



March 10th, 2021

Dear Alysha,

Thank you for your communication.

Nike is deeply committed to ethical and responsible manufacturing. This includes helping to ensure that all people who make our products are valued, treated fairly and with respect.

Since the beginning of the pandemic, Nike has been working with our suppliers to support their efforts in response to the dynamic and unprecedented nature of the COVID-19 situation. As they continue to navigate these circumstances, we expect our suppliers to consider their employees' health and livelihoods and continue to comply with local legal requirements and the Nike Code of Conduct on the provision of health & safety, wages, benefits and severance.

In regard to your inquiry about Violet Apparel, we would like to provide additional information. Our contract manufacturing relationship with the facility in question ended in 2006 and since then the factory has not been authorized to manufacture Nike product. As an additional step, we have conducted an independent investigation of the allegations. The investigation found no evidence that Nike products were manufactured at Violet Apparel in recent years.

Also, it is our understanding that Ramatex Group has addressed the situation independently and engaged in an arbitration process which resulted in a binding decision, which they have acted upon.

We kindly ask you to take the facts mentioned above into consideration and review the content presented in your report's executive summary.

Sincerely,

Karimah Hudda
Senior Director, Partnerships & Engagement, Sustainable Manufacturing
Nike, Inc.