



NIKE GROUP OF COMPANIES

Jubilee House, John Nike Way, Bracknell, Berkshire RG12 8TN

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Modern Slavery Act Statement

The Nike Group of Companies is committed to doing all we can to combat modern slavery and human trafficking from taking place and we place the same expectation on our suppliers.

The Nike Group

The Nike Group is a successful, privately owned group of companies, which cares about our staff and our community. Our head office is in Bracknell and over the years the Group has expanded and diversified to include a 205-room hotel, a number of snow sports centres, manufacturing, a petrol station/convenience store, Ski Matting manufacturer and a builders' merchants. Our businesses are based in England and Wales.

Our supply chains

Our suppliers fall into two broad groups – suppliers and support suppliers. Suppliers cover all goods and services used in the running of our businesses from food and beverages to be resold, linen and cleaning supplies to fixtures, fittings, equipment and office supplies. Our support suppliers provide items such as IT support and systems, professional and consultancy services. We also occasionally work with employment agencies who supply a limited number of people to work in our businesses.

We pick our suppliers carefully and where appropriate carry out due diligence on these parties.

Our anti-slavery initiatives and policies

Our Finance and Human Resources Departments are responsible for ensuring the relevant training and due diligence is carried out, as well as introducing any new measures as appropriate.

Our commitment to social responsibility is reflected in our employee training and company policies and we expect the same high standards from our suppliers.

We carry out 'right-to-work' checks on all new employees and carry out spot checks on shift-patterns and the hours worked by our colleagues. Our culture is focused on respect and the fair treatment of others.

If our staff have any concerns, including those of an ethical nature, they can raise these by using our Whistle-Blowing Policy. As our policy states, staff who raise genuine concerns under this policy will not under any circumstances be subjected to any form of detriment or disadvantage as a result of having raised their concerns. Our Equal Opportunities Policy also demonstrates our zero tolerance of discrimination on any grounds and our belief in fair treatment for all. We undertake DBS checks where relevant.

Training

We recognise that awareness amongst our employees is important in preventing modern slavery. We have recently committed to ensuring all our staff complete an online modern slavery awareness course. All senior management will complete this training by the end of April 2021 and all other staff as soon as possible.

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This training better enables staff to identify any concerns which they can bring to the attention of Management who in turn will contact the authorities where necessary.

Due diligence processes relating to slavery and human trafficking

We continue to assess the areas of our business and supply chains where there is a risk of slavery and human trafficking taking place (even if this is small.)

We are currently reviewing our tender process to ensure we capture appropriate and sufficient information to enable us to be as sure as we can be that the supplier also has a zero tolerance approach to modern slavery, both within their company and their own supply chain.

Key performance indicators

We would expect that any incident of modern slavery within the Company would be a breach of our company policies, contractual terms and/or law.

We will continue to ensure that no modern slavery exists in our businesses and strive to be as certain as we can be that our suppliers are also making the appropriate checks.

Further steps

We will continue to train our staff to ensure they fully understand what is meant by modern slavery and encourage vigilance both inside and outside the workplace.

The approach to combatting modern slavery taken by new suppliers will be checked as well as revisiting our long-standing suppliers.

We feel it is important that all businesses, however big or small, be fully aware of modern slavery and do all they can to eradicate it.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 30th April 2020. This statement has been approved by the Nike Group Board of Directors, who will review and update it annually.

Signature of CEO:



Name of CEO: Steve Hebborn

Date: 18/12/2020