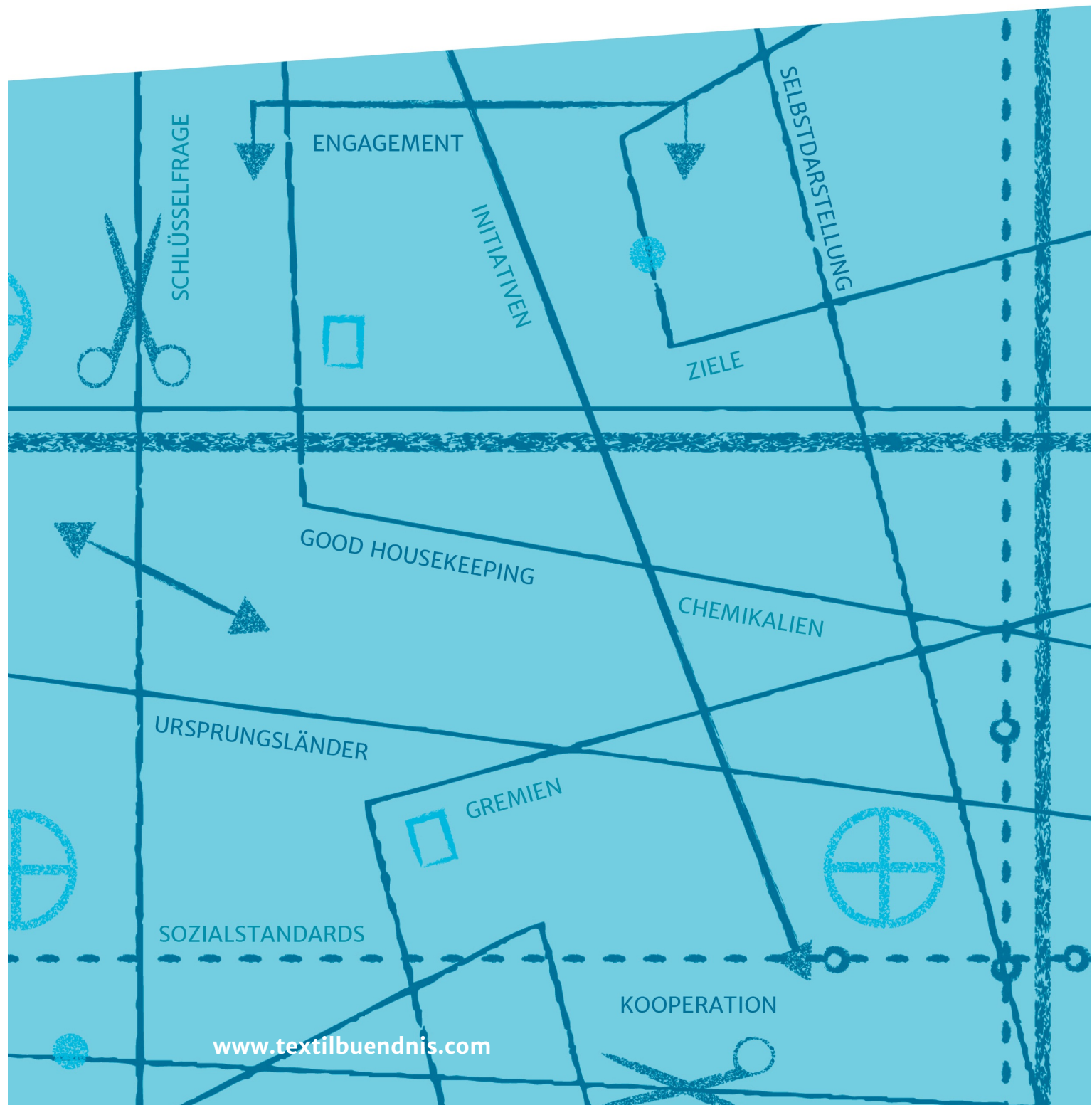


Roadmap 2017: Adidas Group

31.07.2017



Adidas Group Companies (brand/retail)		Member since June 2015
AG Adi-Dassler-Str. 1 91074 Herzogenaurach		Memberships: <ul style="list-style-type: none"> • Accord on Fire and Building Safety in Bangladesh • Better Cotton Initiative, Leather Working Group, Bundesverband der Deutschen Sportartikel-Industrie, AFIRM, World Federation of the Sporting Goods Industry, Fair Factories Clearinghouse, ChemSec • European Outdoor Group • Fair Labor Association (FLA) • Sustainable Apparel Coalition (SAC) • Zero Discharge of Hazardous Chemicals (ZDHC)
Number of employees (Reporting period): 55555	Top 3 countries of origin of textile procurement: <ul style="list-style-type: none"> • Cambodia • China • Vietnam 	Top 3 sales markets (countries): No entry
Profile / Self-display:	CSR profile:	
<p>The adidas Group is a global leader in the sporting goods industry, offering a broad portfolio of footwear, apparel and hardware for sport and lifestyle around the core brands adidas, Reebok, TaylorMade and CCM Hockey. Headquartered in Herzogenaurach, Germany, the Group employs more than 55,000 people across the globe and generated sales of around € 17 billion in 2015.</p>	<p>The adidas Group strives to continuously integrate sustainability into its business, using innovative ways to make its products while minimising its environmental footprint and improving the lives of factory workers, its employees and people in the communities in which the Group operates. Being a sustainable business is about striking the balance between shareholder expectations and the needs and concerns of our employees, the workers in our supply chain and the environment. We believe that acting as a responsible business—one which is fully committed to respecting human rights—will contribute to lasting economic success. We are continuously working towards becoming a more sustainable company. While we have been in this game for a long time, we will never stop learning+improving our sustainability efforts. We receive recognition for our achievements by externals such as DJSI. More details: http://www.adidas-group.com/en/sustainability/managing-sustainability/general-approach/</p>	

Goals for 2017

Adidas Group has set targets for 2017 in 14 of 28 possible fields (key questions)

Topic	Key question	Goal for 2017
Chemicals and Environmental Management	Does your organisation promote the application of an MRSL (Manufacturing Restricted Substances List) in its procurement processes?	<p>Use of the ZDHC/ Partnership MRSL</p> <p>We will only use the ZDHC-MRSL. Our focus is on the material suppliers/producers and not on assemblers. We will evaluate in 2017 the feedback of the MRSL communication to 100% of our wet process T2 suppliers and initiate supporting measures if needed.</p> <p>Referral to positive lists that can be used to implement the MRSL</p> <p>We have set bluefinder adoption targets for our strategic apparel material suppliers in 2017: 80% auxiliaries and 50% dyestuff has to be bluesign approved.</p>
	Does your organisation recommend and support taking stock of chemical products used and reporting quantities and types of chemicals (chemical inventory)?	In 2017, we will exceed our 2016 efforts: in addition to recording twice a year the chemical inventory list (CIL) for these suppliers that produce more than 90% of the apparel material volume we will do a pilot with selected strategic footwear suppliers recording their CILs.
	Does your organisation recommend its business partners and producers proper and environmentally safe management (good housekeeping) and does it support them in achieving this?	<p>Implementation of measures (individually or in cooperation) to support the implementation of proper and environmentally safe management</p> <p>In 2017, we will continue our efforts in doing chemical mgt guideline (CMG) trainings, fundamental trainings +Initial assessments at supplier level as well as on licensee factory level. We will set a focus on optimizing these trainings- doing more group trainings instead of single supplier trainings.</p>
	Does your organisation recommend and support measures for improving wastewater management and/or reporting wastewater data?	<p>Communication of a specific data platform to producers with wet processes</p> <p>In 2017 we will exceed the 2016 disclosure of 80% of our global wet-process T2 suppliers Wastewater data under the Detox protocol on IPE.</p>
	Does your organisation support the periodic assessment of the existence and functioning of environmental management systems in its facilities and supply chain?	<p>Periodic assessment of the existence and functioning of environmental management systems in facilities in the supply chain</p> <p>Our focus is the deeper supply chain - there is by far the highest chemical footprint. We will apply improved supplier assessment tools at the T1 and T2 supplier level in 2017 covered by our training and audit programme.</p>

	Does your organisation publish information or a sustainability report in the field of chemicals/environmental management in the supply chain?	Publication of information or sustainability report on chemical/environmental management We will publish our 2016 Sustainability Report in 2017 containing also 2020 goals and ambitions. In our sustainability report and on our website, we disclose detailed information on environmental and chemical management in our supply chain, including data.
Social Standards and Living Wages	Does your organisation enshrine the implementation of the Partnership's social goals in a written undertaking, as a requirement in its own standards and implementation instructions, e.g. in its procurement process?	We will review and regularly update policies and standards regarding social/labour standards in our supply chain in 2017.
	Does your organisation assess risks and their impacts on the Partnership's social goals along its textile supply chains and in its business relationships?	Detection of the risks and impacts of business activities on the Partnership's social goals We will regularly review and update our country risk profiles, including local and international stakeholder engagement to identify (potential) risks. We will continue to apply risk profiles to focus and tailor our due diligence practices throughout our supply chain in 2017.
	Does your organisation use capacity development measures and training approaches to support its own employees and producers or their employees in implementing the Partnership's social goals?	We will roll out Modern Slavery training to 60 tier 2 suppliers in 2017.
	Does your organisation possess effective verification and monitoring processes along the supply chains?	Audit the effectiveness of the social management systems by an independent third party We will submit our adidas Group supply chain programme for re-accreditation by FLA in 2017. The accreditation will be based on the revised FLA code of conduct which covers additional requirements. We will submit our adidas Group supply chain programme for re-accreditation by FLA in 2017. The accreditation will be based on the revised FLA code of conduct which covers additional requirements.

	Does your organisation ensure or support granting affected persons access to effective complaints mechanisms?	Support of producers in risk countries in establishing effective complaints mechanisms 2020 goal: Empower our supply chain workers by expanding and refining grievance systems and skill training programs. 2017 target: we will further roll-out the Workers' Grievance Feedback System to 10 suppliers.
	Is your organisation (individually or collectively) committed to the sector-wide implementation of the Partnership's social goals?	Promotion of the exercise of freedom of association and the right to collective bargaining in producer countries In 2017, we will roll-out Supervisory Skill Building training to 15 suppliers.
Natural Fibres	Does your organisation promote the use of sustainable natural fibres in its procurement processes?	Increase percentage of cotton/BCI of the total cotton volume to 80 % We have committed to source 100% of cotton as 'sustainable cotton' (i.e. Better Cotton and organic cotton) by 2018. http://www.adidas-group.com/en/media/news-archive/press-releases/2016/adidas-group-exceeds-2015-better-cotton-target/ In 2017, we will source 80% 'sustainable cotton'.
	Does your organisation promote measures for farmers and/or agricultural workers that support the Partnership's goals in the field of natural fibres?	Implementation of training measures for farmers In 2017, we will increase our investment to support the BCI Growth&Innovation Fund, according to our growing BCI sourcing volumes. The fund invests in capacity building progr. that train smallholder farmers to optimise inputs, use chems in a safer manner, increase yields, generate higher profits.

Our commitment to the Partnership for Sustainable Textiles

Participation in Partnership Committees	Working Group Chemicals and Environmental Management, Working Group Review Process
Participation in Partnership initiatives	We support the Partnership for Sustainable Textiles by actively participating in working groups, the reporting+roadmap exercises. We are happy to share information on our sustainability approach, programs+tools, and will participate in joint actions and initiatives where they advance our work.
Other Commitment	No entry