



## **FILA Group**

### **Corporate Statement on Forced Labor**

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FILA Luxembourg S.à r.l., as well as its parent and related entities, is committed to ensuring that forced labor does not occur anywhere in its supply chain around the world. FILA's Code of Business Conduct, which applies to all suppliers, licensees, business partners, or contractors working with a FILA entity, explicitly prohibits the use of forced labor of any kind. Should we find that any supplier, anywhere in the world, is using forced labor, we take immediate action to address the situation.

Over the course of 2020, we performed a comprehensive review of our direct suppliers and their subcontractors across the globe to ensure they were in complete compliance with our policies. At the same time, we sought to promote awareness of the issue of forced labor with our global licensees and our direct suppliers and have asked both to re-certify their compliance with our Code of Business Conduct.

Our focus on ensuring that forced labor does not occur in our supply chain extends beyond the manufacture of finished goods branded with our trademark. With this aim in mind, we are currently reviewing our suppliers' practices with respect to the sourcing of raw materials. We will continue to scrutinize our supply chain at all levels and in every part of the world to ensure that FILA® products are manufactured by suppliers committed to internationally recognized norms for the safety and well-being of all workers. At the same time, we will always work to ensure that we are in complete compliance with country-specific laws and regulations relating to the importation and exportation of our products.

We believe that ending forced labor must be a priority for the entire apparel and footwear industries globally, and we continue to work with industry trade groups to find global solutions for this complex problem.