“ASICS’ response”, 14 July 2025

ASICS is committed to advancing respect for human rights across our global supply chain, and we recognize the importance of collaborative efforts to support fair wages, improved working conditions, and sustainable industrial relations. We appreciate the role that ACT and its stakeholders have played in elevating dialogue around sectoral collective bargaining and responsible purchasing practices.

At this time, ASICS has not signed the ACT Agreement. While we fully support the principles of freedom of association and collective bargaining and continue to uphold these rights through our supplier code of conduct and monitoring mechanisms, we believe that meaningful commitments must be aligned with operational feasibility. Supporting wage improvements through sectoral CBAs would require careful evaluation and coordination across our commercial, sourcing, and executive functions, as well as engagement with our supplier partners in Cambodia, to ensure any implementation is both sustainable and consistent with our global sourcing model.

We appreciate your understanding and the important role BHRRC plays in promoting transparency and accountability across the industry. ASICS remains open to continued dialogue and collaboration with stakeholders working to advance labor rights.