extraction	0.2 ppm				0.2 ppm		yes		DIN EN 16711-2 (2016) Leather: DIN EN ISO 17072-1 (2019)				DIN EN ISO 11885 (2009) or DIN EN ISO 17294-2 (2024)																	
Total content	10 ppm				10 ppm		yes		DIN EN 16711-1 (2016) Leather: DIN EN ISO 17072-2 (2022)				DIN EN ISO 11885 (2009) or DIN EN ISO 17294-2 (2024)																	
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
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Antimony																															
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment					Test Method																		
Extraction		30 ppm		30 ppm		yes		DIN EN 16711-2 (2016) Leather: DIN EN ISO 17072-1 (2019)					DIN EN ISO 11885 (2009) or DIN EN ISO 17294-2 (2024)																		
Materials to be tested / certified (explanation see PART 4):																															
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511	
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501 only in case of PES-laces																															

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Cadmium																															
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment		Test Method																					
Extraction		0.1 ppm		0.1 ppm		Yes		DIN EN 16711-2 (2016) Leather: DIN EN ISO 17072-1 (2019)		DIN EN ISO 11885 (2009) or DIN EN ISO 17294-2 (2024)																					
Materials to be tested / certified (explanation see PART 4):																															
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511	
●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	*	●	●	○	●
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment		Test Method																					
Total content		40 ppm		40 ppm		Yes		DIN EN 16711-1 (2016) Leather: DIN EN ISO 17072-2 (2022)		DIN EN ISO 11885 (2009) or DIN EN ISO 17294-2 (2024)																					
Materials to be tested / certified (explanation see PART 4):																															
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511	
○	●	●	●	●	●	●	●	●	●	●	●	●				○				○				●	●	○	●*	●	●	●	●
Wherever possible by sample surface condition a quick test with XRF according to IEC 62321 is acceptable, additional testing with ICP is only required for results defined and listed in the standard itself																															

Wherever possible by sample surface condition a quick test with XRF according to IEC 62321 is acceptable, additional testing with ICP is only required for results defined and listed in the standard itself

*Cadmium is covered by the German Packaging Ordinance for Key Code 507. As TLV for "total" in sum with lead, Mercury and Cr(VI)100 ppm applies. Testing is not required in case of pure PE polybags

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Chromium																														
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)			TLV Adults		Test report required for separate colours		Pre-Treatment			Test Method																		
Extraction		1 ppm			2 ppm		Yes		DIN EN 16711-2 (2016)			DIN EN ISO 11885 (2009) or DIN EN ISO 17294-2 (2024)																		
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
		●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●			

Chrome (VI)																																			
			TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)			TLV Adults			Test report required for separate colours			Pre-Treatment					Test Method																		
Extraction			1 ppm (not detectable, equivalent to 3 ppm in case of leather)			1 ppm (not detectable, equivalent to 3 ppm in case of leather)			Yes			DIN EN ISO 17075-1 (2017) or DIN EN ISO 17075-2 (2017) Aging of the sample is required according to BS EN ISO 10195 (2018) Method A2 (24h, 80°C, max. 10%rH, usage of a non-ventilated oven) <u>Only for wool:</u> DIN EN 16711-2 (2016)					DIN EN ISO 17075-1 (2017) or DIN EN 17075-2 (2017)																		
			Materials to be tested / certified (explanation see PART 4):																																
100	101		200	201	202	203	204	205	206	207	208		300	301		400	401	402	403	404	405		500	501	502	503	504	505	506	507	508	509	510	511	
●	●		○	○	○	○	○	○	○	○	○		○	○		○	○	○	●*	○	○	○		○	○	○	○	○	○	○	○	○	○	○	○

*only in case the of wool, all other fibers ○

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Lead																															
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)				TLV Adults				Test report required for separate colours				Pre-Treatment						Test Method											
Extraction		0.2 ppm				1 ppm				Yes				DIN EN 16711-2 (2016) Leather: DIN EN ISO 17072-1 (2019)						DIN EN ISO 11885 (2009) or DIN EN ISO 17294-2 (2024)											
Materials to be tested / certified (explanation see PART 4):																															
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511	
●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●**	●	●	○	●
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)				TLV Adults				Test report required for separate colours				Pre-Treatment						Test Method											
Total content		40 ppm				40 ppm				Yes				DIN EN 16711-1 (2016) Leather: DIN EN ISO 17072-2 (2022)						DIN EN ISO 11885 (2009) or DIN EN ISO 17294-2 (2024)											
Materials to be tested / certified (explanation see PART 4):																															
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511	
●	●	●	●	●	●	●	●	●	●	●	●	●	○	○	○	○	○	●	●	●	●	●	●	●	●	●	●**	●	●	●*	●
<p>Wherever possible by sample surface condition a quick test with XRF according to IEC 62321 is acceptable, additional testing with ICP is only required for results defined and listed in the standard itself / if needed CPSC test method applicable</p> <p>*Acknowledging possible still occurring peak concentrations of lead in metal parts, single findings/concentrations up to 90 ppm may be accepted on interim base. These acceptances are <u>single case to case</u> decisions, Quality/Technical Service in consultation with the respective Product Safety management may decide on those. On-going failures may be judged as systematic supplier incompliance and fall under the “Rejected Materials” paragraph of the A 01.</p> <p>** Testing is not required in case of pure PE polybags</p>																															

Wherever possible by sample surface condition a quick test with XRF according to IEC 62321 is acceptable, additional testing with ICP is only required for results defined and listed in the standard itself / if needed CPSC test method applicable

*Acknowledging possible still occurring peak concentrations of lead in metal parts, single findings/concentrations up to 90 ppm may be accepted on interim base. These acceptances are single case to case decisions, Quality/Technical Service in consultation with the respective Product Safety management may decide on those. On-going failures may be judged as systematic supplier incompliance and fall under the "Rejected Materials" paragraph of the A 01.

** Testing is not required in case of pure PE polybags

Mercury																														
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)				TLV Adults				Test report required for separate colours		Pre-Treatment				Test Method														
Extraction		0.02 ppm				0.02 ppm				Yes		DIN EN 16711-2 (2016) Leather: DIN EN ISO 17072-1 (2019)				DIN EN ISO 12846 (2012) or DIN EN ISO 17294-2 (2024)														
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●*	●	●		●

*Mercury is covered by the German Packaging Ordinance for Key Code 507. As TLV for "total" in sum with lead, cadmium and Cr(VI)100 ppm applies. Testing is not required in case of pure PE polybags

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Copper																														
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment				Test Method																		
Extraction		25 ppm		50 ppm		Yes		DIN EN 16711-2 (2016) Leather: DIN EN ISO 17072-1 (2019)				DIN EN ISO 11885 (2009) or DIN EN ISO 17294-2 (2024)																		
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○		○
In case Copper is intentionally used as antimicrobial treatment please refer to the adidas Antimicrobial Policy A0244.																														

Nickel																														
	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)				TLV Adults		Test report required for separate colours		Pre-Treatment				Test Method																	
Extraction	0.5 ppm				1 ppm		Yes		DIN EN 16711-2 (2016) Leather: DIN EN ISO 17072-1 (2019)				DIN EN ISO 11885 (2009) or DIN EN ISO 17294-2 (2024)																	
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○
	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)				TLV Adults		Test report required for separate colours		Pre-Treatment				Test Method																	
Release	0.5 µg/cm²/week				0.5 µg/cm²/week		No		DIN EN 12472 (2020)				DIN EN 1811 (2023)																	
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
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Cobalt																														
			TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment					Test Method																
Extraction			1 ppm		4 ppm		Yes		DIN EN 16711-2 (2016) Leather: DIN EN ISO 17072-1 (2019)					DIN EN ISO 11885 (2009) or DIN EN ISO 17294-2 (2024)																
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○

pH Value (Non-Leather)																														
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment				Test Method																		
Extraction		4.0 – 7.5		4.0 – 7.5		Yes		DIN EN ISO 3071 (2020) KCI-Method																						
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
		○				○	○		○		●	●	●	●	●	●	●	●	○	○	○	○	○	○						●*

*only on textile prints in applied condition

pH Value (Leather)																														
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment				Test Method																		
Extraction		3.2 – 5.5		3.2 – 5.5		Yes		DIN EN ISO 4045 (2018)																						
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
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Σ Pentachlorophenol (PCP), Tetrachlorophenol (TeCP) and Trichlorophenol (TriCP)

	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)	TLV Adults	Test report required for separate colours	Pre-Treatment	Test Method
Extraction	0.05 ppm	0.5 ppm	No	DIN EN 17134-2 (2023)	

Materials to be tested / certified (explanation see [PART 4](#)):

100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
●	●										●	●	●			●	●		●		●	●	●	●	●	●		●		●

300, 301, 404, 504 and 505 only if natural fibres are involved

o-Phenylphenol (o-PP)

	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)	TLV Adults	Test report required for separate colours	Pre-Treatment	Test Method
Extraction	1000 ppm	1000 ppm	No	DIN EN 17134-2 (2023) or DIN EN ISO 13365-1 (2020)	DIN EN 17134-2 (2023) or DIN EN ISO 13365-1 (2020)

Materials to be tested / certified (explanation see [PART 4](#)):

100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
●	●										●	●				●	●		●		●	●	●	●	●	●		●		●

300, 301, 404, 504 and 505 only if natural fibres are involved

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Σ Pesticides																														
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment				Test Method																		
Extraction		0.5 ppm		0.5 ppm		No		Extraction with acetone / hexane				GC/MS																		
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
○	○										○	○				○	○		○		○	○	○	○	○	○				
300, 301, 404, 504 and 505 only if natural fibres are involved																														

List of pesticides for textiles			
DDT	Hexachlorobenzene	Dieldrine	Heptachlor
DDD	Carbaryl	Endrine	Heptachloroepoxide
DDE	Trifluraline	Endosulfanes	2,4-D
HCHs without Lindane	Methoxychlor	Mirex	2,4,5-T
Lindane	Aldrine	Toxaphene	Perthane
Isodrine	Kelevane	Kepone	Permethrine
Strobane	Telodrine		
List of pesticides for leather			
DDT	Malathione	Endosulfanes	Permethrine
DDD	Methoxychlor	Mirex	Tolyfluanide
DDE	Aldrine	Dichlofluanide	Chlorthalonil
HCHs without Lindane	Dieldrine	Heptachloroepoxide	
Lindane	Ethylparathione	Pentachloroanisole	

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Azo-Amines																														
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment				Test Method																		
Extraction		20 ppm		20 ppm		Yes (white materials don't have to be tested)		<u>All Materials except Leather</u> DIN EN ISO 14362-1 (2017) DIN EN ISO 14362-3 (2017) to detect 4-aminoazobenzene <u>Leather</u> DIN EN ISO 17234-1 (2025) EN ISO 17234-2 (2011) (to detect 4-aminoazobenzene)																						
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
●	●	○	○	○	●	○	○	○	○	○	○	○	●	●	●	●	●	●	●	●	●	●	○	○	●	●	●	●		

List of not allowed aromatic amines developed by azo-dyestuffs / azo-pigments			
Compound	CAS Number	Compound	CAS Number
4-aminobiphenyl	92-67-1	3,3'-dimethyl-4,4'-diaminodiphenylmethane	838-88-0
benzidine	92-87-5	p-cresidine	120-71-8
4-chlor-o-toluidine	95-69-2	4,4'-methylen-bis(2-chloraniline)	101-14-4
2-naphthylamine	91-59-8	4,4'-oxydianiline	101-80-4
o-aminoazotoluene	97-56-3	4,4'-thiodianiline	139-65-1
2-amino-4-nitrotoluene	99-55-8	o-toluidine	95-53-4
p-chloraniline	106-47-8	2,4-toluylendiamine	95-80-7
2,4-diaminoaniso	615-05-4	2,4,5-trimethylaniline	137-17-7
4,4'-diaminodiphenylmethane	101-77-9	2,4-dimethylaniline (= 2,4 xylidine)	95-68-1
3,3'-dichlorbenzidine	91-94-1	2,6-dimethylaniline (= 2,6 xylidine)	87-62-7
3,3'-dimethoxybenzidine	119-90-4	2-methoxyaniline (= o-anisidine)	90-04-0
3,3'-dimethylbenzidine	119-93-7	4-aminoazobenzene	60-09-3
4-chloro-o-toluidinium chloride	3165-93-3	2-Naphthylammoniumacetate	553-00-4
4-methoxy-m-phenylene diammonium sulphate	39156-41-7	2,4,5-trimethylaniline hydrochloride	21436-97-5

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Sum of halogenated volatile Substances (ozone depleting substances and fluorinated greenhouse gases)																														
	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment			Test Method																				
Extraction	Not detectable (det. Limit < 0.1 ppm)		Not detectable (det. Limit < 0.1 ppm)		No		GC/MS-Test																							
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
	○	○	○	○		○	○		○		○												○							
202, 204, and 205 only if material is blown																														

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Formaldehyde (Non-Leather Material)																														
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment*		Test Method*																				
Extraction		16 ppm (only apparel: 20 ppm for sizes 98 to 176)		75 ppm		No		Japan Law 112 (JIS L 1041:2011) result to indicate as A-Ao<0.05 or DIN EN ISO 14184-1, (2011) EN 717-3 (1996) in case of wood (24h)																						
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
											●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●*		●
* Prints should be tested in applied condition																														

Formaldehyde (Leather Material)																														
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment		Test Method																				
Extraction		20 ppm		75 ppm		No		DIN EN ISO 17226-1 (2021)																						
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
●	●																											●*		
* Prints on leather should be tested in applied condition																														

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solvent red 23		85-86-9	
solvent yellow 2		60-11-7	
solvent yellow 14		842-07-9	
Solvent violet 8		561-41-1	
navy blue Index No.: 611-070-00-2 EG No.: 405-665-4;		Component 1: 118685-33-9; C ₃₉ H ₂₃ ClCrN ₇ O ₁₂ S ₂ .2Na Component 2: C ₄₆ H ₃₀ CrN ₁₀ O ₂₀ S ₂ .3Na	

Chlorinated Benzenes / Toluenes (Carriers)

	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)	TLV Adults	Test report required for separate colours	Pre-Treatment	Test Method																									
Extraction	1.0 ppm (each isomer)	1.0 ppm (each isomer)	Yes	DIN EN 17137 (2025)	DIN EN 17137 (2025)																									
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
<input type="radio"/>	<input type="radio"/>										<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>		<input type="radio"/>

List of chloroorganic carriers		
dichlorobenzenes	hexachlorbenzenes	tetrachlortoluenes
trichlorobenzenes	chlortoluenes	pentachlortoluenes
tetrachlorbenzenes	dichlortoluenes	
pentachlorbenzenes	trichlortoluenes	

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Mono substituted organotin compounds: Monobutyltin (MBT) and Monooctyltin (MOT)

	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)	TLV Adults	Test report required for separate colours	Pre-Treatment	Test Method
Extraction	1 ppm (for each)	1 ppm (for each)	Yes	ISO 16179 (2025)	

Materials to be tested / certified (explanation see [PART 4](#)):

100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●

Di substituted organotin compounds: Dibutyltin (DBT) and Dioctyltin (DOT)

	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)	TLV Adults	Test report required for separate colours	Pre-Treatment	Test Method
Extraction	1 ppm (for each)	1 ppm (for each)	Yes	ISO 16179 (2025)	

Materials to be tested / certified (explanation see [PART 4](#)):

100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●

Tri substituted organotin compound: Trioctyltin (TOT)

	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)	TLV Adults	Test report required for separate colours	Pre-Treatment	Test Method
Extraction	1 ppm	1 ppm	Yes	ISO 16179 (2025)	

Materials to be tested / certified (explanation see [PART 4](#)):

100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●

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Tributyltin (TBT)																																		
			TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)			TLV Adults			Test report required for separate colours			Pre-Treatment					Test Method																	
Extraction			0.5 ppm			0.5 ppm			Yes			ISO 16179 (2025)																						
Materials to be tested / certified (explanation see PART 4):																																		
100	101		200	201	202	203	204	205	206	207	208		300	301		400	401	402	403	404	405		500	501	502	503	504	505	506	507	508	509	510	511
●	●		●	●	●	●	●	●	●	●	●		●	●		●	●	●	●	●	●		●	●	●	●	●	●	●	●	●	●		●

Triphenyltin (TPhT)																																				
			TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)			TLV Adults			Test report required for separate colours			Pre-Treatment						Test Method																		
Extraction			0.5 ppm			0.5 ppm			Yes			ISO 16179 (2025)																								
Materials to be tested / certified (explanation see PART 4):																																				
100	101		200	201	202	203	204	205	206	207	208		300	301		400	401	402		403	404	405		500	501	502	503	504	505	506	507	508	509	510	511	
●	●		●	●	●	●	●	●	●	●	●		●	●		●	●	●		●	●	●		●	●	●	●	●	●	●	●	●	●			●

Σ of other Tri substituted organotin compounds																														
			TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)			TLV Adults			Test report required for separate colours			Pre-Treatment					Test Method													
Extraction			1000 ppm (referred to tin content)			1000 ppm (referred to tin content)			Yes			ISO 16179 (2025)																		
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○

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Σ of all legislated Phthalates																															
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment		Test Method																					
Extraction		500 ppm		500 ppm		No		DIN EN ISO 14389 (2023) or CPSC-CH-C1001-09.4(2018)		DIN EN ISO 14389 (2023) or CPSC-CH-C1001-09.4 (2018)																					
Materials to be tested / certified (explanation see PART 4):																															
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511	
○*	●	●	●	●		●	●	●	●	●	●	●									○			●	●		○		●		●

* In case being coated

Name of phthalate	abbreviation	CAS-number
Di-Iso-nonylphthalate	DINP	28553-12-0
Di-n-octylphthalate	DNOP	117-84-0
Di(2-ethylhexyl)-phthalate	DEHP	117-81-7
Diisodecylphthalate	DIDP	26761-40-0
Butylbenzylphthalate	BBP	85-68-7
Dibutylphthalate	DBP	84-74-2
Di-iso-butylphthalate	DIBP	84-69-5
Di-C6-8-branched alkylphthalates	DIHP	71888-89-6
Di-C711-branched alkylphthalates	DHNUP	68515-42-4
Di-n-hexylphthalate	DHP	84-75-3
Di-(2-methoxymethyl)-phthalate	DMEP	117-82-8
Di-pentylphthalate	DPP	131-18-0
Di-cyclohexylphthalate	DCHP	84-61-7
Di-iso-pentylphthalate	DIPP	605-50-5
Diethylphthalate	DEP	84-66-2
Di-iso-hexylphthalate	DIHxP	71850-09-4

Above Phthalates are the most common ones across industry sectors. More information about restricted Phthalates can be found in the REACH SVHC list <http://echa.europa.eu/web/guest/candidate-list-table> or the California Proposition 65 List. These restrictions are also mandatory to adhere to for respective shipments.

Flame Retardants																														
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment					Test Method																	
Extraction		Not detectable <i>(det.limit depending on flame retardant)</i>		Not detectable <i>(det.limit depending on flame retardant)</i>		No		<div>Textiles: DIN EN ISO 17881-1 (2016) and -2 (2016)</div> <div>Other materials: Solvent extraction with THF<div>GC/MS or LC/MS</div></div>																						
Materials to be tested / certified (explanation see PART 4):																														
<u>100</u>	<u>101</u>	<u>200</u>	<u>201</u>	<u>202</u>	<u>203</u>	<u>204</u>	<u>205</u>	<u>206</u>	<u>207</u>	<u>208</u>	<u>300</u>	<u>301</u>	<u>400</u>	<u>401</u>	<u>402</u>	<u>403</u>	<u>404</u>	<u>405</u>	<u>500</u>	<u>501</u>	<u>502</u>	<u>503</u>	<u>504</u>	<u>505</u>	<u>506</u>	<u>507</u>	<u>508</u>	<u>509</u>	<u>510</u>	<u>511</u>
○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○	○		○

List of not allowed flame retardants																							
Brominated or chlorinated flame retardants (e.g. deca-BDE, penta BDE, octa BDE, TRIS, PBB, TCEP, HBCDD, TBBPA, TDCPP, BBMP, BIS)																							
TEPA (Tris-(aziridinyl)-phosphinioxid), TXP (Trixylylphosphate)																							

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Σ Short Chained Chloroparaffins C10 to C13 (SCCP)

	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)	TLV Adults	Test report required for separate colours	Pre-Treatment	Test Method
Extraction	1000 ppm	1000 ppm	No	Leather: DIN EN ISO 18219-1 (2021) Textile: DIN EN ISO 22818 (2021) Polymers: 5mLTHF ultrasonic 30 min at 70°C; shaking for 30 min; then +10mL ACN & ultrasonic 30 min at 70°C; filtrate with PTFE 0.45µm	Leather DIN EN ISO 18219-1 (2021) Textile DIN EN ISO 22818 (2021)

Materials to be tested / certified (explanation see [PART 4](#)):

100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
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Σ Medium Chained Chloroparaffins C14 to C17 (MCCP)

	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)	TLV Adults	Test report required for separate colours	Pre-Treatment	Test Method
Extraction	1000 ppm	1000 ppm	No	Leather: DIN EN ISO 18219-2 (2021) Textile: DIN EN ISO 22818 (2021) Polymers: 5mLTHF ultrasonic 30 min at 70°C; shaking for 30 min; then +10mL ACN & ultrasonic 30 min at 70°C; filtrate with PTFE 0.45µm	Leather DIN EN ISO 18219-2 (2021) Textile DIN EN ISO 22818 (2021)

Materials to be tested / certified (explanation see [PART 4](#)):

100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
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Σ of NP, OP, NPEO and OPEO																														
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)	TLV Adults	Test report required for separate colours	Pre-Treatment					Test Method																				
Extraction		100 ppm (10 ppm for NP, OP as single parameters)	100 ppm (10 ppm for NP, OP as single parameters)	No	NP, OP: Polymers: Extraction with THF Textiles: EN ISO 21084 (2019) Leather: EN ISO 21084 (2019) NPEO, OPEO: Polymers: Extraction with THF Textiles: DIN EN ISO 18254-1 (2016) Leather: DIN EN ISO 18218-1 (2023)					NP, OP: Polymers: GC/MS or LC/MS Textiles: EN ISO 21084 (2019) Leather: EN ISO 21084 (2019) NPEO, OPEO: Polymers: LC/MS Textiles: DIN EN ISO 18254-1 (2016) Leather: DIN EN ISO 18218-1 (2023)																				
Materials to be tested / certified (explanation see PART 4):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		●

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PFAS (per- and polyfluoroalkyl substances)

		TLV Infants / Adults	Test report required for separate colours	Pre-Treatment	Test Method
Textile application	PFOS and its salts**	sum 1µg/m ²	No	DIN EN 17681-1 (2025)	DIN EN 17681-1 (2025) or Leather: ISO 23702-1 (2023) ** reported in ppb when the new amendment Regulation (EU)2019/1021 becomes active; TLV sum 25 ppb *** reported in ppb when the new amendment Regulation (EU)2019/1021 becomes active; TLV sum 1000 ppb
	PFOS related substances***	sum 1µg/m ²	No		
	PFOA and its salts	sum 25 ppb	No		
	PFOA related substances	sum 1000 ppb	No		
	PFCA (C9-C14) and its salts	sum 25 ppb	No		
	PFCA (C9-C14) related substances	sum 260 ppb	No		
	PFHxS and its salts	sum 25 ppb	No		
	PFHxS-related substances	sum 1000 ppb	No		
	PFHxA and its salts	sum 25 ppb	No		
	PFHxA-related substances	sum 1000 ppb	No		

Materials to be tested / certified (explanation see [PART 4](#)):

Whenever any application does have a water-proof function, or water repellent/stain repellent equipment; or whenever PFAS containing preparations or agents are in use for any production step (●).

Information about adidas PFAS Phase-out Procedure can be found at (aSL limited access) [PFAS PHASE-OUT SOP_V1.pdf](#)

Bisphenol A (BPA) / Bisphenol S (BPS)

According to existing legal requirements in Europe and the USA, BPA content need to be checked on any polycarbonate-made water-bottle, mouth actuated toy and childcare article with TLV “not detectable” (Method: e.g. EN ISO 11936 (2023), pr DIN EN IEC 62321-13 (2025). All food and drinking containers have to comply with the actual valid FDA requirements and EU regulations (EU Nr. 321/2011 related to the EU Nr. 10/2011). For BPA and BPS all product categories intended to be marketed in the US need to comply with actual label and warning requirements according to the California Proposition 65 (e.g. 10ppm for BPA in certain products). In any other material composition BPA and BPS must be limited as SVHC to 0,1% (1000 ppm) with a (“O”).

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Regulated Polycyclic Aromatic Hydrocarbons (PAHs)

	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)	TLV Adults	Test report required for separate colours	Pre-Treatment	Test Method
Extraction	0.5 ppm (for each)	1 ppm (for each)	Yes/No*	AfPS GS 2019:01	AfPS GS 2019:01

Materials to be tested / certified (explanation see [PART 4](#)):

<u>100</u>	<u>101</u>	<u>200</u>	<u>201</u>	<u>202</u>	<u>203</u>	<u>204</u>	<u>205</u>	<u>206</u>	<u>207</u>	<u>208</u>	<u>300</u>	<u>301</u>	<u>400</u>	<u>401</u>	<u>402</u>	<u>403</u>	<u>404</u>	<u>405</u>	<u>500</u>	<u>501</u>	<u>502</u>	<u>503</u>	<u>504</u>	<u>505</u>	<u>506</u>	<u>507</u>	<u>508</u>	<u>509</u>	<u>510</u>	<u>511</u>
		●	●	●	●	●	●	●	●	●	●	●	○	○	○	○	○	○		○	○	○	○	●			○	●		●

*test report for any colourway in case of rubber material; test report only for black material in case of non-rubber material

List of regulated PAHs

Name	CAS-Nr.	Name	CAS-Nr.
Benzo[a]anthracene	56-55-3	Benzo[j]fluoranthene	205-82-3
Benzo[a]pyrene	50-32-8	Benzo[k]fluoranthene	207-08-9
Benzo[b]fluoranthene	205-99-2	Chrysene	218-01-9
Benzo[e]pyrene	192-97-2	Dibenzo[a,h]anthracene	53-70-3

Σ of Polycyclic Aromatic Hydrocarbons (PAHs)

	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)	TLV Adults	Test report required for separate colours	Pre-Treatment	Test Method
Extraction	10 ppm	10 ppm	Yes/No*	AfPS GS 2019:01**	AfPS GS 2019:01**

Materials to be tested / certified (explanation see [PART 4](#)):

<u>100</u>	<u>101</u>	<u>200</u>	<u>201</u>	<u>202</u>	<u>203</u>	<u>204</u>	<u>205</u>	<u>206</u>	<u>207</u>	<u>208</u>	<u>300</u>	<u>301</u>	<u>400</u>	<u>401</u>	<u>402</u>	<u>403</u>	<u>404</u>	<u>405</u>	<u>500</u>	<u>501</u>	<u>502</u>	<u>503</u>	<u>504</u>	<u>505</u>	<u>506</u>	<u>507</u>	<u>508</u>	<u>509</u>	510	511
		●	●	●	●	●	●	●	●	●	●	●	○	○	○	○	○	○		○	○	○	○	●			○	●		●

* test report for any colourway in case of rubber material; test report only for black material in case of non-rubber material

** substance list according to version 2014 including 3 more

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Dimethylfumarate (DMFu)

	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)	TLV Adults	Test report required for separate colours	Pre-Treatment	Test Method
Application	0.1 ppm	0.1 ppm	No	DIN EN ISO 16186 (2021)	

Materials to be tested / certified (explanation see [PART 4](#)):

The Biocide Dimethylfumarate (DMFu; CAS-Nr. 624-49-7) has been banned for all consumer products, so no product or any part of it should contain more than 0.1 ppm. In the sporting goods industry DMFu applications might be found as additional anti-moulding agent in Silica-gel pads and sachets which are added to products or boxes/packaging to basically absorb humidity. It is therefore strongly recommended to stay away from any use of such Silica-gel pads and sachets, which then helps to avoid according to best knowledge any risk to find DMFu within our product lines and shipments. In cases, and only on special consumer request those sachets are in use, these pads need to be tested according to the above described parameters (●)

Acetophenone / 2-Phenyl-2-propanol

	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)	TLV Adults	Test report required for separate colours	Pre-Treatment	Test Method
Extraction	50 ppm (for each)	50 ppm (for each)	No	Extraction in methanol or acetone	GC/MS

Materials to be tested / certified (explanation see [PART 4](#)):

100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
		●																					●							

Formamide

	TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)	TLV Adults	Test report required for separate colours	Pre-Treatment	Test Method
Extraction	1000 ppm	1000 ppm	No	Textiles EN 17131:2019 All other materials ISO 16189:2021	

Materials to be tested / certified (explanation see [PART 4](#)):

100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
		○																					○							

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N-Nitrosamines																														
			TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment				Test Method																	
Extraction			Not detectable (is equivalent to 0.5 ppm)		Not detectable (is equivalent to 0.5 ppm)		No		GB/T 24153-2009 or ISO 19577 (2019)																					
Materials to be tested / certified (explanation see <u>PART 4</u>):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
			○				○					○												○						

UV-Stabilizers / Inhibitors																															
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment		Test Method																					
Extraction		1000 ppm		1000 ppm		No		Textile: ISO 24040 (2022)		GC/MS or HPLC/MS																					
		<u>UV 328: 10ppm</u> , for next 12 months no “fail” if below 100ppm, which is actual the legal limit		<u>UV 328: 10ppm</u> , for next 12 months no “fail” if below 100ppm, which is actual the legal limit				All other materials: DIN EN 62321-6 (2016)																							
Materials to be tested / certified (explanation see <u>PART 4</u>):																															
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511	
	○	●	●	●	●	●	●	●	●	●	●	●		○						○											●

Name of UV-Inhibitor	abbreviation	CAS-number
2-(2H-Benzotriazol-2-yl)-4-(tert-butyl)-6-(sec-butyl)phenol	UV 350	36437-37-3
2-(2H-Benzotriazol-2-yl)-4,6-di-tert-pentylphenol	UV 328	25973-55-1
2,4-Di-tert-butyl-6-(5-chlorobenzotriazol-2-yl)phenol	UV 327	3864-99-1
2-Benzotriazol-2-yl-4,6-di-tert-butylphenol	UV 320	3846-71-7
2-tert-Butyl-6-(5-chlor-2H-benzotriazol-2-yl)-4-methylphenol (Bumetrizol)	UV 326	3896-11-5
2-(2H-Benzotriazol-2-yl)-4-(1,1,3,3-tetramethylbutyl)phenol	UV 329	3147-75-9

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Quinoline																														
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment				Test Method																		
Extraction		50 ppm		50 ppm		Yes		DIN 54231 (2022)				GC/MS or LC/MS																		
Materials to be tested / certified (explanation see <u>PART 4</u>):																														
<u>100</u>	<u>101</u>	<u>200</u>	<u>201</u>	<u>202</u>	<u>203</u>	<u>204</u>	<u>205</u>	<u>206</u>	<u>207</u>	<u>208</u>	<u>300</u>	<u>301</u>	<u>400</u>	<u>401</u>	<u>402</u>	<u>403</u>	<u>404</u>	<u>405</u>	<u>500</u>	<u>501</u>	<u>502</u>	<u>503</u>	<u>504</u>	<u>505</u>	<u>506</u>	<u>507</u>	<u>508</u>	<u>509</u>	<u>510</u>	<u>511</u>
													●	●	●	●	●	●		●								●		●

*Same Test Method and Test Run as for Disperse Dyes to be applied

Siloxanes (D4, D5, D6)																														
		TLV Infants (Size ≤ 10,5 k UK footwear; ≤ 92 apparel)		TLV Adults		Test report required for separate colours		Pre-Treatment				Test Method																		
Extraction		1000 ppm		1000 ppm		No		Extraction in organic solvent or ISO 24040 (2022)				GC-MS or LC-MS																		
Materials to be tested / certified (explanation see <u>PART 4</u>):																														
100	101	200	201	202	203	204	205	206	207	208	300	301	400	401	402	403	404	405	500	501	502	503	504	505	506	507	508	509	510	511
								○*																						

*only in case of silicone

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Information

The adidas WORKPLACE STANDARDS

PERFORMANCE PASSION INTEGRITY DIVERSITY

These are the core values found in sport. Sport is the soul of adidas. We measure ourselves by these values, and we measure our business partners in the same way.

Consistent with these values, we expect our partners – contractors, subcontractors, suppliers, and others – to conduct themselves with the utmost fairness, honesty and responsibility in all aspects of their business.

We use the adidas *Workplace Standards* as a tool to assist us in selecting and retaining business partners who follow business practices consistent with our policies and values. As a set of guiding principles, the *Workplace Standards* also help identify potential problems so that we can work with our business partners to address issues of concern as they arise. Business partners will develop and implement action plans for continuous improvement in factory working conditions. Progress against these plans will be monitored by the business partners themselves, our internal monitoring team and external independent monitors.

Specifically, we expect our business partners to operate workplaces where the following standards and practices are implemented:

General Principle

Business partners must comply fully with all legal requirements relevant to the conduct of their businesses and must adopt and follow practices which safeguard human rights, workers' employment rights, safety and the environment.

Human Rights

adidas is committed to respecting human rights and will refrain from any activity, or entering into relations with any entity, which supports, solicits or encourages others to abuse human rights. adidas expects our business partners to do the same, and where there is any perceived risk of a violation of human rights to duly notify us of this and of the steps being taken to avoid or mitigate such a breach and, where this is not possible, for the business partner to provide for the remediation of the adverse human rights impact where they have caused or contributed to this. For the purposes of these Workplace Standards, human rights are a set of rights which recognise the inherent dignity, freedom and equality of all human beings, as expressed in the United Nation's International Bill of Human Rights and in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

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Employment Standards

FORCED LABOUR

Business partners must not use forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise, or permit the trafficking in persons for the purposes of forced labour. No employee may be compelled to work through force or intimidation of any form, or as a means of political coercion or as punishment for holding or expressing political views.

CHILD LABOUR

Business partners must not employ children who are less than fifteen (15) years old, or less than the age for completing compulsory education in the country of manufacture where such age is higher than fifteen (15).

DISCRIMINATION

Business partners must not discriminate in recruitment and employment practices. Decisions about hiring, salary, benefits, training opportunities, work assignments, advancement, discipline and termination must be based solely on ability to perform the job, rather than on the basis of personal characteristics or beliefs, such as race, national origin, gender, religion, age, disability, marital status, parental status, association membership, sexual orientation or political opinion. Additionally, business partners must implement effective measures to protect migrant employees against any form of discrimination and to provide appropriate support services that reflect their special status.

WAGES, BENEFITS & COMPENSATION

All legal requirements relating to wages and benefits must be met. Wages must equal or exceed the minimum wage required by law or the prevailing industry wage, whichever is higher. In addition to compensation for regular working hours, employees must be compensated for overtime hours at the rate legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate exceeding the regular hourly compensation rate.

Workers have the right to compensation for a regular work week that is sufficient to meet workers' basic needs and provide some discretionary income. Where compensation does not meet workers' basic needs and provide some discretionary income, business partners must take appropriate actions to progressively raise employee compensation and living standards through improved wage systems, benefits, welfare programmes and other services.

WORKING HOURS

Employees must not be required, except in extraordinary circumstances, to work more than sixty (60) hours per week including overtime or the local legal requirement, whichever is less. A regular work week must not exceed 48 hours, all overtime work must be consensual and not requested on a regular basis. Employees must be allowed at least twenty four (24) consecutive hours rest within every seven-day period, and must receive paid annual leave.

FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

Business partners must recognise and respect the right of employees to join and organise associations of their own choosing and to bargain collectively. Business partners must develop and fully implement mechanisms for resolving industrial disputes, including employee grievances, and ensure effective communication with employees and their representatives.

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DISCIPLINARY PRACTICES

Employees must be treated with respect and dignity. No employee may be subjected to any physical, sexual, psychological or verbal harassment or abuse, or to fines or penalties as a disciplinary measure.

Business partners must publicise and enforce a non-retaliation policy that permits factory employees to express their concerns about workplace conditions directly to factory management or to us without fear of retribution or losing their jobs.

Health & Safety

A safe and hygienic working environment must be provided, and occupational health and safety practices which prevent accidents and injury must be promoted. This includes protection from fire, accidents and toxic substances. Lighting, heating and ventilation systems must be adequate. Employees must have access at all times to sanitary facilities which should be adequate and clean. Business partners must have health and safety policies which are clearly communicated to employees. Where residential facilities are provided to employees, the same standards apply.

Environmental Requirements

Business partners must make progressive improvement in environmental performance in their own operations and require the same of their partners, suppliers and subcontractors. This includes: integrating principles of sustainability into business decisions; responsible use of natural resources; adoption of cleaner production and pollution prevention measures; and designing and developing products, materials and technologies according to the principles of sustainability.

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