



STATEMENT

PUMA responds to Allegations by Collectif Ethique sur L'Étiquette

Herzogenaurach, Germany, 7 June 2016 – Sports company PUMA has been made aware of the report "Anti Jeu" by Collectif Ethique sur l'étiquette, a French member of the Clean Clothes Campaign. The publication states that sports brands lack a commitment to build long-term partnerships with suppliers and are not willing to provide means to improve social and working conditions.

PUMA currently works with around 350 suppliers and has had long-term business relations with the majority of them.

PUMA is also continuously working on improving the social and environmental standards in its supplier factories. In 2015, we carried out 384 audits and assessed 332 facilities, meaning that some of those factories have been audited more than once to support the management in implementing corrective actions in areas where our standards had not been completely fulfilled.

PUMA offers several grievance channels to the workers of our manufacturing partners. For example, our Code of Conduct is displayed in all Tier 1 suppliers worldwide and holds the email addresses and phone numbers of our compliance team, which receives and processes over 100 worker complaints each year.

By being a member of the Fair Labor Association and Better Work in Cambodia and Vietnam (an initiative of the ILO), PUMA also runs third-party monitoring programs in its supplier factories to ensure a strict adherence to its working standards.

The report furthermore says that sports brands would be moving away from China as a sourcing country after wage levels had improved. **We would like to point out that China is still PUMA's second largest sourcing country.**

The publication also mentions that suppliers in Vietnam and Indonesia pay wages below the minimum wages. **PUMA has verified the wage records of its suppliers in Vietnam and Indonesia through regular audits. We are not aware of any cases where a PUMA supplier is paying less than the legal minimum wage in these countries.**

We would also like to point out that minimum wages in Vietnam and Indonesia have increased by double-digit rates over the last years - a direct consequence of the economic development in these countries stemming also from the sourcing activities of Western brands there.

The report also refers to a strike at a manufacturing facility of Yue Yuen in China. **PUMA was not involved in this strike as we had terminated business relations with that factory already in 2011, long before the strike occurred in 2014.**

We would also like to point out that PUMA has been a member of numerous industry alliances that work on the implementation of "Living Wages" in our sourcing countries.

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PUMA

PUMA is one of the world's leading Sports Brands, designing, developing, selling and marketing footwear, apparel and accessories. For over 65 years, PUMA has established a history of making fast product designs for the fastest athletes on the planet. PUMA offers performance and sport-inspired lifestyle products in categories such as Football, Running and Training, Golf, and Motorsports. It engages in exciting collaborations with renowned design brands to bring innovative and fast designs to the sports world. The PUMA Group owns the brands PUMA, Cobra Golf and Dobotex. The company distributes its products in more than 120 countries, employs more than 11,000 people worldwide, and is headquartered in Herzogenaurach/Germany. For more information, please visit <http://www.puma.com>