



22 April 2021

Dear Michelle,

Thank you for your communication.

Nike is deeply committed to ethical and responsible manufacturing. This includes helping to ensure that all people who make our products are valued, treated fairly and with respect.

Since the beginning of the pandemic, Nike has been working with our suppliers to support their efforts in response to the dynamic and unprecedented nature of the COVID-19 situation. As they continue to navigate these circumstances, we expect our suppliers to consider their employees' health and livelihoods and continue to comply with local legal requirements and the Nike Code of Conduct on the provision of health & safety, wages, benefits and severance.

Regarding your inquiry on Violet Apparel, our response remains consistent with the information referenced in your letter. Nike has not sourced from this facility since 2006 and they were not authorized to manufacture Nike product. The Nike Code of Conduct and Code Leadership Standards specify that Nike suppliers must not sub-contract out the production of Nike or Nike Affiliate product to third-parties or supplier-owned facilities without Nike's prior written approval.

We take issues of non-compliance seriously and investigate allegations. Therefore, we conducted an independent investigation of the Violet Apparel allegations and found no evidence that Nike products were manufactured at Violet Apparel in recent years. It is our understanding that Ramatex Group has addressed the situation independently and engaged in an arbitration process that resulted in a binding decision, which they have fully complied with.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ashley Reade', is located below the 'Sincerely,' text.

Ashley Reade  
Vice President and General Manager  
Nike Pacific