

“Nike’s response”, 14 July 2025

Thank you for the opportunity to respond. Nike is deeply committed to responsible manufacturing, and it’s our ultimate goal that all people who make Nike product are treated fairly and with respect. Nike’s Code Leadership Standards require suppliers to implement strategies to progressively realize compensation that meets workers’ basic needs and provides some discretionary income. We are reviewing the role ACT could play to support suppliers in this expectation. Nike believes suppliers must be central stakeholders and participants in any agreement as they have a direct obligation to employees.