



**GLOBAL HR-WORKPLACES**

Date effective: **25/10/2021**  
Amanda Rajkumar – CHRO  
and Christian Dzieia – VP WP

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**1. Objective**

adidas has established this Policy – deriving from the adidas Sustainability Strategy – as guideline for adidas business entities globally in order to manage their operations in a safe, healthy, energy-efficient, and environmentally responsible manner. This Integrated Management System (IMS) Global Policy documents the Health & Safety ('H&S'), Environmental, and Energy Management System of adidas, including all of its brands, functions, sites, and locations within the scope of the management system. The Policy specifies adidas principles and roles & responsibilities of adidas employees and stakeholders to improve Health (H), Safety (S), Environmental (E), and Energy (E) management practices.

**2. Scope and Context of the Policy**

The Policy applies to all adidas employees at locations and sites participating in the IMS at which either all or parts of ISO 45001:2018 – Occupational Health and Safety Management System (OHSMS), ISO 14001:2015 – Environmental Management Systems ('EMS') – and ISO 50001:2018 – Energy Management Systems ('EnMS') – apply.

Scope and Context of the Organization describes the facilities (including offices, warehouses, stores, showrooms, and/or production facilities) that will conform to specific elements of the above-mentioned standards, the understanding of IMS and the needs and expectations of the interested parties.

**2.1 Function and processes in scope**

Workplaces is included in the scope of the Policy with the following processes:

- **Planning and design of facilities:** activities that modify and improve an existing facility to meet the needs of the organisation regarding HSEE standards.
- **Operation of facilities:** regular activities that enable a facility to be utilised by the organisation on a daily basis.
- **Maintenance of facilities:** preventive and corrective activities that ensure a facility remains in good operating condition.

**2.2 Functions not in scope**

The following adidas business functions are currently not included in the scope of this Policy:

- Product Innovation
- Marketing

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- Product Design
- Product Development
- Product-Related Purchasing
- Sourcing
- Distribution/Transport

**2.3 Determining the scope of IMS - 2025 Targets**

Aligned with adidas' new strategy 'Own the Game' and sustainability as an integral part, 2021 marks the beginning of a new cycle for IMS. With new targets set for 2025 to reduce carbon emissions, energy usage, and water consumption as well as to increase waste diversion, adidas clearly dedicates efforts into achieving carbon emission neutrality in its own operations by 2025. By using measures such as energy efficiency, onsite generation of renewable energies at own facilities as well as the procurement of renewable energy, adidas will give the sustainability efforts the necessary visibility, momentum and commitment to deliver significant improvements.

Another focal area of the targets is the ultimate improvement of our zero-harm culture based on the company's clear commitment to protect the occupational health and safety of all its employees, and external workforce by ensuring that the infrastructure, assets and operations are compliant with applicable internal standards.

**3. Policy**

This Policy encompasses three ISO Management System Standards that support the adidas Sustainability Strategy:

- ISO 14001:2015 Environmental Management System (EMS),
- ISO 45001:2018 Occupational Health & Safety Management System (OHSMS) and,
- ISO 50001:2018 Energy Management System (EnMS).

**3.1 adidas Principles and Commitments****Principles**

adidas values employees' health and safety and affirms that its employees have the right to work in a safe, secure, and healthy environment. adidas ensures that its infrastructure, assets, and operations are managed in accordance with applicable HSEE, emergency response, and sustainability requirements as well as additional compliance and voluntary obligations.

Consequently, adidas commits to:

- Adhering to applicable legal requirements, compliance obligations, directives, and guidelines

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- Protecting the environment, preventing pollution, and improving the environmental footprint
- Continually improving the IMS and HSEE performance
- Establishing clear, measurable, and appropriate strategic goals, objectives, and action plans
- Providing safe and healthy working conditions to prevent work-related injuries and illness
- Controlling occupational health and safety risks and hazards, applying the hierarchy of controls
- Supplying appropriate protective equipment to provide employees with a healthy and safe working environment
- Promoting and supporting employee and leadership participation in IMS activities

### 3.2 Roles & responsibilities

#### **adidas Top Leadership**

It is the responsibility of the adidas top leadership to:

- Ensure that the IMS is integrated into adidas business strategies and processes
- Actively support and sufficiently resource the IMS
- Encourage and support adidas employees' participation in IMS activities
- Develop forward-looking IMS objectives and performance measures, and continually improve the IMS
- Ensure that regular checks are performed across the adidas business to determine the extent to which objectives have been implemented and to monitor IMS effectiveness and success
- Regularly review the IMS to ensure it is effective, adequate, suitable, and compatible as well as consistent with the IMS Global Policy and objectives, business strategies and processes while it achieves its aims
- Communicate the importance of IMS actions and encourage employees in leadership roles to support the achievement of objectives and the improvement of related performance
- Support other managers to ensure effective IMS practices are implemented and maintained through consultation with and involvement of employees at all organisational levels.

#### **adidas Employees**

adidas strives to strengthen HSEE awareness and required competency by providing information and training to its global workforce. adidas encourages and empowers employees to think and act in a safe and sustainable manner, and to support this Policy and the HSEE objectives.

#### **adidas relationships with Suppliers, Contractors and Customers**

adidas works in partnership with its suppliers and contractors to improve HSEE performance. adidas expects its suppliers' activities to be compliant with this Policy and all other guidelines and requirements. adidas encourages its suppliers and business partners to proactively manage the HSEE impact of their activities and to adopt sustainable purchasing practices. adidas values feedback from its

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customers and encourages them to consider the HSEE impact of their purchasing decisions as well as the end-use disposal of products and packaging.

**adidas dialogue with Stakeholders, Business Partners, Regulatory Authorities, and Interested Parties**

adidas recognises that clear, effective, and honest communication with its Stakeholders enhances the transparency of its business and demonstrates its commitment to accountability. Consequently, adidas seeks to engage in dialogue with its Stakeholders, including Business Partners, Regulatory Authorities and other Interested Parties in an atmosphere of mutual trust and respect. adidas will provide its Stakeholders with appropriate IMS-related performance information, share best practices, and partner with others to actively promote sustainability within the industry and community.

**3.3 The IMS Manual**

The adidas IMS Manual constitutes the highest level of IMS documentation and explains the responsibilities of other key participants within the scope of IMS. The IMS Manual describes for employees, customers, and business partners (energy service suppliers, licensees, and agents) the way adidas establishes, maintains, and continually improves an effective IMS. Additionally, it establishes a framework for setting and achieving HSEE objectives through planning to identify control hazards and risks, taking actions to control them, capturing opportunities and driving continuous improvement in HSEE performance and best practices in daily work activities.

**3.4 Definitions**

Terms and Definitions have been designed to assist in understanding the language of the different ISO standards. Each definition is based upon the understanding of each ISO standard.

**4. Further Information****4.1 Change History**

Describe the changes to previous versions / modifications in table form

<i>Document number</i>	<i>document date</i>	<i>Effective date</i>	<i>Changes</i>
1.0	17 Sept 2010	17 Sept 2010	Initial version of the Environmental Policy
2.0	31 Aug 2016	1 Sept 2016	Health, Safety and Energy added to policy scope

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3.0	4 Sept 2018	4 Sept 2018	New Executive Member HR and new GWP VP
4.0	3 Sept 2019	3 Sept 2019	Review of Policy to accommodate latest standard versions
5.0	30 Sept 2020	25 Oct 2021	New CHRO and 2025 targets

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**4.2 Terms & Abbreviations**

- EMS      Environmental Management System
- EnMS    Energy Management System
- IMS      Integrated Management System
- HSEE    Health, Safety, Environment and Energy
- OHSMS   Occupational Health and Safety Management System

**5. Referenced documents**

The following documents are relevant and should be read in conjunction with this policy:

- IMS Manual
- Scope and Context of the Organization
- 2025 Targets
- Terms and Definitions
- H&S Policy
- H&S Manual

**6. Policy contact**

For any questions and further information please contact Katherine Machler, Sr. Director of Workplace Governance and ISO for adidas Workplaces.

*Signature on file*

Amanda Rajkumar, CHRO

Place, date

Christian Dzieia, VP Workplaces