

# Dick's Sporting Goods Inc. (Dick's)

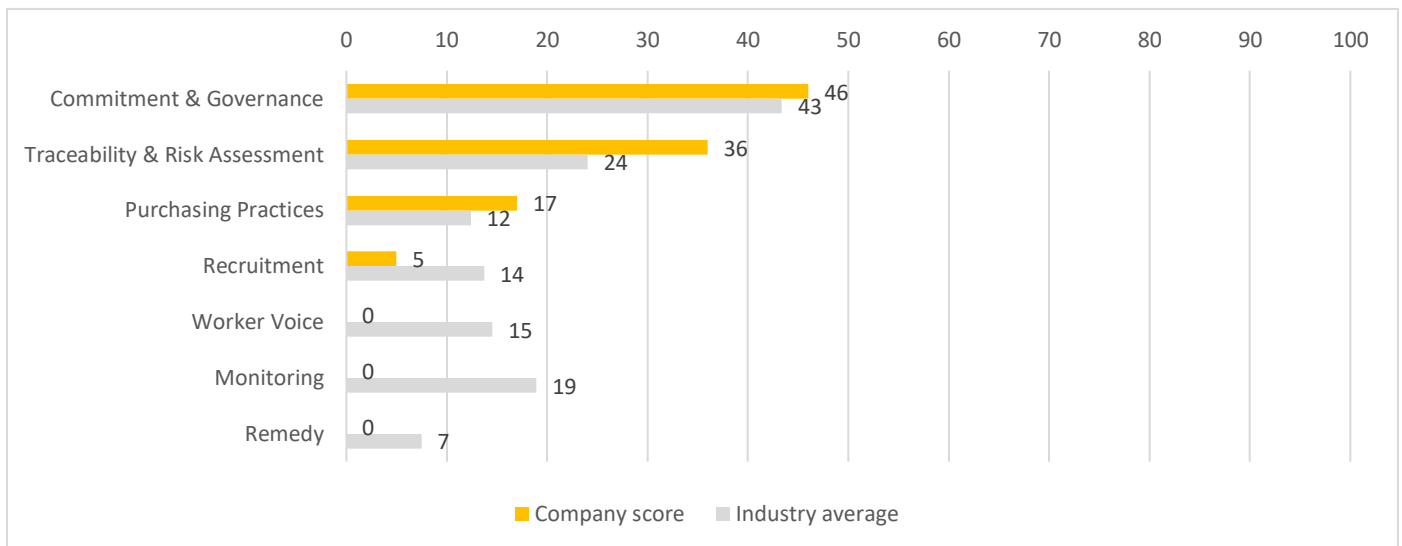
**TICKER**  
NYS:DKS

**MARKET CAPITALISATION**  
US\$9.09 billion

**HEADQUARTERS**  
United States

**DISCLOSURES**
UK Modern Slavery Act: Not applicable

California Transparency in Supply Chains Act: [Yes](#)
Australia Modern Slavery Act: Not applicable

**OVERALL RANKING**
**30 out of 65**
[2021 Performance](#)
**OVERALL SCORE**
**19 out of 100**
**THEME-LEVEL SCORES**

**KEY DATA POINTS**
**FIRST-TIER SUPPLIER LIST**

Yes (partial)

**RISK ASSESSMENT**

Yes

**DATA ON PURCHASING PRACTICES**
 No

**ENGAGED WITH KNOWTHECHAIN<sup>2</sup>**

Yes (Informal)

**NO-FEE POLICY**

Yes

**REMEDY FOR SUPPLY CHAIN WORKERS**
 No

**HIGH-RISK RAW MATERIALS<sup>1</sup>**
 Cotton, leather, wool

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## SUMMARY

Dick's Sporting Goods Inc. (Dick's), the largest sporting goods retailer in the US,<sup>3</sup> ranks 30<sup>th</sup> out of 65 companies. Since 2021, the company has improved by disclosing board oversight of its supply chain forced labour standard. However, it did not appear to have taken other steps to strengthen its performance and disclosure on forced labour issues within its supply chain. The company scores higher than average on the themes of Commitment & Governance, Traceability & Risk Assessment, and Purchasing Practices, but scores 0 on three other themes. The company has an opportunity to improve its performance and disclosure on the themes of Worker Voice, Monitoring, and Remedy.

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## LEADING PRACTICES

None.

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## OPPORTUNITIES FOR IMPROVEMENT

**Worker Voice:** The company is encouraged to take steps to ensure that a formal mechanism to report grievances regarding labour conditions in the company's supply chains is available and communicated to its suppliers' workers and relevant stakeholders (e.g. worker organisations or labour NGOs). Further, the company may consider disclosing data about the practical operation of the mechanism, such as the number of grievances filed, addressed, and resolved. To evidence its commitment to improving working conditions, the company is further encouraged to engage with to work with local or global trade unions to support freedom of association in its supply chains, and, to guarantee such protections, it may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

**Monitoring:** The company is encouraged to adopt and disclose a robust supplier monitoring process to verify that its suppliers are compliant with its supply chain policies. Implementing specific practices, such as interviewing workers and in particular using worker-driven monitoring (i.e. monitoring undertaken by independent organisations that includes worker participation and is guided by workers' rights and priorities), may help the company detect forced labour risks in its supply chains. Disclosing information on the results of its monitoring efforts, such as a breakdown of findings, assures stakeholders that the company has strong monitoring processes in place.

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

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<sup>1</sup> For further details on high-risk raw materials and sourcing countries, see KnowTheChain's 2023 apparel & footwear benchmark [findings report](#).

<sup>2</sup> Research conducted through June 2023 or through September 2023, 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](#).

<sup>3</sup> SGI Europe (13 December 2022), "[Retail Analysis: 2021 was a banner year for global sports retailers](#)." Accessed 7 December 2023.