

## JD Sports Fashion plc

**TICKER**  
LON:JD

**MARKET CAPITALIZATION**  
US\$6 billion

**HEADQUARTERS**  
United Kingdom

**DISCLOSURES**

UK Modern Slavery Act: Yes

California Transparency in Supply Chains Act: No

**TARGETS**  
Yes

JD Sports Fashion plc (JD Sports), the UK's largest sportswear retailer,<sup>1</sup> has taken some steps to address forced labor risks in its supply chains. It discloses about the same amount of information as the global sector average. However, other UK apparel retailers such as Primark and US sportswear retailers such as Under Armour disclose taking stronger steps. The company does not disclose any steps it has taken to address the risks of alleged Uyghur forced labor across its supply chain tiers.

### STEPS TAKEN TO ADDRESS FORCED LABOR RISKS IN SUPPLY CHAINS



**SUPPLY CHAIN TRANSPARENCY**

Supplier List ❑ No  
 Information on Supply Chain Workers Yes

**HIGH-RISK RAW MATERIALS<sup>2</sup>**

❑ Cotton

**HIGH-RISK SOURCING COUNTRIES**

❑ China, India, Vietnam, and others

<sup>1</sup> Reuters (10 September 2019), "[JD Sports outperforms struggling UK retail sector.](#)"

<sup>2</sup> For further details on high-risk raw materials and sourcing countries, see KnowTheChain's [2021 Apparel and Footwear Benchmark Report](#).

**SUBSET OF INDICATORS**

	 NOT MET	 PARTIALLY MET	 MET	Policy / Process	Outcomes
Supplier Code of Conduct and Integration into Supplier Contracts					
Management and Accountability					Not Applicable
Internal Management					
Board Oversight					
Stakeholder Engagement					Not Applicable
Local Stakeholders					
Peers					
Risk Assessment					
Purchasing Practices					
Recruitment Fees					
Freedom of Association					Not Applicable
Working with Unions					
Examples of Improvements					
Grievance Mechanism					
Remedy Programs / Remedy Outcomes and Response to Allegations					

JD Sports has adopted a supplier code of conduct that incorporates the [Employer Pays Principle](#). It discloses engaging with Stronger Together, a multi-stakeholder initiative that aims to reduce modern slavery and the exploitation of workers, to implement training on modern slavery for its UK staff in buying positions. It also discloses the key human rights risks it has identified in its top three sourcing countries (China, India, and Turkey)—including recruitment-related risks—and the steps it is taking to mitigate these risks.

Additional steps the company could take include

- adopting responsible purchasing practices, including planning and forecasting, and providing procurement incentives such as increased orders or longer-term contracts to reward suppliers with stronger labor practices;
- working with unions to support freedom of association in its supply chains and disclosing examples of how it improved freedom of association for supply chain workers; and
- developing a procedure to ensure that remedy is provided to its suppliers' workers where their rights have been violated and disclosing additional remedy outcomes for workers.

**COMPANY ENGAGED WITH KNOWTHECHAIN<sup>3</sup>**

Informal (i.e., engaged outside the formal three-month engagement period).

<sup>3</sup> Research conducted through November 2020 or through February 2021, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the [Business & Human Rights Resource Centre website](#).