

adidas response to BHRRC Survey questions

1. Please describe the scope of your operations and supply chains in Qatar, including whether you or your projects will be increasing the rate of recruitment in Qatar ahead of the World Cup and/or across the Gulf, by how much and in what timeframe.

adidas does not have legal presence in Qatar.

adidas will not produce any WC2022 products in Qatar.

Our operations in Qatar involve franchise & wholesale business only where adidas is selling its products to the relevant franchise & wholesale partners for the purpose of resale to the end consumers in Qatar.

Our partners foresee minimal additional hiring related to WC2022, as the event will last 1 month only.

adidas will employ additional support staff for the WC 2022, but these will not be hired in Qatar.

2. Does your company have a publicly-available policy which requires that no worker in its operations or supply chains should pay for a job, and that the costs of recruitment (i.e., recruitment fees and related costs) should be borne by the employer ("Employer Pays Principle")? Yes/No.

If yes, please provide link to the policy.

Please see: https://www.adidas-group.com/media/filer_public/09/92/0992a126-05db-4cf1-804d-ec18da87d607/policy_on_responsible_recruitment_nov2018final.pdf

3. Please complete the below table with information on the recruitment agencies and labour suppliers used by yourself and business partners in Qatar since 2020. If you no longer use a particular agency or supply, please state why the contract/ business association was ended.

adidas has used a labor agency to support the hiring of [a single person](#), a sports coach who was already resident in the country. That individual has contractual employment protection, in line with our code of conduct.

The hiring practices of our local partners will be reviewed as part of planned due diligence in Q3.

4. Please describe the due diligence process you undertake to ensure that your recruitment standards are applied. In your answer, please address specifically:
 - a) Whether you carry out due diligence on recruitment agents in sending countries? Yes/No. If yes, please provide details.
 - b) Do you take proactive steps to prevent fee prevention? For example, do you pay recruitment fees direct to agents to ensure workers do not pay? If yes, please provide details.

- c) **What % of workers do you interview prior to employment specifically to establish if fees have been paid? (Please provide details of process.)**
- d) **What % of workers do you interview during employment to specifically establish if fees have been paid? (Please provide details of process.)**
- e) **Do you monitor the compliance of business partners? Yes/No. If yes, please describe your monitoring process.**

For our global supply chain, we have a comprehensive *Fair Recruitment* program that addresses many of the point listed above. However, there is no manufacturing taking place in Qatar.

With respect to other selected business partners in Qatar, our due diligence will be undertaken in Q3 2022.

- 5. **How many instances of recruitment fees paid by workers in Qatar has your due diligence process uncovered in 2020, 2021 and to date in 2022, and how much (if any) was paid back to workers during each year. What percentage of your workforce were found to have paid fees in each year?**

Not applicable

- 6. **After the Qatar World Cup, do you commit to disclosing information on recruitment risks identified during the preparations for and while the tournament was happening, including how many workers were discovered to have paid fees, how much they paid, and how much was paid back within six months of the risks being identified?**

Yes, we commit to disclose in case we have the relevant information subject to any legal applicable restrictions