



GROUP

MODERN SLAVERY STATEMENT

2023



INTRODUCTION

WHAT WE STAND FOR - PEOPLE RELATIONS AND GLOBAL EMPOWERMENT

The JD Sports Fashion PLC Ethical Code of Practice establishes the Code of Conduct standards, embedded in our business and the minimum standards we expect from our supply chain to ensure the protection of those workers, this provides assurance that our products are manufactured within safe and fair conditions.

THE JD GROUP ETHICAL CODE OF PRACTICE AND MODERN SLAVERY ACT

The Modern Slavery Act Transparency Statement is supported by the provisions of the JD Sports Fashion PLC (“Group”, “JD” ‘JD Group”, or “We”) Ethical Code of Practice and Code of Conduct.

The Group Ethical Code of Practice (and Code of Conduct included within) incorporates established processes and procedures for protecting workers, and provides assurance that our products are manufactured safely, in fair conditions. The Code of Conduct is a set of core principles that suppliers must commit to meeting as a condition of doing business with the Group, and is based upon international best practice, including International Labour Organisation (ILO) and Fair Labour Association (FLA) principles and standards.

Our suppliers are assessed and audited against our standards and requirements. The Code of Conduct prohibits key indicators of Modern Slavery, including but not limited to any type of prison, forced, bonded or indentured labour.

We are dedicated to ensuring that our suppliers are responsible for ensuring that every site producing our products meets or exceeds minimum labour standards and adheres to both local laws and our Code of Conduct. The people working for our suppliers are to be treated with respect; their health, safety, and basic human rights must be protected and promoted.

The Group recognises that human rights are fundamental principles that allow an individual to lead a dignified and independent life, free from abuse and violations. We will not tolerate, nor will we condone, abuse of human rights within any part of our business or supply chains. Any allegations that human rights are not respected will be investigated, with appropriate action taken by the Group if the allegation is substantiated.

The Ethical Code of Practice applies across our supply chain - it is a condition of working with the Group. Our suppliers are assessed and audited against its standards and requirements.

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INTRODUCTION

MODERN SLAVERY ACT - TRANSPARENCY STATEMENT

This Modern Slavery Act Transparency Statement is approved by the JD Sports Fashion PLC Board, and covers the period 1st February 2023 to 31st January 2024.

Our Group Modern Day Slavery Transparency Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and California Transparency in Supply Chains Act of 2010 (SB 657). The Group sets out our standards, policies and processes aimed to prevent slavery and human trafficking from taking place in our supply chains or in any part of our business. The JD Group definition of slavery and human trafficking is aligned to section 54 (12) of the Modern Slavery Act 2015.

MODERN SLAVERY ACT - SCOPE OF STATEMENT

JD Sports Fashion PLC is a large corporate group with multiple subsidiary organisations that meet the criteria for publishing an annual Modern Slavery statement. In accordance with UK Government services guidance (published on gov.uk), JD Sports Fashion PLC has chosen to publish one statement that:

- Covers the steps taken to prevent modern slavery in all organisations within the group that meet the criteria, and their supply chains
- Clearly states the name the parent and subsidiary organisations covered within our statement as at the date the electronic submission is provided to, and published by gov.uk
- Is published on the UK websites of all the organisations covered by the statement.

Régis Schultz

Chief Executive Officer

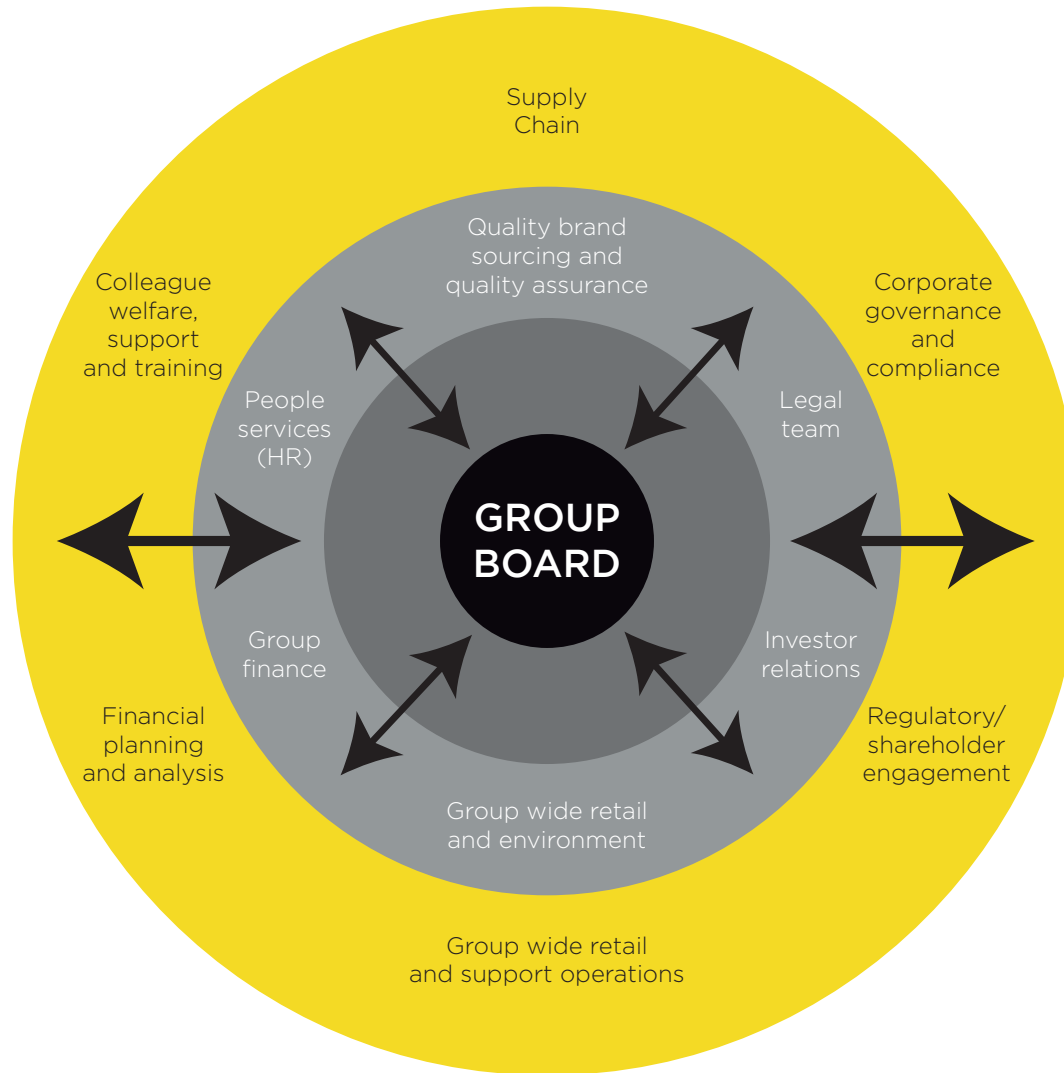
Neil Greenhalgh

Chief Financial Officer

Dated: 25th July 2023

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GOVERNANCE FRAMEWORK



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DEFINITIONS OF MODERN SLAVERY

Combating modern slavery is fundamental to JD approach to business. We're committed to ensuring there are no forms of modern slavery in our supply chain or business operations. Those employed in our supply chain have the right to be treated with respect, and their health and safety and basic human rights must be protected and promoted.

49.6 Million people are in modern slavery globally. There are more people in slavery today than there has ever been throughout history 27.6 Million - people in forced labour around one-fifth of all people in forced labour exploitation are in situations of debt bondage.

WHAT IS MODERN SLAVERY

Modern slavery is the illegal exploitation of people for personal or commercial gain. It covers a wide range of abuse and exploitation including;

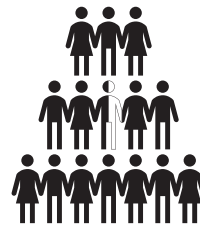
SLAVERY AND SLAVERY LIKE PRACTICES

Defined in 1926 Slavery Convention as the status or condition of a person whom any or all of the powers attaching to the right of ownership are exercised. In a later treaty, states agreed that there are also certain "slavery-like practices": debt bondage, forced or servile marriage, sale or exploitation of children (including in armed conflict) and descent-based slavery.

HUMAN TRAFFICKING

Defines by the UN Trafficking in persons Protocol as involving recruitment, transportation, transfer, harbouring, or receipt of person by means of threat or use of force or other forms of coercion with the intent of exploiting that person for sexual exploitation, forced labour, or slavery, among other forms.

The recruitment, transportation, transfer, harbouring, or receipt of a child for the purpose of exploitation shall be considered "trafficking in persons" even if this does not involve threat, use of force or, coercion.



FORCED MARRIAGE

Any situation where persons, regardless of age, have been forced to marry without their free consent.



WORST FORMS OF CHILD LABOUR

Drawing on the 1999 Convention on Worst Forms of Child Labour, it includes situations where children are; exploited through slavery or slavery-like practices, including forced recruitment of children for use in armed conflict; used, procured or offered for prostitution; used, procured or offered for illicit activities including production and trafficking of drugs; engaged in hazardous work which may harm their health, safety or morals



DEBT BONDAGE

Status or condition where one person has pledged their labour or services (or that of someone under their control), in circumstances where the fair value of that labour or service is not reasonably applied to reducing the debt or length of debt, or the length and nature of the service is not limited or defined.



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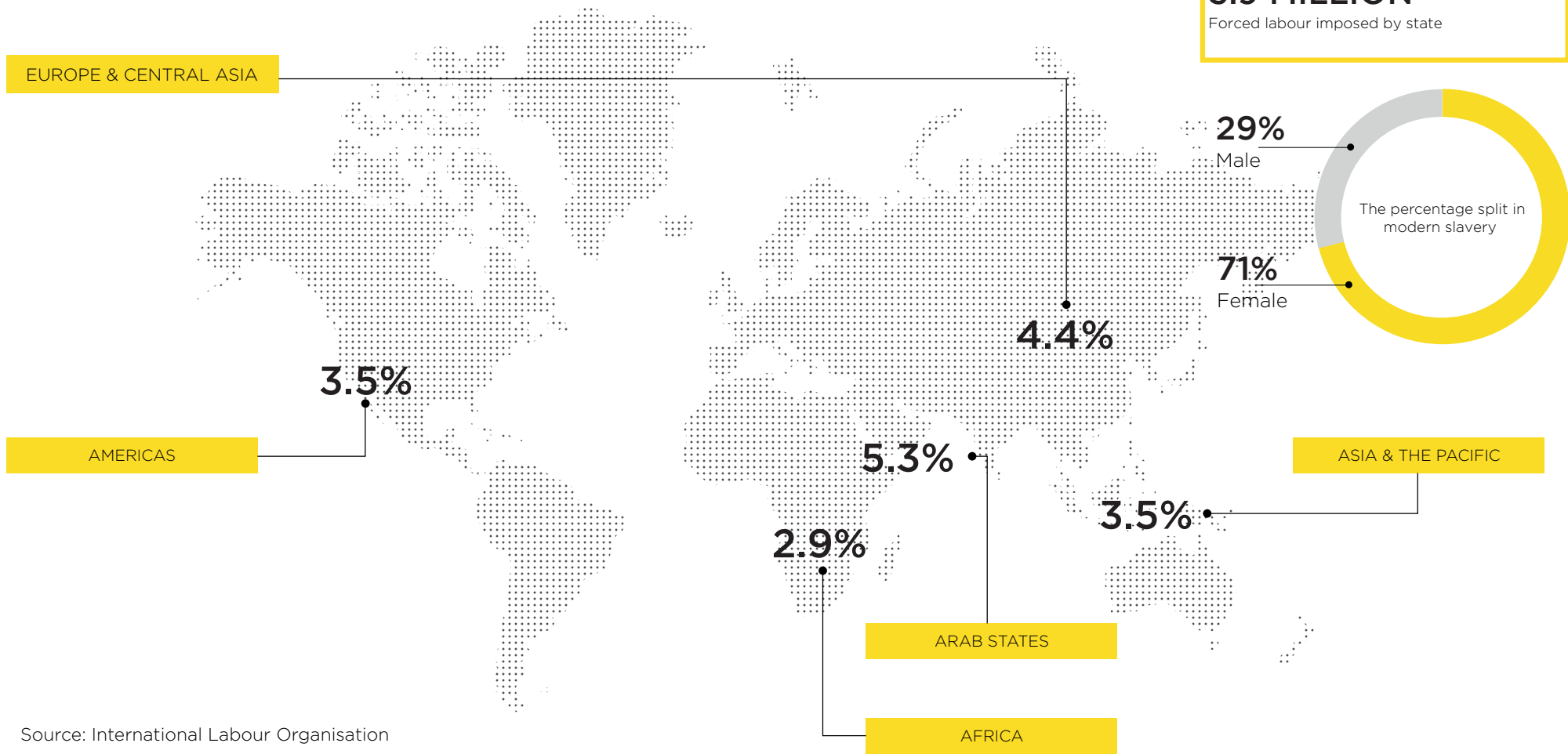
MODERN SLAVERY MAP

PREVALENCE OF MODERN SLAVERY BY REGION

49.6 MILLION
Men, Women and Children are in slavery globally

27.6 MILLION
People in forced labour, 20% debt bondage

3.9 MILLION
Forced labour imposed by state



Source: International Labour Organisation

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CODE OF CONDUCT

The JD Sports Code of Conduct defines labour standards that aim to achieve decent and human working conditions the codes are based on the International Labour Organization standards and internationally accepted good labour practices. The code provides minimum standards that should be exceeded where possible in applying it.

EMPLOYMENT RELATIONSHIP

Employers shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labour and social security laws and regulations.

NON DISCRIMINATION

No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

HARASSMENT OR ABUSE

Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

FORCED LABOUR

There shall be no use of forced labour, including prison labour, indentured labour, bonded labour or other forms of forced labour.

CHILD LABOUR

No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher. *Any persons less than 15 years of age unless the local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age will apply. If however, the local minimum age law is set at 14 years of age, this lower limit will apply as per the ILO exceptions for developing countries.

FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

EMPLOYER PAYS PRINCIPLE

No worker/employee should pay for a job – the cost of the recruitment should be borne not by the worker, but by the employer.

HEALTH, SAFETY AND ENVIRONMENT

Employers shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employers' facilities. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

HOURS OF WORK

Employers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual.

Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.

COMPENSATION

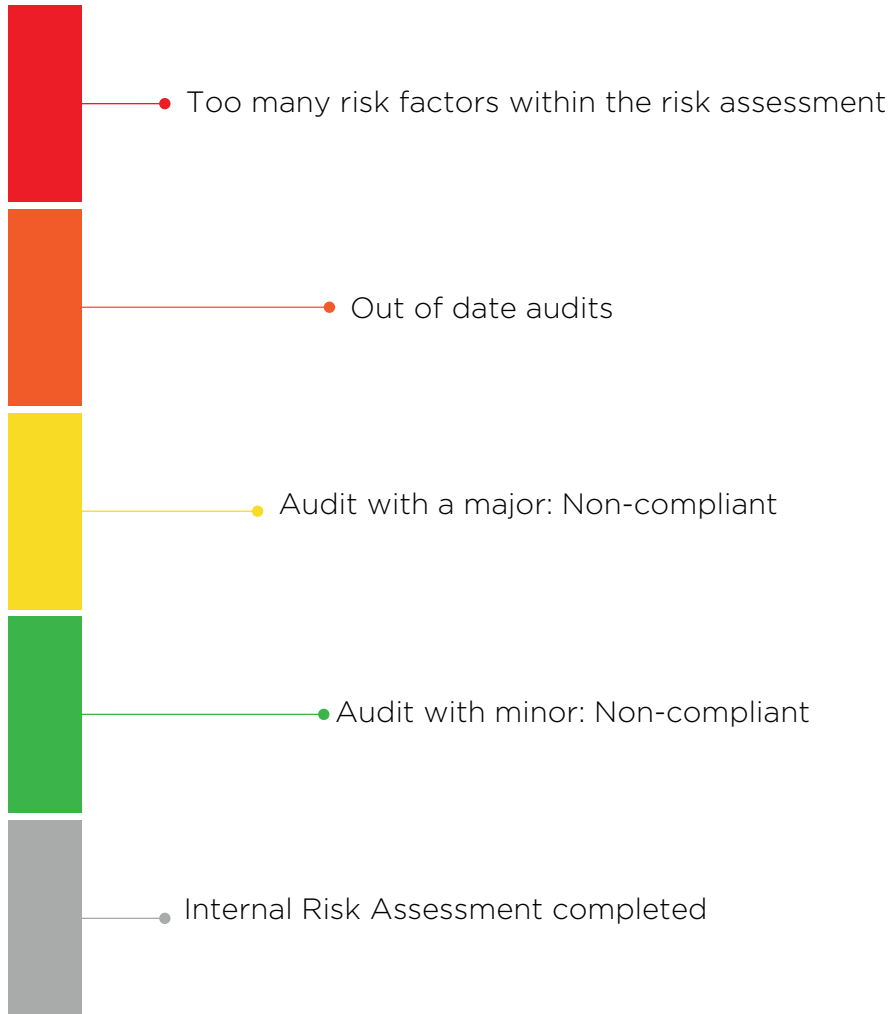
Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. Where compensation does not meet workers' basic needs and provide some discretionary income, each employer shall work with the FLA to take appropriate actions that seek to progressively realize a level of compensation that does.

It is important that all workers in our supply chain can understand the Code of Conduct as it sets out their rights in the workplace. This is available in a number of languages on our corporate website, and can be displayed via images, which can be an effective alternative to written language.

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ANALYSIS OF RISK



RISK CONTROL SYSTEM

JD’s approach to risk assessment comprises of self assessment and country research, supply chain mapping, 3rd party auditing and stakeholder engagement.

Whilst we are mindful of the potential limitation of audits relating to modern slavery, and exposing the “hidden truth”, it is a critical enabler in the discovery and management of issues relating to the fundamental principles in our Code of Conduct, with particular relevance to modern slavery practices throughout our supply chain.

Audits identify risk at factory level against that Code of Conduct and local laws, enabling us to take immediate action and mitigate risk across our supply chain whilst identifying and addressing potential factors that may exist in the background.

On receipt, the factory setup is reviewed in detail by the ethical compliance team and any risk areas verified as required. The factory site is then graded using the traffic light format opposite.

A site graded as Amber will only be on-boarded if the audit is not out of date past 1 year and all the non-compliances have been closed on the submitted conducted. A new audit is then required during the second season and re-graded accorded to risk.. If the site is unable to provide an audit within the 12 months it will be graded red and no longer be a viable source. Sites graded red (or undisclosed facility) cannot be used.

In certain countries sub-contracting is an accepted part of the manufacturing process, Turkey is an example of this with a large percentage of factories using sewing units outside of their factories . However, all sewing units must complete a risk assessment.

OUR HIGHEST RISKS

- Private label product supply chain
- Supply chain beyond the first tier not directly contracted
- Specific country risk where modern slavery is high
- Goods not for resale (GNFR)

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SOURCING COUNTRIES - FOCUS ON RISK

We conduct research using external reports and sources that are publicly available, external multi stakeholders are a vital source of information and analysis of our (internal data) taken from audit's and corrective action reports.

MODERN SLAVERY RISKS

- Freedom of association
- Gender based violence and harassment
- Child labour
- Culture and caste discrimination
- Sumangali system/ Dowry payments

INDIA
3.13% Production

MODERN SLAVERY RISKS

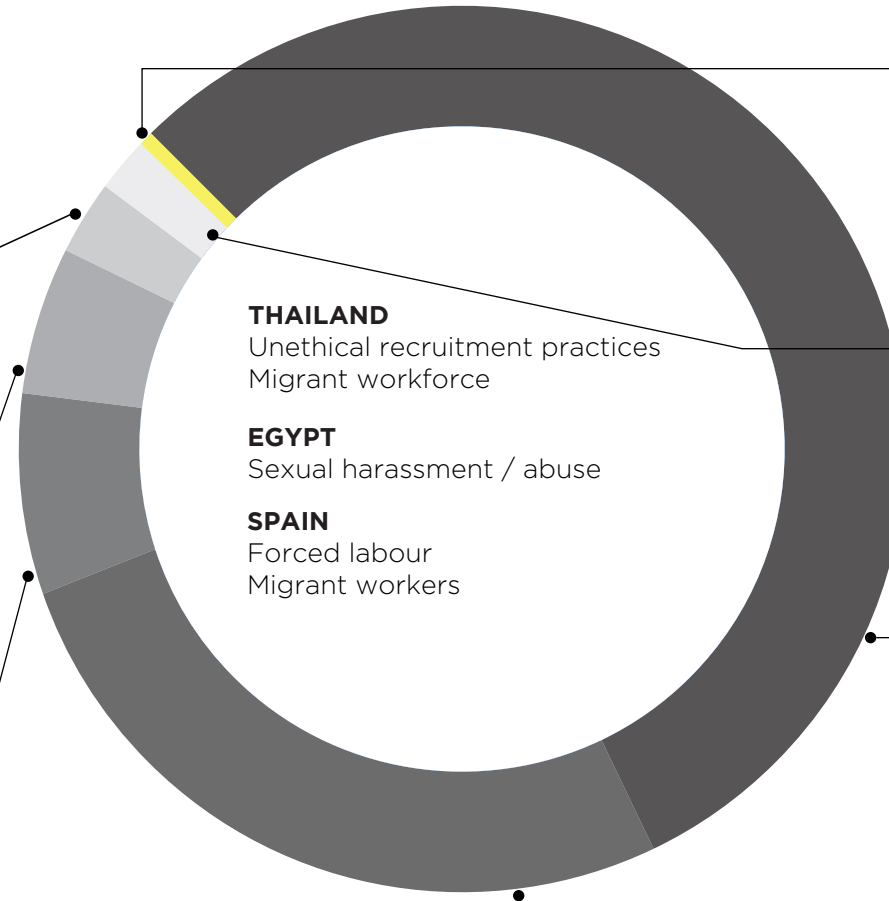
- GBVH
- Forced and bonded labour
- Child labour
- Low wages

PAKISTAN
6.2% Production

MODERN SLAVERY RISKS

- GBVH
- Forced and bonded labour
- Child labour
- Building Safety

BANGLADESH
8.4% Production



THAILAND
Unethical recruitment practices
Migrant workforce

EGYPT
Sexual harassment / abuse

SPAIN
Forced labour
Migrant workers

MODERN SLAVERY RISKS

- Human Trafficking
- Forced & bonded labour
- GBVH
- Low wages

CAMBODIA
0.5% Production

MODERN SLAVERY RISKS

- Freedom of association
- Migrant workers/ refugees
- Forced & bonded labour

TURKEY
2.4% Production

MODERN SLAVERY RISKS

- Freedom of association
- Forced & bonded labour

CHINA
63.9% Production

MODERN SLAVERY RISKS

- Freedom of association
- Forced & bonded labour

OTHER
30.7% Production

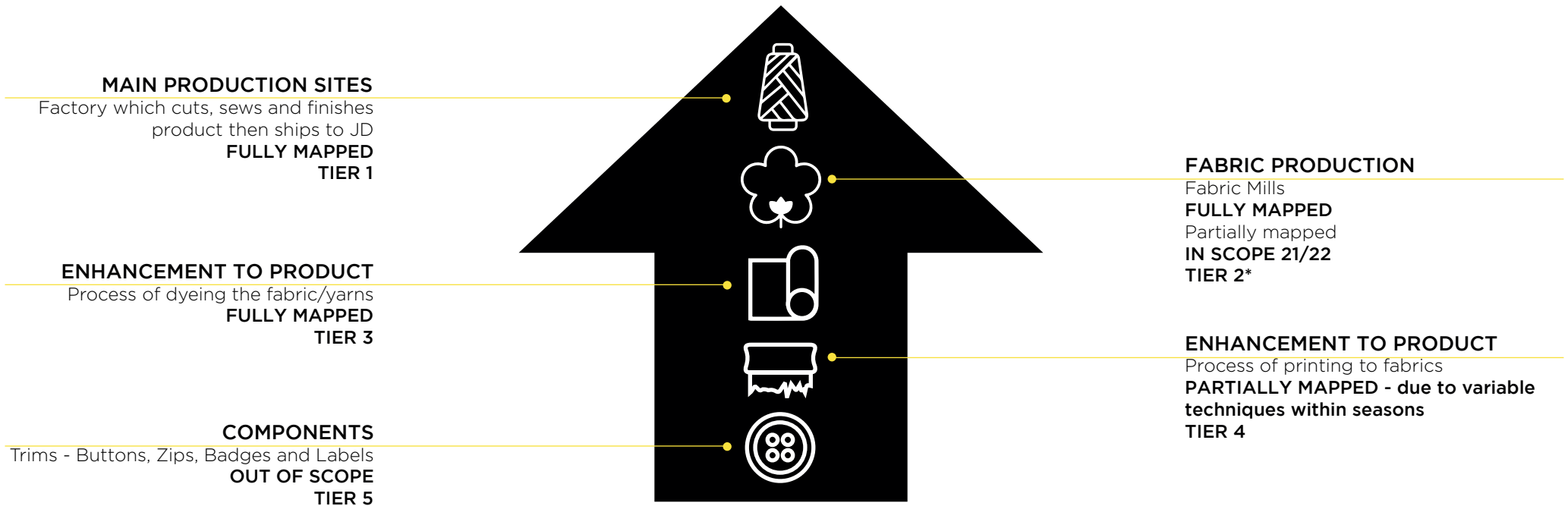
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TRANSPARENCY

<https://www.jdplc.com/private-label-supply-chain>

The Group have completed the full mapping of our supply chain to our 4th tier manufacturing base on private label, identifying our manufacturing base across the globe. Whilst we are aware of the need to go further down the chain, the challenges lie in the establishment of the relationships needed to identify and engage with these tiers. This is identified in our risk assessment and appropriate action is taken to remedy this.

This strategy requires continual engagement with our partners, as manufacturing chains beyond first tier will often be one that changes due to demand and capacity. As a supplier of fully factored garments, our partnership does not currently extend past tier 1 historically, and we recognise the need to promote the development of these relationships further by our 1st tier suppliers.



*JD Sport Fashion / The Outdoor Group / Focus Brands fully mapped.

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FORCED AND CHILD LABOUR IN THE COTTON INDUSTRY

Cotton is one of the most widely grown crops in the world and within the JD Group’s private labels, cotton continues to be a staple material so it is important to recognise the risks. Up to 99 percent of the world’s cotton farmers live and work in developing countries, with almost two-thirds living in either India or China.

There have been wide reports of forced and child labour in some of the world’s biggest cotton industries including China, India, USA , Pakistan, Brazil, Uzbekistan and Turkey. Forced and child labour is common in the cotton industry. Children as young as five years old can be recruited and sometimes forced to work in cotton fields or ginning factories (where raw cotton is processed) for little or no pay .

JD buy fully factored garments and contract with the Tier 1 supplier (Factory) and whilst we trace the supply chain through the manufacturing process we do not have visibility of the farm.

In 2015 we joined the Better Cotton Initiative and through this membership the Group has achieved a target of 98% of cotton sourced through the programme.

Better Cotton aim to effect change at the farm and community-level, and their field-based staff work to promote decent work, including through labour monitoring, identification and remediation.

Today 20% of the global cotton production is grown through the programme.

Full traceability of farm to factory is improving but it is cost prohibitive , requiring considerable buying power and involves segregation throughout the whole supply chain. However by aligning ourselves and our suppliers to support cotton farmers, we are promoting the rights of the workers and the work Better cotton are doing to eradicate child exploitation, forced labour and gender equality.

All Better Cotton farmers (from smallholders to large-scale farms) must, at a minimum, work to uphold four Fundamental Principles & Rights at Work:

- Freedom of association and the right to collective bargaining
- The elimination of forced labour
- The abolition of child labour
- The elimination of discrimination in employment and occupation.



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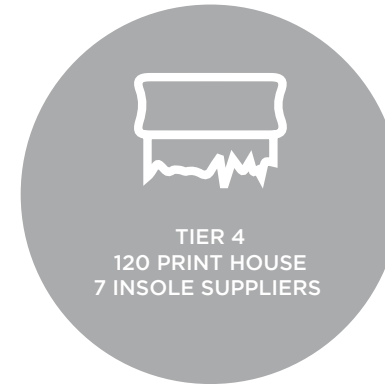
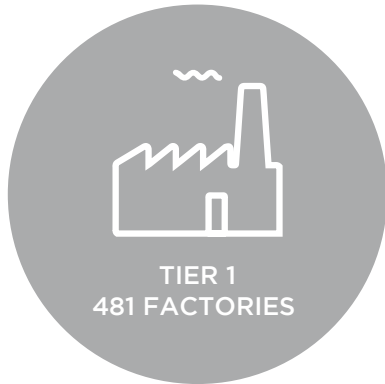
ESCALATION PROCESS FLOW

The JD Group Distribution Centre in the UK is our largest site and has the greater number of employees on one site and can increase in number, according to peak seasons.

Consideration has been given to the level of risk at this site which involves recruitment practices and specific training in red flag areas is embedded and the below Escalation process is in place to mitigate and report labour exploitation/potential modern slavery concerns.



SUPPLIER & FACTORY DATA

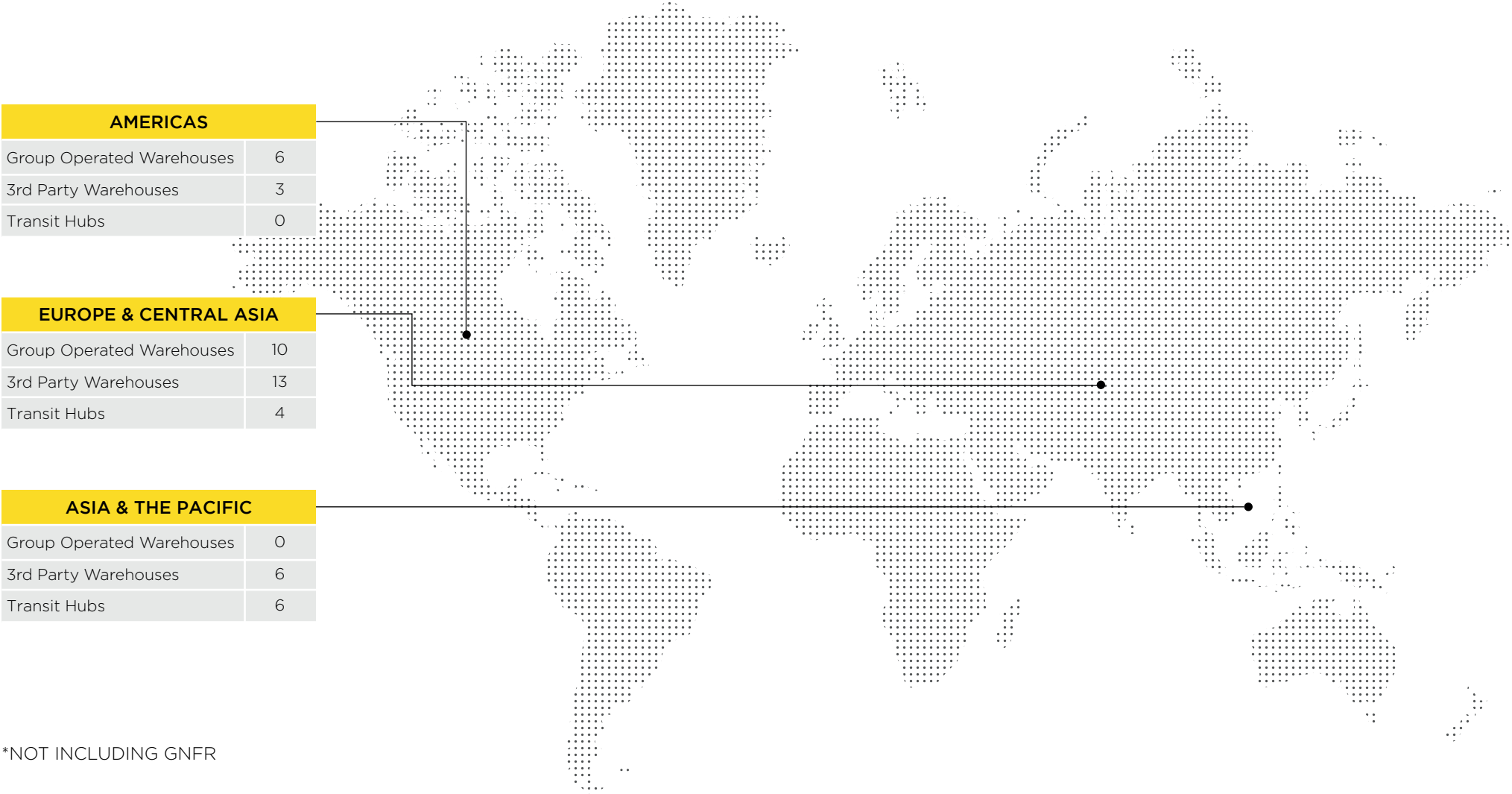


The analysis and consolidation of the supply base allowed us to reduce the number of Tier 1 suppliers and work to collaboration in the Tier 2 and 3 sites, giving better transparency and control over our indirect supply chain. This has increased economies of scale in a narrower supply base and will establish closer ties with those not directly contracted to us and give greater opportunity to embed the company's strategy and standards.

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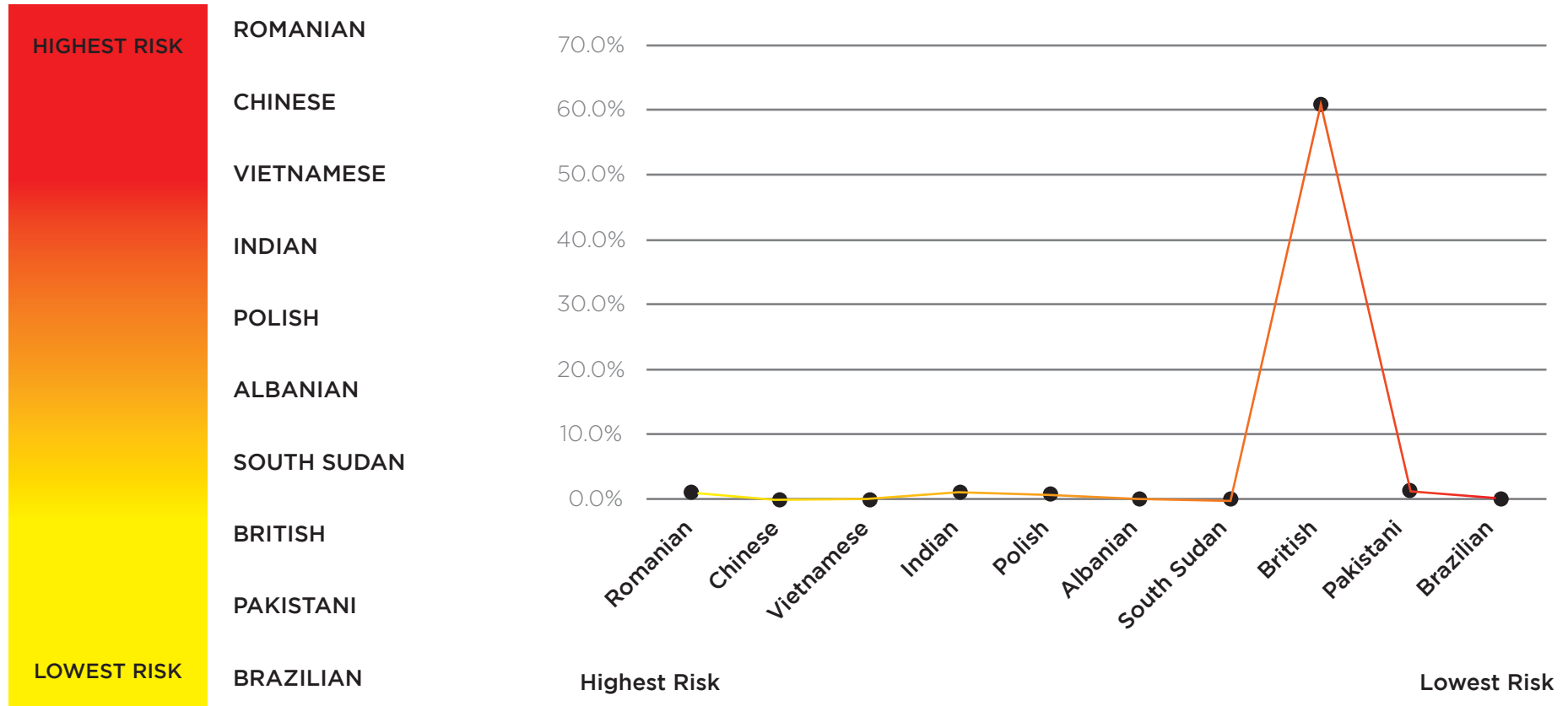
WAREHOUSES



*NOT INCLUDING GNFR

MOST AT RISK NATIONALITIES

Workforce % of Nationals within JD Warehousing and Retail Sector



This graph illustrates the most at risk nationalities currently employed in our UK Distribution Centres.

Source: Unseen

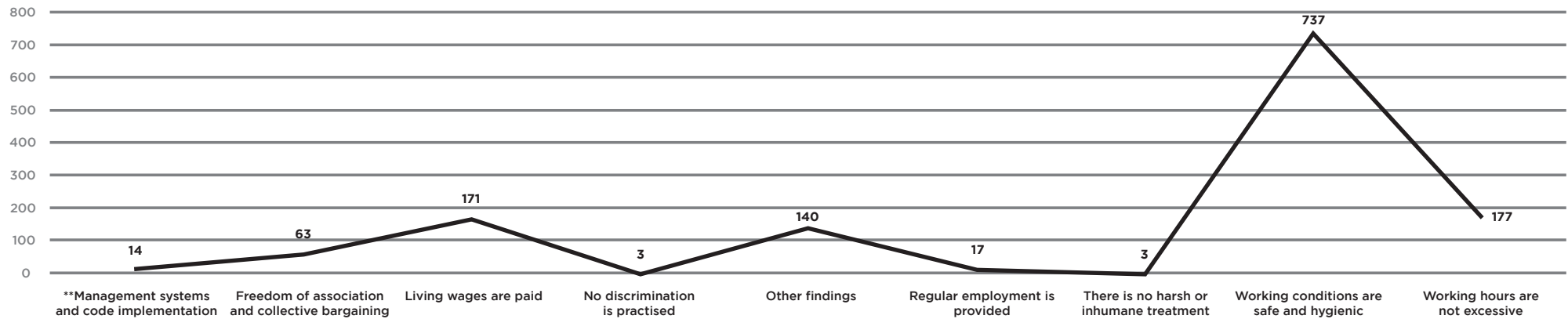
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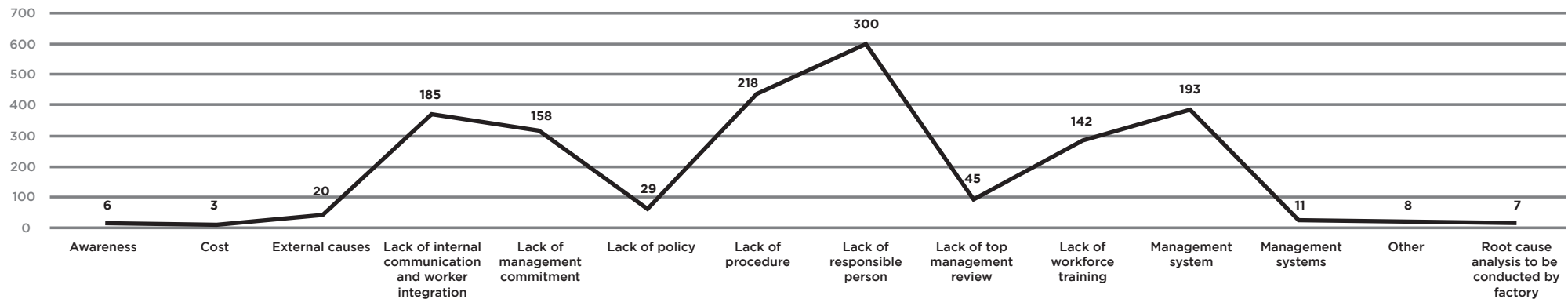
The compliance team work within an internal audit scope defined by the International Labour Organisation standards, which classifies all non-compliances and from this, action plans are formulated. Through this scope we review and verify closures of all non-compliances highlighted in the original audit.

The compliance team have received 222 3rd party audits for the Group, between January 1st 2022 and December 31st 2022. From the information in the audits, non-compliances are categorised according to issue type, root cause and severity level and this is used to create the action plan proposed to the factory to work to resolve and close the issues highlighted in the reports/visit.

Non-Compliance Issue Area



Root Causes



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RISK ANALYSIS

UK & OVERSEAS (INCLUDING JOINT VENTURES)

RECRUITMENT

- Agency workers
- Gap in policies
- Labour agency
- Worker status/checklist
- Asia joint ventures/ recruitment mapping
- Identifying migrant workers by risk area

WAREHOUSE & EXTERNAL

- Number of workers temp vs perm
- Ratio of workers to a designated team leader
- Workers unaware of modern slavery

GNFR

- Procurement practices
- Manufactured GNFR

RETAIL

- Subcontracted services:
 - > Cleaning
 - > Security
 - > Canteen
- Retail operations overseas

- Identify welfare champions and provide relevant training
- Update policies which have been identified from the gap analysis
 - Conduct labour agency audits
 - Conduct audits on personal files DC

- Increasing permanent worker ratio
 - Increasing team leaders
- Awareness videos in key areas highlighting red flags
- Escalation process to include UK & JV
 - Identifying nationality split & assess risks of modern slavery factors
- Implement training in 3rd party site warehouses

- All suppliers to the business, including those who provide services and goods not for resale (GNFR) will be issues with the Code of Practice
 - Those responsible for manufacture of GNFR will be risk assessed in line with the current system of private label production

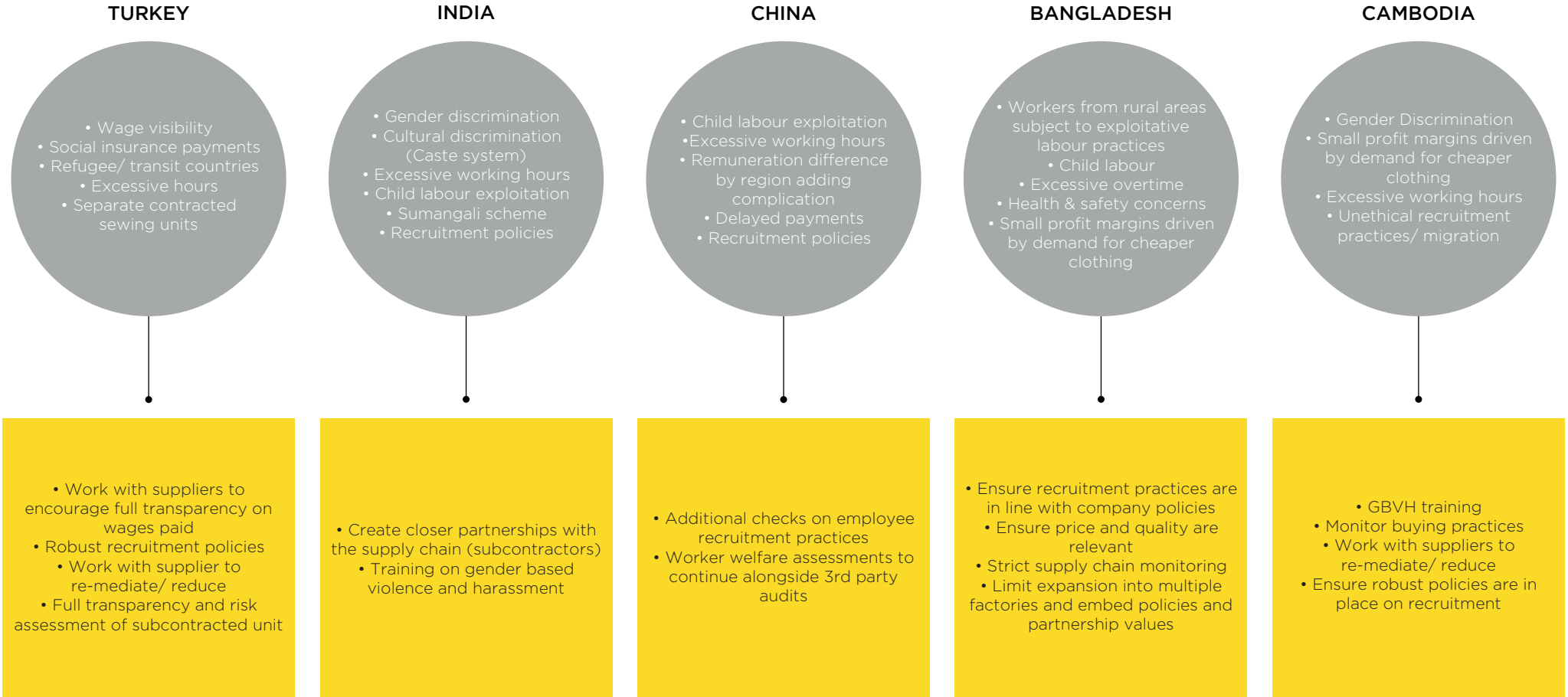
- Train and educating managers
 - Updating policies

● Risk ● Mitigation

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RISK ANALYSIS

GLOBAL MANUFACTURING



● Risk ● Mitigation

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KEY ACTIONS/MEASURES WITHIN THE LAST REPORTING PERIOD

RESPONSIBILITY

Undertaken proactive management of the issues and collaborating with the GLAA and local Non-Governmental Organisations (NGOs). Working with the training team on an on-line interactive training forum with key stakeholders speakers to increase awareness to our workforce population and encouraging our employees to come forward and seek support, be it emotional, physical, vocational or financial well-being.

AWARENESS

Implemented the welfare workers committees within the UK warehouse site and increased the numbers of those trained to meet its need for internal capacity building training and specialist support. Created a strategic response unit, incorporating key stakeholders at the Rochdale warehouse; demonstrated awareness and commitment to addressing human trafficking and forced labour by revamping all material, i.e. posters through the warehouse. Implemented video streams of examples of modern slavery in key areas of the warehouse. Partnered with Unseen and updated posters throughout the site with the helpline number and confidential reporting avenues.

POLICIES

Reviewed policies relating to our Supply Chain partners and created Supplier Resource Guidance Documents relating to :

- Suppliers using 3rd Party labour providers
- Forced Labour Policy
- Migrant Worker
- Equality & Diversity (inclusive of GBVH)

Support for improved Cumulative Remuneration

In 2022 we implemented a remuneration input tool requiring factories to provide monetary values for facilities and benefits provided over and above regulatory and legal pay requirements. Data collected includes;

- Basic wage.
- Incentive pay such as bonuses.
- In-kind benefits such as free meals, accommodation, transport etc.
- Cash benefits

The data did not include overtime as this is not a guaranteed income workers can control or rely on or deductions such as social insurance as workers are able to opt out.

This additional level of audit enabled the Group to identify suppliers and factories where worker compensation (incorporating all benefits) met or surpassed local living wage estimates. Utilising the cumulative remuneration analysis, the number of facilities meeting living wage increased from 32.27% to 72.60%. Our private label team continues to engage with our supply base to encourage participation in working towards a living wage and improving additional forms of worker compensation and remuneration.

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DISCLOSURES

As an organization committed to promoting safe and inclusive workplaces, we recognize the importance of implementing robust remedial actions to ensure the well-being and dignity of all employees.

With particular reference to GBVH, JD Group acknowledge that eradicating GBVH requires a multi-faceted approach involving comprehensive policies, training programs, and a supportive work environment.

We believe that addressing GBVH requires collective action. Therefore, we are collaborating with Asia Wage Floor Alliance (AWFA) to share best practices, gather insights, and contribute to the broader community's efforts in combating GBVH.

Through this collaboration we aim to create a lasting impact throughout the value chain.



MODERN SLAVERY TRAINING

JD Group continue to partner with Unseen and support the modern slavery helpline.

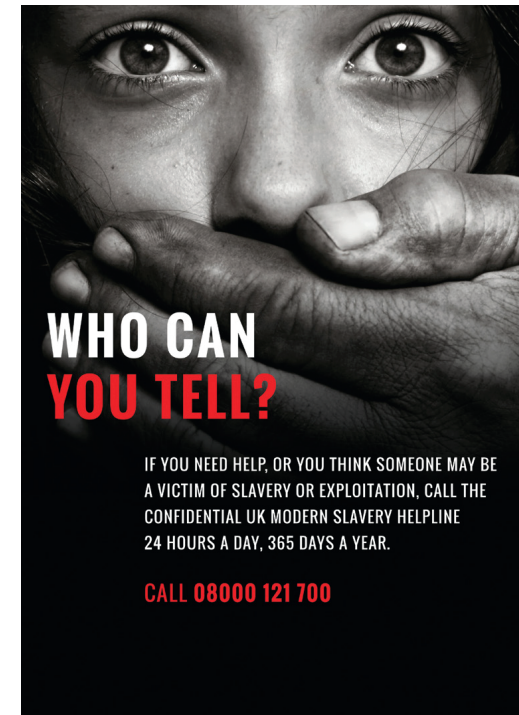
Audits are undertaken both on the global and UK supply processes. Training and raising awareness is a critical element within any business and extended supply chains. Building on the capability of key employees who have been given the increased responsibility for understanding and mitigating modern slavery risk in our business is important.

This training is now incorporated not only in existing staff training but within the induction of new employees to the business. Modern slavery is now an integral part of the process and will be supported with unseen material in induction packs. This will continue on our E-learning platform and Zoom presentations. The training covers key areas which are deemed to be the most important to our group; preventing exploitation, practical steps for procurement and purchasing practices.

Objectives from the training sessions are:

- To understand modern slavery and forced labour
- Recognise the indicators
- Know how to deal with potential issues and have in-depth knowledge of the company escalation processes

<https://files.jdplc.com/pdf/JD-Group-Audit-Scope-Document.pdf>



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KEY ACTIVITIES 2023

STRIVE

JD Group, through the JD Foundation, are supporting Manchester Youth Zone (MYZ)'s initiative called **STRIVE**.

MYZ is based in Harpurhey, one of the most deprived council wards in the country, with 48% of families living below the poverty line. It has one of the highest rates of unemployment at 16.2%, and 11% of 16-18 year olds are not in education, training or work. 20 out of 26, mapped organised crime groups (OCGs) in Greater Manchester, operate within a 2-mile radius of MYZ, children from our community are therefore amongst those most vulnerable of Serious Youth Violence, and Criminal Exploitation, the most common relating to the supply and movement of drugs, often referred to as 'County Lines.' Since the introduction of the Modern Slavery Act in 2015 there has been an increase in the number of children and young people prosecuted for their roles at the lowest rung of county lines operations.

WHAT IS THE STRIVE PROGRAMME?

STRIVE is a 10-week intervention programme for young people aged 9-12 years at risk of school exclusion, Child Criminal Exploitation (CCE), Serious Youth Violence (SYV) and starting to become involved in Anti-Social Behaviour (ASB).

Ultimately, **STRIVE** aims to engage and reach children that other services have significant concerns about but have traditionally struggled to engage. The programme consistently demonstrates to young people who may feel their situations are hopeless that adults care about their safety and by working together in partnership can create safe spaces for them.

We have gender-based approaches as we know that OCGs exploit boys and girls in differing ways and particularly focus on the transition period of children leaving primary and going to secondary school as this is a prime recruitment and grooming period.

The aim is that through educating and empowering these young people and disrupting access to them by creating protective networks we can protect them from becoming victims of exploitation.

JD Sports are well recognised by young people as an aspirational retailer. By working with MYZ on this programme and introducing the skills of various members of staff who can relate to these young people we are well placed to influence and change their aspirations.

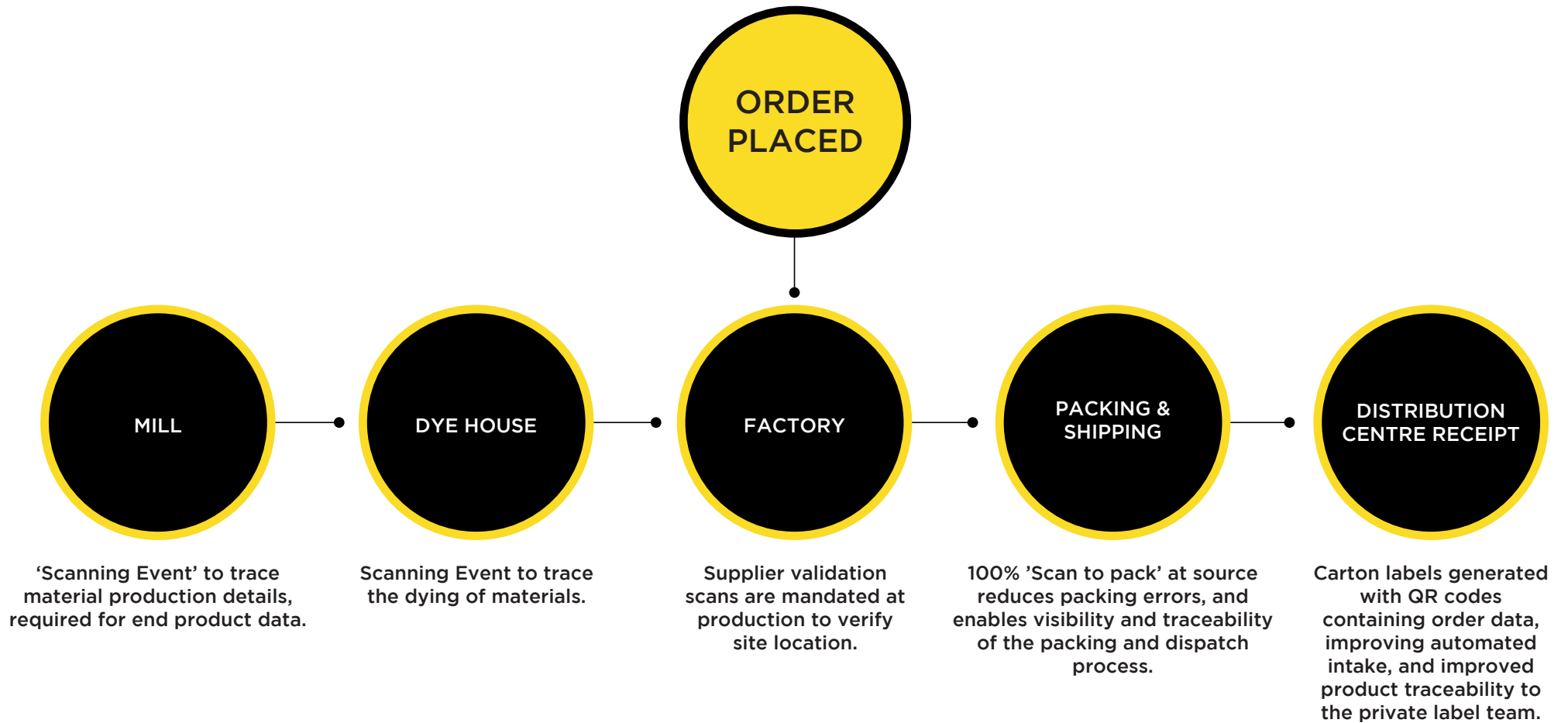
MYZ, JD Sports PLC & The JD Foundation



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| OVERVIEW | CODE OF CONDUCT | DUE DILIGENCE | WORKERS & WAREHOUSES | KEY ACTIVITIES | COMMITMENTS |
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SUPPLY TRAIN TRANSPARENCY

Piloted a QR traceability project, with Avery Dennison and is planned for full launch in 2023. Full transparency in real time of the supply chain will assist in identifying subcontracting or the use of unauthorised sites.



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ONGOING COMMITMENTS



1. FORCED LABOUR

The main common risk identified is that of forced labour both globally and in the UK. JD recognises the importance of our direct and indirect workers and those in the extended supply chain. It is important that they can raise any issues of concerns with either JD personnel or an escalation team in confidence and safety.

The Group and subsidiary sites display posters throughout their UK operations or warehouses and retail stores in several languages, giving workers confidential contact information to report issues such as forced labour/debt bondage/withholding identity documents/threatening or violent behaviour etc.

JD Groups approach to auditing is to reduce audit fatigue for both factories and businesses. When we on-board a new factory we will accept an out of date audit (Classed as Amber on the risk analysis) and within the previous 12 month time-scale, but we work to ensure all non-compliances that are still open are resolved. This allows the factory and our business to ensure that the partnership is the right one and will continue for a second quarter. A new audit is required during this second quarter.

2. RECRUITMENT PRACTICES

Payment of salaries/bank accounts/overtime/social insurance

- Ensuring correct recruitment policies are in place and agencies are registered with no fees in place for workers
- Particularly difficult in rural areas, where recruitment is informal
- Ensure contracts are in place for all workers, inclusive of probation and termination
- Identify and protect home workers where used



3. EXTENDED AUDITING POLICIES

Countries and regions of risk have been identified using documented data with a number of assessments trialled and introduced in China. This has been successful and proven to be more informative than worker interviews. For example an issue with delayed payments was identified, which otherwise had not reported in the standard audit process. This issue was immediately remedied by working with the supplier and factory to align the payments. All workers now receive the payment in a timely manner and this will continue to be monitored.

We recognise that different countries and cultures need different approaches and that whilst the issue are the same the reasons may be more complex. An example would be India and Bangladesh where GBVH is prevalent and beyond the scope of traditional auditing.

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ONGOING COMMITMENTS

RESPONSIBILITY

As the Group expands into territories that now have reporting responsibilities in their own right it is important that our Group works to assign responsibility and accountability for addressing human rights risks including modern day slavery and human trafficking in these countries .

TRAINING

Regularly conduct a needs analysis for workers within the UK sites to determine and meet its need for internal capacity building training and specialist support. Upwards of 230 personnel within the UK Distribution centre and key subsidiaries have been trained as welfare champions and sponsors. The JD Academy continues to train new starters and make training mandatory in key areas.

POLICIES

Continue to communicate and review our policies and adapt them accordingly as needed. These are available on our PLC site and on a supplier sharepoint link in multiple languages.

- Please see link to our policies: <https://www.jdplc.com/esg/governance/our-policies/supplier-resource-guidance-documents>

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size?

FOOTPATROL

FINISH LINE

Sprinter

SPORT ZONE



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MAINLINE

 **Blacks**

 **millets**



 **Ultimate**
Outdoors