

# Asics Corp.

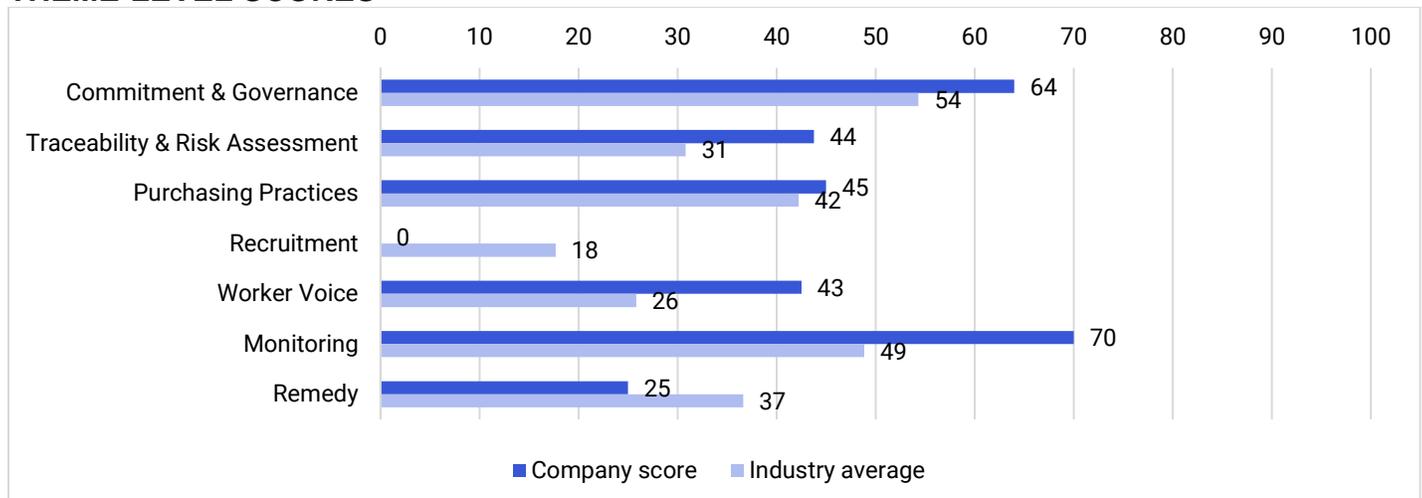
**TICKER**  
 TSE:7936

**MARKET CAPITALIZATION**  
 US\$3 billion

**HEADQUARTERS**  
 Japan

**COMPLIANCE**
UK Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: [Yes](#)
**COMMITMENTS**
[Yes](#)
**OVERALL RANKING**
**22 out of 43**
**OVERALL SCORE**
**41 out of 100**
**SUMMARY**

Asics Corp. (Asics), a Japanese manufacturer and retailer of sports apparel and footwear, ranks 22nd out of 43 companies, disclosing more information on its forced labor policies and practices than its peers. Notably, the company is the highest scoring Asia-based company on the theme of Worker Voice and discloses commitments on the theme of Recruitment. It also discloses actions taken in the lower tiers of its supply chains, including training second-tier suppliers on forced labor and auditing its fabric mills. The company is encouraged to improve its performance and disclosure on the themes of Traceability & Risk Assessment, Recruitment, and Remedy.

**THEME-LEVEL SCORES**


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## LEADING PRACTICES

**Commitment & Governance:** Asics discloses that it delivers training to its first- and second-tier suppliers on its standards, legal requirements, and industry best practices, including on the prevention of modern slavery and other human rights abuses.

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## NOTABLE FINDINGS

**Traceability & Risk Assessment:** Asics discloses a list of its 150 first-tier suppliers across 21 countries, including their names and addresses and the names of their parent companies, as well as the range of the number of workers per factory. The company also discloses that most of its raw material suppliers are “nominated” to its first-tier suppliers, to ensure that these suppliers are “known first hand rather than relying on the suppliers' contacts.”

**Worker Voice:** Asics reports that it participates in the ILO's Better Work program in Indonesia and Vietnam and the Better Factories program in Cambodia. It states that it works with its suppliers and staff through these collaborations to train suppliers' workers on labor rights. It reports that it has implemented such training in Sri Lankan factories. The company is also a signatory to the Freedom of Association Protocol in India, through which it collaborates with the NGO Oxfam and partakes in stakeholder meetings with brands, suppliers, trade unions, and NGOs on the implementation of the Protocol.

**Monitoring:** Asics discloses that supplier audits include a review of documentation, interviews with workers conducted in their local languages, and visits to worker accommodations. It reports that it audited 88% of its first-tier suppliers in 2016 and that it has expanded its audit scope to include second-tier suppliers, including material processing suppliers and fabric mills in Taiwan and China.

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## OPPORTUNITIES FOR IMPROVEMENT

**Traceability & Risk Assessment:** While the company discloses conducting a country-focused risk assessment process before selecting new sourcing countries, the company is encouraged to undertake a comprehensive risk assessment across its supply chains which includes forced labor and to disclose the forced labor and human trafficking risks identified in different tiers of its supply chains.

**Recruitment:** To address the risk of exploitation of migrant workers through recruitment agencies in its supply chains, the company may consider requiring recruitment agencies used by its suppliers to uphold workers' rights and ensuring that workers in its supply chains are not charged fees during any recruitment-related process. The company is also encouraged to confirm that recruitment agencies used by its suppliers are audited and to work with suppliers to ensure that migrant workers' rights are respected (e.g., to confirm workers' passports or other personal documents are not retained).

**Remedy:** The company may consider establishing a process to ensure that remedy is provided to workers in its supply chains in cases of human trafficking and forced labor and disclosing details on this process, such as timeframes and engagement with affected stakeholders, responsible parties, or approval procedures. To demonstrate to stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy provided to its suppliers' workers.

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## COMPANY PROVIDED ADDITIONAL DISCLOSURE

[Yes.](#)