



## **FILA Group**

### **Global Human Rights Policy**

#### **I. Purpose**

The FILA Group’s approach to human rights is based on the United Nations Guiding Principles on Business and Human Rights and the recognition that while states have a duty to protect human rights, companies have a responsibility to respect the same. Through this Global Policy on Human Rights (this “Policy”), FILA Group aims to grow into a sustainable company while fulfilling its social responsibility to protect and promote human rights throughout our business across our value chain. FILA believes its commitment to human rights not only will contribute to the success of the FILA Group but will improve the work and living environment of employees, communities and customers in the value chain and further contribute to achieving a sustainable world.

#### **II. Applicability**

This Policy applies to the FILA Group, FILA Group Members and FILA Group Business Partners.

For purposes of this Policy, the foregoing terms shall have the following meanings:

“FILA Group” shall mean FILA Holdings Corp. and the entities that it directly or indirectly wholly owns or controls by FILA Holdings Corp. and operates FILA or FILA-related business.

“FILA Group Members” shall mean the executives, directors and employees of FILA Group.

“FILA Business Partners” shall mean all entities directly contracting with FILA Group, including but not limited to FILA Group’s contractors, suppliers and licensees and their respective suppliers, subcontractors and other vendors engaged in FILA-related business.

#### **III. International Human Rights Standards**

This Policy reflects and confirms the FILA Group’s commitment to the following international human rights and labor standards:

- United Nations [Universal Declaration of Human Rights](#) and [Guiding Principles on Business and Human Rights](#)
- International Labour Organization [Declaration on Fundamental Principles and Rights at Work](#)
- The Organization for Economic Co-operation and Development [Guidelines for Multinational Enterprises](#)

#### IV. Policy and Key Principles

It is FILA Group's policy to protect and promote human rights throughout our business across our value chain. The "Key Principles" of human rights protected and promoted in this Policy are as follows:

Respect	We respect the human rights of our employees, our communities and other stakeholders. We are committed to upholding human rights and addressing adverse human rights impacts when they occur.
No Discrimination	We have a zero tolerance of any type of discrimination based on gender, gender identity or expression, sexual orientation, maternity, marital status, age, nationality, race, color, nationality, religion, social or ethnic origin, political beliefs, education level and disability or any other classification protected by applicable law.
No Forced Labor	We prohibit the use of all forms of forced labor.
No Child Labor	No person shall be employed at an age younger than the applicable legal minimum age.
Fair Wages	We evaluate and compensate employees fairly according to their performance and provide fair opportunities for self-development.
Safe and Healthy Workplaces	We provide safe and healthy work environments and comply with applicable safety and health laws and regulations as well as internal requirements.
No Harassment	We prohibit corporal punishment or any other forms of abuse or harassment directed at any person.
Privacy	We do not demand excessive information from our employees or customers and we take measures to ensure privacy protection.
Community Responsibility	We are aware of our responsibility for the development of the local communities in which we do business and actively participate in the promotion of initiatives promoting the wellbeing of such communities.
Environmental Responsibility	We consider the environmental and societal effects of our large-scale business decisions and projects.

We further support and communicate our commitment to this Policy and the Key Principles set forth above through the FILA Group Global Code of Conduct for Business Partners and the FILA Group Code of Conduct for FILA Group Members and through operational policies and procedures adopted by FILA Group entities.

#### **V. Governance**

This Policy is owned at the most senior level of the FILA Group. The senior leadership of each FILA Group entity and each functional area are responsible for implementation and governance in their areas of responsibility.

#### **VI. Implementation**

This Policy is publicly available and communicated to FILA Group Business Partners and FILA Group Members. FILA Group is committed to further embedding this Policy and the Key Principles in operational policies and procedures and employee training.

We are committed to conducting ongoing human rights due diligence efforts together with our FILA Business Partners to continue to improve our protection and promotion of the Key Principles set forth above.