



Complaint Procedure for Human Rights & Environmental Grievances (LkSG)

Who can use Nike's grievance mechanism?

Anyone can use Nike's grievance mechanism to ask a question or report a concern.

What can I report?

You can report any actual or suspected misconduct or concern, violation of regulation or law, Nike's Code of Business Conduct - Inside the Lines, Supplier Code of Conduct and Code Leadership Standards, Privacy Policy or Diversity, Equity and Inclusion Strategy. Concerns may include, but are not limited to, violations of human rights and environment-related standards, harassment, retaliation, discrimination, conflict of interest, corruption, accounting, financial reporting, fraud, theft, abuse of product discount, health, safety, privacy and protection of information.

Can I remain anonymous?

Yes, you can report your concern anonymously and maintain your anonymity throughout the process.

Nike contracts with a third-party company, Navex, to host its grievance mechanism, the SpeakUp portal. Navex is contractually committed not to pursue a reporter's identity and strips away any identifying information to ensure anonymity is maintained. All reports are shared only with specific individuals at Nike who need to know the information to review the report and to further investigate, if necessary.

How do I access the grievance mechanism?

Nike provides a link to the SpeakUp portal on its website. You can report a concern online, or if you prefer to report a concern by phone, the SpeakUp portal will provide you with a toll-free telephone number for the country from which you are contacting us.

What happens after I report my concern?

When you report your concern either online or by telephone, you will be given a unique report key and you will be asked to create a password. The report key and password will allow you to access your original report, by internet or telephone. You can add additional details to your report, if you choose. You can also monitor the status of your report. You are encouraged to check back after your report has been submitted to see if any follow-up questions have been posed to you.

How is my concern handled?

After you report your concern to Navex, an electronic summary will be made available to the relevant Nike case team, who will review the concern and determine further action.

Depending on the nature of the concern, it may be assigned to Employee Relations, People Solutions, Global Investigations or Responsible Supply Chain.

The relevant Nike team will conduct due diligence on your concern, work with internal stakeholders and – in some cases – reach out to you through the SpeakUp portal, to gather additional facts or ask clarifying questions.

We will work as efficiently as possible to review and resolve your concern. Each concern is different and thus the length of time needed to resolve your concern may vary. We will strive to handle all concerns thoroughly based on a reasonable time frame.

At the conclusion of our investigations, we will upload the results of your concern to the SpeakUp portal.

Am I protected from retaliation?

Nike does not tolerate retaliation against any individual who reports in good faith a concern, or who participates in any investigation of a suspected violation, even if the allegation is ultimately not substantiated.

How often does Nike review the effectiveness of its grievance mechanism?

Nike reviews the effectiveness of the grievance mechanism annually and on an ad-hoc basis as needed.