US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Nike

Indicator	Finding - 2025	Source	Source Link	Yes/no change	Change
Policies & Commitments					
General					
Human rights policy - UNGPs	At NIKE, we believe in and are committed to respecting human rights. As best practice for understanding and managing human rights risks and impacts, we look to the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. Our commitment to respecting human rights is more specifically described in many policies, standards and strategies, including Code of Business Conduct – Inside the Lines, Supplier Code of Conduct and Code Leadership Standards, and Privacy Policy as well as our Diversity, Equity & Inclusion Strategy. These commitments apply to our employees, communities, consumers, sponsored athletes, and includes our own operations as well as the partners and suppliers we work with in our manufacturing and logistics supply chains.	Human Rights and Labour Compliance Standards	https://about.nike.com/en/resources/human-rights-and-labor-compliance-standards	No change	
Human rights policy - ILO Core Labor Standards	See above			No change	
Forced labor & prison labor	NIKE has strict requirements in our Code of Conduct prohibiting any type of forced, bonded, or indentured labor at supplier facilities. We know that such prohibitions by themselves are not enough; we must also address key risks which collectively can contribute to a situation of forced labor. One such risk is workers paying any recruitment-related fees to obtain a job, which is a particularly common risk for foreign migrant workers. In 2008, NIKE was one of the first companies to establish a supply chain policy with explicit requirements on the employment of foreign workers, including the	Human Rights and Labour Compliance Standards	https://about.nike.com/en/resources/human-rights-and-labor-compliance-standards		
Human rights defenders & civic space	NIKE works to provide safe, confidential and accessible channels... We treat all reports seriously and will investigate promptly. Nike does not tolerate retaliation in any form.	Human Rights and Labour Compliance Standards	https://about.nike.com/en/resources/human-rights-and-labor-compliance-standards	No change	
Gender equality and women's empowerment	NIKE works to create a level playing field for our employees and all athletes we serve, and we also work with our suppliers to ensure fair opportunities for workers at the factories manufacturing our products. NIKE's Code of Conduct and Code Leadership Standards have detailed prohibitions on discrimination in hiring, compensation, promotion, discipline or any other aspect of employment. The majority of workers involved in the global production of apparel and footwear are women. Many of those women have unique vulnerabilities relative to their male peers and can therefore be at risk for exploitation and abuse. Nike has long recognized these risks and has specific standards to protect women workers. Our requirements for suppliers include equal pay for equal work, safe work in connection to pregnancy, childbirth and nursing, prohibitions on discriminatory pregnancy testing or	Human Rights and Labour Compliance Standards	https://about.nike.com/en/resources/human-rights-and-labor-compliance-standards	No change	
Indigenous Peoples	No evidence			No change	
Living wage					
Living wage, own operations	No evidence			No change	
Living wage in supply chain	We believe that a skilled, valued and engaged workforce is key for growth and sustainability. Nike is committed to working with our suppliers around the world as they seek to develop strategic compensation capabilities (i.e., competitive wage and benefits systems that progressively meet their workforces' basic needs, including some discretionary income), because every worker has the right to a standard of living that adequately supports them and their families.	Webpage - Strategic Compe	https://about.nike.com/en/resources/strategic-compensation-in-the-supply-chain	No change	
Human Rights Due Diligence & Supply Chain					
Process for assessing human rights risks and impacts	NIKE uses both internal and external third-party audits to assess compliance with our requirements and local laws. These assessments take the form of audit visits, both announced and unannounced, to measure supplier conformance to NIKE's Code of Conduct, Code Leadership Standards and local laws. NIKE audits assess forced labor risks – including the employment of vulnerable worker groups such as foreign migrants, interns and temporary workers, and high-risk practices such as payment of recruitment fees and restrictions on freedom of movement – and child labor risks. Suppliers are monitored on a schedule based on their performance.	NIKE, INC. STATEMENT ON MODERN SLAVERY AND CHILD LABOR FOR FISCAL YEAR 2024	https://media.about.nike.com/files/d08f72a8-49c9-4d2d-822e-557642aab7f3/Nike---FY24-Statement-On-Forced-Labor-Child-Labor-Human-Trafficking-and-Modern-Slavery.pdf	Updated	NIKE, INC. STATEMENT ON MODERN SLAVERY AND CHILD LABOR FOR FISCAL YEAR 2025. https://nmp.about.nike.com/originals/about/prod/d35297c7-89cf-4240-bd50-803af806ce4d/Nike---FY25-Statement-On-Forced-Labor-Child-Labor-Human-Trafficking-and-Modern-Slavery.pdf?s=7cfe89932eac7c7b46c20438f2d2ca7d2ca64f55c4c3d624c779e068caf2
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	We conducted, in good faith, an RCOI with respect to the athletic footwear, apparel and equipment products we contracted to manufacture that contain or may contain 3TG that are necessary to the functionality or production of the in-scope products (we refer to these 3TG as the "Covered 3TG"). Our inquiry was reasonably designed to determine whether the Covered 3TG originated in the Covered Countries or came from recycled or scrap sources. For our RCOI, to the extent applicable, we utilized the same processes and procedures as for our due diligence, in particular the systems, processes, and procedures contemplated by Steps 1 and 2 of the Organisation for Economic Co-operation and Development's Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, including the Supplement on Tin, Tantalum and Tungsten and the Supplement on Gold (Third Edition, 2016) (the "OECD Due Diligence Guidance").	Nike Conflict Minerals Report 2024 [4]	https://about.nike.com/en/resources/conflict-minerals-policy	Updated	Nike Conflict Minerals Report 2025. https://about.nike.com/en/resources/conflict-minerals-policy

Affected stakeholder engagement	NIKE believes that effective two-way communication between management and workers is key to creating strong and growing businesses. Some of our supplier's facilities have one or more formal unions where their elected representatives serve a critical function in representing and negotiating on behalf of workers and as an important partner in broader communications.	Human Rights and Labour Compliance Standards	https://about.nike.com/en/resources/human-rights-and-labor-compliance-standards	No change	
Human rights requirements in supplier code/requirements	We expect all facilities to respect the rights of workers and advance their welfare, with particular care for people with unique vulnerabilities such as women, migrants, and temporary workers. To understand and manage human rights risks and their impacts, Nike looks to the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the U.N. Guiding Principles on Business and Human Rights, and the	Nike Code of Conduct (2025	https://media.about.nike.com/files/efd7c3b8-de95-41fe-b158-8c27e484f81c/Nike-Inc.-Code-of-Conduct-2025---English.pdf	No change	
Global Framework Agreement	No	Industriall-Union	https://www.industriall-union.org/global-framework-agreements	No change	
Access to Remedy					
Grievance mechanism for own employees	NIKE works to provide safe, confidential and easily accessible channels to enable anyone to report on potential adverse impacts and grievances. Our Speak Up Portal, which can be accessed anytime online or by phone, is a resource to ask questions or raise concerns about potential violations of NIKE's policies. We treat all reports seriously and will investigate promptly. NIKE does not tolerate retaliation	Human Rights and Labour Compliance Standards	https://about.nike.com/en/resources/human-rights-and-labor-compliance-standards	No change	
Grievane mechanism for workers - supply chain	See above			No change	
Grievance mechanism for external individuals & communities	See above			No change	
Governance and Staffing					
Board and/or C-Suite-level oversight	The purpose of the Corporate Responsibility, Sustainability & Governance Committee (the "Committee") of the Board of Directors (the "Board") of NIKE, Inc. (the "Company") is: [...] CORPORATE PURPOSE 16. Review and provide guidance to management on sustainability issues and impacts, and the integration of sustainability into the Company's business, including innovation, product design, manufacturing and sourcing, and operations. 17. Review, provide guidance to management, and report to the Board on the Company's significant strategies, activities, policies, investments and programs relating to corporate purpose, including corporate responsibility, sustainability, human rights, global community and social impact, and diversity, equity and inclusion, and review reports of any related audits. 18. Review and provide guidance to management regarding the Company's interactions with, and reporting to, various stakeholders (including industry organizations, non-governmental organizations, employees, consumers, customers, suppliers, shareholders, governments, local communities and the general public) concerning the Company's corporate purpose. 19. Review the activities of the Company community and social impact initiatives, including the Company's philanthropic initiatives/activities, and provide guidance to management regarding these activities and initiatives. 20. Review, provide guidance to management, and report to the Board regarding the involvement of significant corporate purpose issues in major business decisions, to protect the Company's goodwill, reputation and human and intellectual capital.	Webpage - Corporate Governance (Board Charters)	https://investors.nike.com/investors/corporate-governance/?toggle=topBanner	No change	
Senior level responsibility for human rights	The Purpose Committee directs and oversees the end-to-end integration of NIKE's work in diversity and inclusion, community, labor, and environmental impact. It challenges our business to better understand our social and sustainability impacts, to set ambitious targets for improvement, and overcome obstacles in achieving progress, and helps to shape NIKE's evolving approach to transparency. The Purpose Committee meets regularly to review these targets, performance, and disclosures.	Nike Impact Report 2019	https://purpose-cms-preprod01.s3.amazonaws.com/wp-content/uploads/2020/02/11230637/FY19-Nike-Inc.-Impact-Report.pdf	Updated	Human Rights and Labor Compliance Standards. https://about.nike.com/en/resources/human-rights-and-labor-compliance-standards. Nike has established a Human Rights Committee to oversee Nike's human rights risk management with respect to compliance with the German Supply Chain Due Diligence Act. The Committee is comprised of a team of cross-functional senior leaders and subject matter experts representing Nike global and EMEA business functions. The Committee reports at least once a year to the Nike Retail BV Board of Directors.
Reporting & Transparency					
Human rights reporting (integrated or stand-alone)	Human rights included in Impact Report 2023	Nike Impact Report 2023	https://about.nike.com/en-GB/newsroom/releases/through-the-power-of-community-nike-inc-advances-toward-a-better-world-for-all	Updated	FY24 Nike, Inc. Sustainability Data. https://nmp.about.nike.com/originals/about/prod/f37dfe60-0341-4db1-8ab9-6156da717313/FY24-NIKE,-Inc.-Sustainability-Data.pdf?s=3c9dcc586ffb3a8e8eb9ec308a6e9fb972888d2e5dc1f92dc889c5d537af1
Transparency Pledge	Yes	Transparency Pledge	https://transparencypledge.org/aligned/	No change	
Global Apparel Facilities in Open Supply Hub	938	Open Supply Hub	https://opensupplyhub.org/	Updated	868
Memberships					

RBA	No (but is a member of RLI)	RBA	https://www.responsiblebusiness.org/about/members/	No change
		RLI	https://www.responsiblelabor.org/about/members-and-collaborations/	
RMI	Yes	RMI	https://www.responsiblemineralsinitiative.org/about/members-and-collaborations/	No change
WEPs (signatory)	No	WEPs	https://www.weps.org/companies	No change
Lobbying & Ethics				
Public statement or endorsement in support of mandatory human rights and environmental due diligence	No evidence			No change
Anti-bribery and anti-corruption policy	The rule is simple: Don’t bribe anybody, anytime, for any reason	Inside the Lines Code of Conduct [17]	https://s1.q4cdn.com/806093406/files/doc_downloads/2024/inside-the-lines-code-of-conduct-jan-2024.pdf	No change

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