



# NIKE CODE OF CONDUCT

July 2025



## Commitment Is Everything

**At Nike, we believe that while there is no finish line, there is a clear starting line.**

The Nike Code of Conduct (Code) and Code Leadership Standards (the CLS) lay out the minimum standards we expect facilities to meet. These minimum standards are integral to Nike's supplier strategies — how we evaluate baseline performance and determine the suppliers we will continue to engage with as we grow our business.

We work with suppliers that share our commitment to the welfare of workers, use natural resources responsibly and efficiently, manage their businesses responsibly and sustainably, and seek to move beyond minimum standards.

## Our Expectations

**We expect all facilities to respect the rights of workers and advance their welfare, with particular care for people with unique vulnerabilities such as women, migrants, and temporary workers.**

To understand and manage human rights risks and their impacts, Nike looks to the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the U.N. Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

We also expect suppliers to focus on areas such as emissions reduction, waste elimination, and protection of natural resources.

As part of Nike's growth strategy, we seek facilities that are building agile and resilient management systems — enabling them to drive sustainable business growth, cultivate an engaged and valued workforce, foster a strong culture of safety, and minimize their environmental impacts.

## Our Vision for Collaboration

**Nike recognizes that relationships based on transparency and mutual respect are integral to achieving our vision of a more resilient and responsible supply chain.**

This vision requires collaboration and joint action with facilities, other brands, and all stakeholders in the shared global supply chain.

We will continue to support facilities as we engage with civil society, unions, governments, and other entities to affect systemic change to labor, health and safety, and environmental conditions in communities where they operate.



## NIKE CODE OF CONDUCT & CODE LEADERSHIP STANDARDS

### ACTIVE

- Code Is Fully Implemented
- Traceability
- Environment, Health & Safety Management System
- Environment, Health & Safety Committee

### FAIR

- Harassment & Abuse Are Not Tolerated
- Working Hours Are Not Excessive
- Compensation & Benefits Are Paid on Time
- Regular Employment Is Provided

### SUSTAINABLE

- Air Emissions & Climate Impacts Are Minimized
- Waste Is Minimized & Managed Properly
- Nature Is Valued
- Chemicals Are Managed Properly

### SAFE

- Workplace Is Safe
- Canteen, Childcare & Dormitory Facilities Are Healthy and Safe
- Buildings Are Fit for Purpose
- Occupational Health & Hygiene Hazards Are Controlled

### RESPECTED

- Employment Is Voluntary
- Minimum Working Age Is 16
- Facility Does Not Discriminate
- Rights to Freedom of Association & Collective Bargaining Are Respected





# ACTIVE

## Code Is Fully Implemented

As a condition of doing business with Nike, the supplier facility must implement and integrate the Code, accompanying CLSs, and local laws into its business, including implementing effective management systems and undergoing verification and monitoring.

The facility must develop an internal code of conduct that includes, at a minimum, all requirements in the Code. The facility must post its code of conduct in all languages workers understand (native, preferred, or best understood) on the premises and share information about its code of conduct in worker training and orientation.

The facility must have effective grievance mechanism in place for potential Code and CLS concerns and make employees and subcontractors providing services to Nike aware of its existence. Further, the facility must be familiar with [Nike's Speak Up Portal](#) and share the portal with employees and subcontractors providing services to Nike.

## Traceability

Nike's vision for traceability is to know the journey of every product from field to athlete\* and back again. To this end, the facility must follow Nike traceability standards.

- Tracing all inputs and outputs used in the value chain to their origins.
- Meeting traceability record-keeping requirements.
- Staying current with updated Nike traceability standards when provided.

## Environment, Health & Safety Management System

The facility must develop and implement an Environment, Health & Safety (EHS) management system to identify and eliminate or reduce risks associated with operations.

## Environment, Health & Safety Committee

The facility must convene an EHS Committee tasked with developing and implementing processes and procedures to improve EHS conditions in the workplace.

\* If you have a body, you are an athlete.



# SUSTAINABLE

## Air Emissions & Climate Impacts Are Minimized

The facility follows all legal requirements and Nike-accepted industry standards for air emissions and energy systems management. Requirements for facilities include:

- Routine monitoring and reporting for greenhouse gases (GHGs), volatile organic compounds (VOCs), hazardous air pollutants, particulates, ammonia, ozone-depleting chemicals, and combustion by-products.
- Maintaining all relevant purchasing and inventory records.
- Routine performance monitoring of all emissions-generating processes and equipment.
- Striving to minimize emissions through improved efficiency and use of renewable energy sources.

## Waste Is Minimized & Handled Properly

The facility properly segregates, manages, transports, and disposes of all hazardous and solid waste in compliance with the CLS and local laws and regulations.

The facility obtains all required permits and verifies hazardous and solid waste subcontractors are properly qualified and licensed.

The facility measures and continuously strives to minimize waste generation.

## Nature Is Valued

The facility minimizes freshwater withdrawals and manages wastewater responsibly to protect ecosystems, comply with local laws and regulations, and support Nike's broader commitment to nature conservation.

- **Water stewardship.** Facilities must strive to understand and mitigate water-related risks by optimizing water efficiency, reducing consumption, and verifying wastewater is treated before discharge. This includes implementing water reuse strategies where feasible.

- **Ecosystem protection.** Operations must avoid negative impacts on surrounding water bodies, wetlands, and watersheds, prioritizing conservation efforts in sensitive natural areas and world heritage sites.
- **Nature-positive approach.** Facilities should integrate strategies that reduce environmental degradation, enhance biodiversity, prevent deforestation, and contribute to long-term ecosystems resilience.

## Chemicals Are Managed Properly

The facility demonstrates a consistent, effective, and legally compliant approach to chemicals management. This approach guides procurement and the proper handling, storage, use, and disposal of chemicals to mitigate chemical risk to people and planet.



# SAFE

## Workplace Is Safe

The facility must provide a safe workplace setting and take the steps necessary to prevent accidents and injury arising out of, linked with, or occurring in the course of work or as a result of site operations.

The facility must have systems to detect, avoid, and respond to potential risks to the safety of all workers.

## Canteen, Childcare & Dormitory Facilities Are Healthy and Safe

All canteen, childcare, and dormitory areas are safe, hygienic, and healthy.

Facilities, including childcare, adhere to local law and regulations and the CLSs that cover building construction and health and safety.

The facility has robust safety-management systems in place to reduce or eliminate the health and safety risks of operating these non-manufacturing/distribution facilities.

## Buildings Are Fit for Purpose

The supplier's building and load-bearing structures are constructed according to local laws or international standards with sign off from certified civil or structural engineers.

Multi-use occupancies are not allowed.

## Fire & Emergency Action Plans Are in Place

The facility has a fire-prevention and emergency action plan to protect workers during normal working operations and emergency situations.

The facility provides fire-detection systems to notify workers of emergencies, safe exit routes when workers need to leave the building, and safe shelter locations when workers are required to remain in the building during emergencies.

## Occupational Health & Hygiene Hazards Are Controlled

The facility anticipates, recognizes, evaluates, and controls occupational health and hygiene hazards in the workplace.

The facility uses routine monitoring and analytical methods to determine the potential health effects of hazards that are present in the workplace.

Workers are not exposed to physical, chemical, or biological hazards above occupational exposure limits.



# RESPECTED

## Employment Is Voluntary

The facility does not engage in any type of modern slavery, including forced labor (prison, indentured, bonded, or otherwise) or human trafficking.

The facility is responsible for paying the employment eligibility fees of all workers, including recruitment fees and related costs.

The facility complies with all requirements in the CLSs to address key risks of forced labor, such as enabling freedom of movement for workers, prohibiting requirements to post bonds or make deposits as a condition of employment, and providing safeguards to workers with unique vulnerabilities.

## Minimum Working Age Is 16

Nike forbids the use of child labor in facilities contracted to make or move Nike products.

Workers must be at least 16 years of age, over the age for completion of compulsory education, or the country legal working age — whichever is higher.

Workers younger than 18 years of age must not be employed in hazardous conditions, such as working at night, working with chemicals, or working with heavy machinery.

## Facility Does Not Discriminate

The facility must not subject workers to discrimination in employment — including in hiring, compensation, promotion, or discipline, or based on gender, race, religion, age, disability, sexual orientation, pregnancy or marital status, political opinion, trade union affiliation, nationality, social or ethnic origin, caste, or other status protected by local laws.

All workers, regardless of gender, must receive equal pay for work of equal value.

## Rights to Freedom of Association & Collective Bargaining Are Respected

The facility recognizes and respects the rights to freedom of association and collective bargaining.

The facility honors prohibitions on interference with workers seeking to organize or carry out union activities, as well as prohibitions on any sort of activity that 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.



# FAIR

## Harassment & Abuse Are Not Tolerated

Workers are treated with dignity and respect.

The facility does not engage in or tolerate physical, sexual, psychological, or verbal harassment or abuse.

## Working Hours Are Not Excessive

The facility must 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 must not exceed 48 hours.

The facility must allow workers at least 24 consecutive hours of rest in every seven-day period.

All overtime work must be consensual.

The facility must not request overtime on a regular basis and must compensate all overtime work at a premium rate.

Other than in extraordinary circumstances, the sum of regular and overtime hours in a week must not exceed 60 hours.

## Compensation & Benefits Are Paid on Time

The facility acknowledges that all workers, regardless of gender, have a right to compensation for a regular work week sufficient to meet their basic needs and provide discretionary income.

When compensation does not meet workers' basic needs and provide discretionary income, the facility must develop, implement, and communicate strategies to progressively realize compensation that does.

Workers must be paid on time at least the minimum wage required by local laws or the prevailing wage, whichever is higher.

The facility must provide legally mandated benefits, including holidays, leaves, and statutory severance when employment ends.

Disciplinary deductions from pay are prohibited.

## Regular Employment Is Provided

Work must be performed on the basis of a recognized employment relationship established through local law and practice.

The facility must not use any form of home working arrangement for the manufacturing of Nike product.



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