

2021 Disclosure from Asics to KnowTheChain

1.3 Board oversight

Risk Management Committee where COO is the chair, monitors and reports into the board. This is mentioned in the sustainability report governance structure, p7, and we believe it addresses the question directly.

5.3 Grievance mechanism

We introduced a grievance mechanism to factories with migrant workers and the Olympic and Paralympic Games Tokyo 2020 factories from December 2019. The mechanism is conducted in partnership with the Global Alliance for Sustainable Supply Chain (ASSC). Posters in the worker's native language with contact information are posted on bulletin boards in each factory. In 2020 we received two reports from workers, one regarding harassment and the second one regarding overtime work. We worked closely with our suppliers to resolve the issues. In both cases the factories provided capacity building to its supervisors to ensure the root cause of the issues were properly addressed.

7.2 Remedy

Transparentem, an NGO dedicated to improving working conditions in supply chains, contacted over 23 international brands in 2018 with apparent ties to five Malaysian garment factories that based on their research had indicators of forced labor. ASICS had one supplier which was included in that report. ASICS and the other brands producing in this factory, created an in-depth assessment, and follow ups that resulted in all the recruitment fees that migrant workers paid being to gain employment, repaid back by the factory. (The transaction with the factory has been closed. ASICS is not sourcing with this vendor or in Malaysia after the end of 2020.)

For more information about this case, please visit:

<https://www.transparentem.com/wp-content/uploads/2021/03/Transparentem-Malaysia-2019-Monitoring-Summary.pdf>