



4 November 2022

(By Email)

Business & Human Rights Resource Centre
London, UK

Attn: BHRRC - Asia Desk

Dear BHRRC,

Retrenchment of workers at Sports City, Philippines

Thank you for your email of 31 October 2022 and for your invitation to respond to an alleged lack of social dialogue in the lead up to layoffs at Sports City's subsidiaries in the Philippines.

We can confirm that we have an active sourcing relationship with three of the 5 named factories and together with the Region 7 Department of Labor and Employment, we monitored the layoff of the workers, which took place on September 26, 2022.

Having reviewed all related communications, as well as payment calculations, we can confirm that all legal requirements were met.

To date, there has been no complaint or dispute raised by workers with respect to these layoffs, or any fillings with the Department of Labor.

We trust this addresses your questions.

Sincerely,

A handwritten signature in black ink, appearing to read "William Anderson".

William Anderson
Vice President, Global
Social & Environmental Affairs