

## Dick’s Sporting Goods Inc.

**TICKER**  
NYS:DKS

**MARKET CAPITALIZATION**  
US\$4 billion

**HEADQUARTERS**  
United States

**DISCLOSURES**

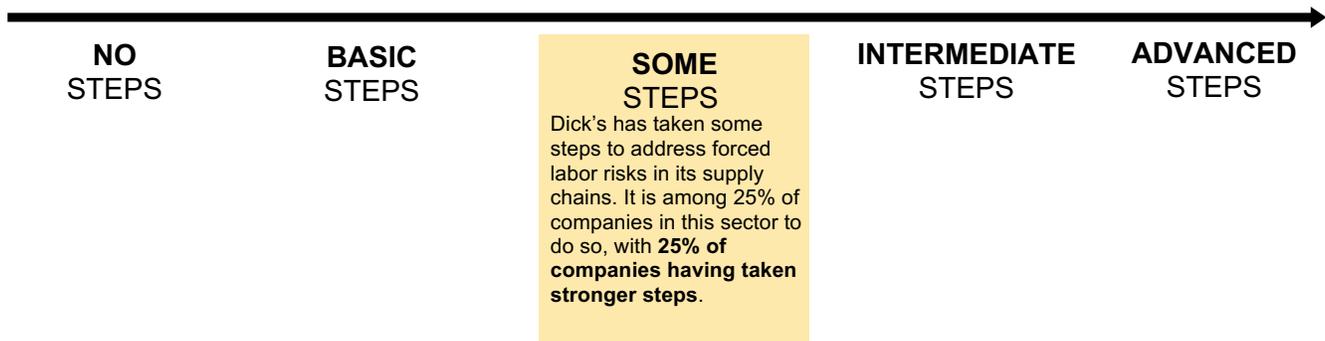
UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: Yes

**TARGETS**  
None

Dick’s Sporting Goods Inc. (Dick’s), the largest sporting goods retailer in the US,<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. Other US sports retailers such as Nike or Under Armour disclose taking stronger steps. Dick’s states that it is “commissioning ELEVATE to determine key suppliers near the Xinjiang region to confirm and document potential touchpoint risks to ensure that no cotton inputs produced by Uyghur forced labor are making [their] way into [its] supply chain.” However, it does not disclose the steps it is otherwise taking to address the risks of alleged Uyghur forced labor in its supply chains, including engaging with expert stakeholders such as exiled Uyghur groups or the Coalition to End Uyghur Forced Labor.

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



**SUPPLY CHAIN TRANSPARENCY**

Supplier List Yes  
 Information on Supply Chain Workers Yes

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

🚩 Cotton and wool

**HIGH-RISK SOURCING COUNTRIES**

🚩 China, Thailand, and Vietnam

<sup>1</sup> BizVibe (26 May 2020), “[What is the Current State of the Top 10 Largest Sporting Goods Stores in the World?](#)”  
<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			

Dick's discloses that it assigns internal responsibility for the implementation of its supply chain policies that prohibit forced labor and worker-paid recruitment fees, and it requires its suppliers to establish grievance mechanisms for workers. It discloses a list that includes the names, addresses, and numbers of male and female workers for its first-tier and some second-tier suppliers. It reports conducting a migrant labor study on its Taiwanese supply chains and participating in the ILO Better Work program.

Additional steps the company could take include

- fully incorporating the ILO core labor standards, including the right to freedom of association and collective bargaining, into its supplier code and integrating these standards into supplier contracts;
- working with independent local or global trade unions to support freedom of association in its supply chains; and
- establishing a process to ensure that remedy is provided to workers in its supply chains in cases of labor rights violations and disclosing examples of remedy outcomes for workers.

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

Yes ([Provided Additional Disclosure](#)).

<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](#).