

adidas Sustainability

Workplace Standard +
Modern Slavery Outreach Program

**SPORT
NEEDS
A SPACE**

アディダスジャパン株式会社
Social & Environmental Affairs / グループ法務部
奈良朋美
Tokyo, 20/Dec/2018

SPORT NEEDS A SPACE

WE ARE THE GUARDIANS
OF THE SPACES OF SPORT

01

SPACES WHERE SPORT IS

MADE

02

SPACES WHERE SPORT IS

SOLD

03

SPACES WHERE SPORT IS

PLAYED

PRODUCT 環境・製品

1 VALUE WATER 水

2 INNOVATE MATERIAL SOLUTIONS イノベーション 素材

3 CONSERVE ENERGY 省エネ

PEOPLE 人々とソーシャル

1 EMPOWER PEOPLE 人々を啓発

2 IMPROVE HEALTH 健康促進

3 INSPIRE ACTION 行動を動かす

OUR
PRIORITIES

SOCIAL AGENDA

ソーシャル
アジェンダ

adidasのCSR調達

Workplace Standard

ワークプレイススタンダード

1. WHY
2. WHAT
3. HOW
4. Japan Case Study 日本ケーススタディ

Modern Slavery Outreach Program

現代奴隷アウトリーチプログラム

国際スポーツイベント 毎に高まる外圧

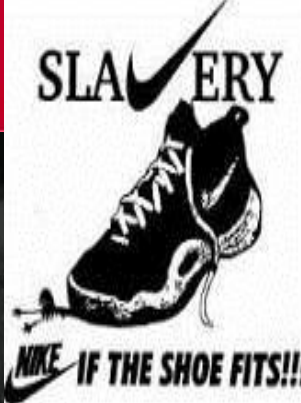


GROUP



Beijing 2008

Reporters without borders - www.rsf.org



Arena Amazônia:
acidente resulta
em morte



GREENPEACE

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アディダスと ナイキのきっかけは？

サッカーボールと児童労働

1995 CBC米国

⇒1998 「ワールドカップキャンペーン世界
から児童労働をキックアウト」へ

インドネシア縫製工場の労働者搾取

1997 CBC米国

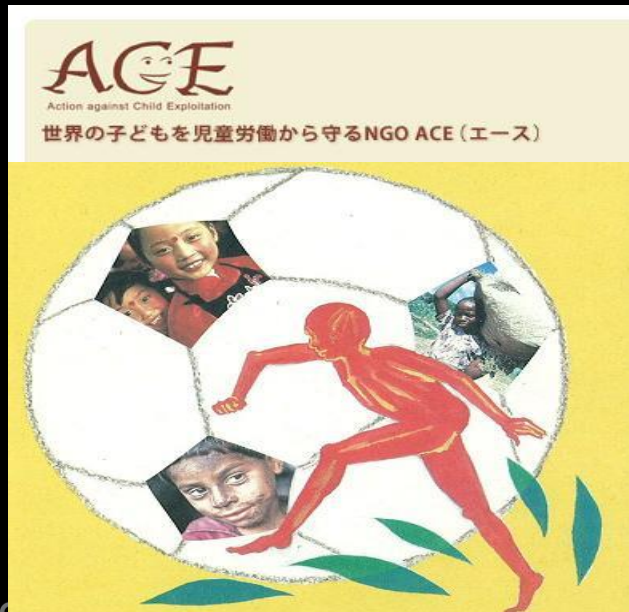
⇒スポーツブランドによるサプライヤーチェー
ンコードオブコンダクトの取組が始まる



さて日本では？

2002 FIFA 日韓ワールドカップ

⇒ 「ワールドカップキャンペーン児童労働をキックアウト」



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2004 アテネオリンピック

⇒ 「Play Fair at the Olympic Campaign」



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2020 東京オリンピックは 大丈夫？

1. 日本企業は標的にならない？

- ✓ グローバル展開
- ✓ グローバルでモノづくり

2. 日本に懸念材料は無い？

- ✓ 人権問題に疎い日本人
- ✓ 外国人技能実習生制度への国内外からの批判

SEAチームの主な活動



ワークプレイススタンダード

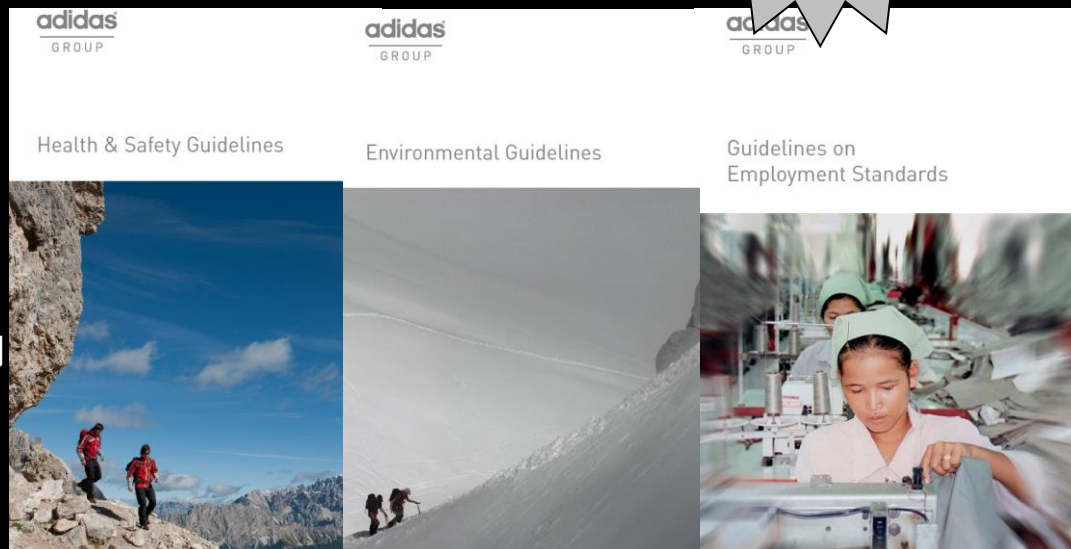
基本原則 労働基準

- ✓ 強制労働の禁止
- ✓ 児童労働の禁止
- ✓ 差別の禁止
- ✓ 給与と福利厚生
- ✓ 労働時間
- ✓ 結社の自由と団体交渉権
- ✓ 懲戒慣行

労働安全衛生基準

- ✓ 消防・建築物の安全・避難
- ✓ 労働災害
- ✓ 使用禁止薬品/有機溶剤の使用
- ✓ 整理整頓・電気系統管理
- ✓ 衛生管理・付帯設備
- ✓ 労働安全衛生管理

環境面での要求



CSR調達の キーファクター

1. 理念、ビジネスプラン
2. マネジメントの覚悟とコミットメント
3. 目標設定
4. スタンドアード作成
5. 組織、担当チームのデザインと設立
6. プログラム遂行ルール（SOP）作成
7. 社内教育と理解、調達担当者との協働
8. サプライチェーンの把握とリスクの把握
9. 人員育成または、外部機関利用であれば業務提携
10. リポーティング
11. 第三機関や有識者との連携、意見交換

CSR調達の効果 BENEFITS

ビジネスパートナーにも
たらす長期的な利益



1. 労働者のための労働環境を向上させる
2. 安定した向上心のあるワークフォースの創出
3. 業務のプロセスにおいて、組織を助け、規律をもたらす
4. 品質、生産効率、納期を向上させる
5. 消費者の信用を向上させる
6. 競争力を向上させる
7. 法令順守、法的責任においても強みとなる
8. リスクを軽減する

サプライヤー ロールアウト

1. In House Training

- ✓スタンダード、SOPトレーニング
- ✓エンフォースメントガイドライン
- ✓ベストプラクティスシェアリング
- ✓キャパシティビルディングトレーニング

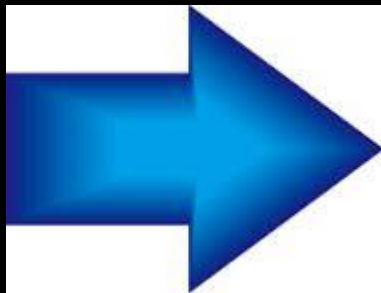
2. On Site Assessment

- ✓監査とリポーティング

3. Off Site Consultation

- ✓改善計画作成
- ✓フォローアップ、サーベイ、課題実施

モニタリング方法の転換期

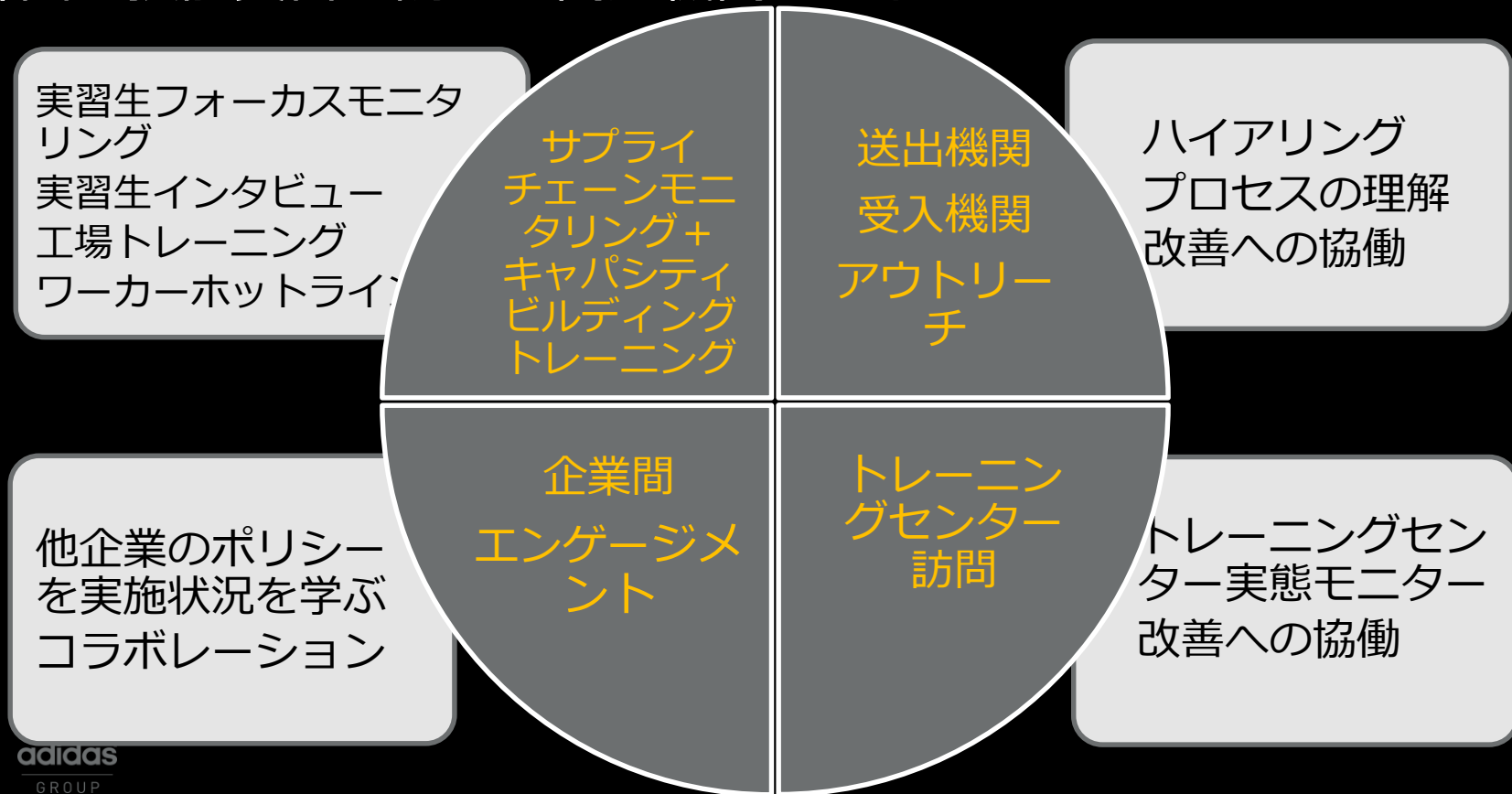


MODERN SLAVERY



現代奴隷
アウトリーチ
プログラム

日本ストラテジックプログラム 2017-2018 外国人技能実習生調査と関連機関アウトリーチ

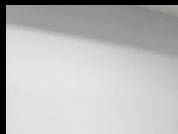


改善後の コンディション

- 街中の本社工場横敷地購入後、新寮建設
- 2-4人部屋、机、ソファなど設備.
- 適正寮費と電気ガス水道実費
- 母国語相談員雇用
- フリーLAN、Wi-Fi
- 日本語クラス開設



送出・受入機関・研修センター アウトリーチ



AWARDS & RECOGNITION

MEMBER OF

**Dow Jones
Sustainability Indices**

In Collaboration with RobecoSAM



**THOMSON REUTERS
FOUNDATION**



FTSE4Good

CHRB



Corporate Human
Rights Benchmark

MSCI



INCLUDED IN
**ETHIBEL
SUSTAINABILITY
INDICES
EXCELLENCE**

EUROPE & GLOBAL

adidas Group SUSTAINABILITY Guidelines

<https://www.adidas-group.com/en/sustainability/reporting/policies-and-standards/>

- Where the factory requires any trainee who has become a regular worker to continue training 'on the job', such workers must be treated as probationary workers or regular workers. If they are paid a lesser wage or have a less favourable wage and benefits package than other regular or permanent workers, adidas Group SEA will apply the 'genuine training programme test', i.e. SEA staff will look for evidence that the on-going training has clear goals, assessment and evaluation criteria, and is not being used as an opportunity to exploit workers by maintaining them on a lower wage on the pretext that they are still 'in training'. Any 'on-the-job' training must have a clearly defined timeframe and scope.

5.1.4 Migrant Workers

Definitions

a) Migrant Worker: The United Nations define 'migrant worker' as a person who is engaged or has been engaged in a remunerated activity in a state of which he or she is not a national, meaning anyone who moves between countries or locations for work. For the purposes of these Guidelines, this includes domestic or internal migration where workers move within the same country from one administrative unit such as region, province or municipality to another, and international migration where workers move between countries. Both forms of migration can result in a change in the legal status of the individual worker. This definition does not include refugees, displaced persons and other persons who leave their country.

b) Human Trafficking: A phrase referring to the recruitment, transportation, harbouring, or receipt of people for the purposes of slavery, prostitution, forced labour (including bonded labour or debt bondage), and servitude.

Identifying Common Examples of Non-Compliance

- The hiring of migrant workers through recruitment agents often results in forced labour. Recruitment agents are known to charge workers substantial amounts of money for finding the worker a job, transporting the worker to the job location, obtaining work visas and other permits, government levies. As many workers cannot afford such amounts, they repay the agent as well as the factory overtime from their wages, creating a situation of debt-bondage. For many migrant workers, it can be months or even years before they receive their wages in full and are able to send money home or make any personal savings. These conditions are often put in place through deceptive, non-transparent procedures.
- Many factories retain the personal identity documents (e.g. passport, national ID card) of migrant workers, often for 'safe-keeping'. Some factories also charge exuberant fees to workers to have their personal identification documents returned to them. The result is that many workers are unable to access their documents freely which makes it difficult to find alternative employment if conditions are bad, and can restrict freedom of movement around and out of the factory. In some cases, workers have been prevented from returning home because the factory has refused to return personal identity documents. Where conditions are very bad, workers simply leave the factory, forfeiting their passports or other personal ID documents. Eventually these workers fall into a 'gap' where they have no legal status at all, leaving them particularly vulnerable and unable to access any social or medical services.
- There are often major language and communication barriers between migrant workers and the factory management, supervisors and local workers. Many factories do not provide any proper orientation, training or other basic services to migrant workers, and rarely are they provided in the workers' native language. Migrant workers are frequently unsure of the instructions of supervisors,

unaware of safety precautions, and have no channels for communicating grievances or problems. Many migrant workers are not aware of their basic rights.

- Migrant workers are routinely allocated the dirtiest or most difficult jobs in the factory, and are often paid below minimum wage or at a lower rate than that of their local colleagues. Benefits are often denied, such as access to medical or other services, and migrant workers are not allowed to take annual leave or sick leave. Any absence is penalised by deductions from wages. Common practice is to force female migrant workers to sign letters of undertaking that they will not become pregnant. Migrant workers are routinely discriminated against in relation to opportunities for training, promotion and other advancements. Discrimination is suffered by migrant workers in almost all aspects of their employment, from basic double standards in relation to pay rates, to disregard for their religious beliefs and practices, or dietary requirements. In many cases, workers who have become pregnant have been sent home or dismissed without payment of wages or the means to travel to their home country.
- Some factories impose forced savings schemes i.e. they withhold wages until such time as the worker's contract is finished, providing the worker a small allowance for personal expenses, or wages are paid into bank or postal accounts which the worker cannot access. Factories claim that without this practice, migrant workers will save nothing as they tend to spend all their earnings on alcohol, drugs or gambling. Factories claim that this practice benefits migrant workers, but interviewed workers have a different perception. According to them, forced savings provide security for the factory, and are used to ensure that workers will not leave before their contract has finished, a so-called "run-away insurance"; or the savings are used to pay for the return ticket home. Further, if the factory terminates the worker, or the factory goes out of business, the worker may lose everything. In short, workers feel trapped and are unable to send money home to help support their families, which is often the reason why they have become economic migrants.
- While some factories observe the legal limits in relation to working hours for their local workers, migrant workers are allowed or forced to work excessive overtime, which they are often willing to do in order to supplement their low salaries or because they believe they can pay off their debt faster.
- Many migrant workers live in sub-standard conditions in dormitories on-site or rented housing in the local area. Little support is provided by the factory and there are few resources for migrant workers in terms of helping them to adjust to the local culture and environment. Many factories fail to provide basic assistance in relation to repatriating wages, providing the means for workers to be in regular contact with their families, or helping workers in emergency cases, such as serious ill health or the death of a family member.
- Migrant workers in general are afforded few legal rights. Often they work without contracts, or are required to sign onerous contracts that they may not be able to read (because they are not provided a copy in their own language) and which limit their rights. In all aspects of the employment cycle, from their dealings with recruitment agents to the conditions they work and live under, to the end of their employment and the search for a new job or means of returning home, migrant workers experience great difficulties. Such difficulties are made worse by their separation from family and support networks, leaving them vulnerable to severe exploitation.

Guidelines for Recruiting and Treatment of Migrant Workers

In addition to all basic requirements set out in local law and the adidas Group Employment Guidelines which should be observed by factories in their treatment of *all* workers, below are key areas of concern, and actions which factories should take, in relation to migrant workers specifically:

General Status

- ✓ In relation to its recruitment policy, the factory must be able to determine and document the legal status of its migrant workers. What types of workers exist in the factory – local, domestic migrants, international migrants, a combination of all three? If the workers are migrants, are they legal? Have they obtained work in the factory through proper channels and are their identity documents, visas and/or permits in order? Has the worker overstayed a visa and found employment through a friend in the factory? If workers are found to be illegal, what problems can this entail for the worker, and is there a proper and fair method for repatriating the worker or obtaining legal status? Who bears the costs in such cases? How can the worker be protected? Even though illegal workers are now protected under the Protocol of 2014 to the Forced Labour Convention each case is unique, and it is difficult to set out the exact process for managing the repatriation of an illegal worker. This is why it is extremely important that factories which hire migrant workers (regardless of whether they are domestic or international) can verify the legal status of all workers and have adequate policies and procedures in place for managing migrant workers.

Pre-Employment and Recruitment

- ✓ The factory has a comprehensive policy and clearly defined procedures for managing all aspects of the recruitment of migrant workers. There are multiple considerations which should be discussed internally and then incorporated into the policy and procedures:
 - How does the factory locate its migrant workers? By word of mouth and introductions from existing workers? Through a recruitment agent? How can the factory ensure that its workers are 'legal' and have not been trafficked or exploited?
 - If the factory uses an agent, is it operating legally? Is it a government-approved agent? Has the factory researched the agent's business operations and practices to ensure that it complies with local laws and the adidas Group Employment Guidelines? Does the factory monitor the performance of the agent? *(Note: workers themselves can provide valuable feedback on their treatment by recruiters and any improper practices or charges by the recruiter, during orientation.)*. Does the agency provide transparent information to the migrants in the form of a contract or a briefing that helps to ensure that the conditions are understood and accepted before departing?
 - What fees and payments are associated with the recruitment process – the agent's fee or commission? Medical tests required by law? Training fees? Transportation charges, such as airfares or ground/local transport costs? Meal and/or accommodation costs for the journey? Visa, permits and other documentation charges? Who is responsible for paying these amounts? Are they legal and reasonable? Has the factory reached agreement with the recruitment agent regarding what amounts are reasonable and the method of payment? Does the factory make it clear they assume responsibility for the recruitment costs, such as agent's fee, government levies, work visa/permit costs, transportation costs, and medical testing? Can the factory confirm that any amounts paid by workers are reasonable and will not place the worker in debt or result in ongoing monthly wage deductions?
 - In cases where the factory takes migrant workers who are introduced by existing workers, the factory ensures that there are clear guidelines prohibiting the charge of 'introduction fees' paid by the worker to supervisors or other employees. Charging new recruits a commission to help them find a job in the factory should be grounds for disciplinary action against the person charging the commission.
- ✓ The factory is able to ensure safe passage and reasonable travel conditions.
- ✓ The factory signs a contract with the worker, which in addition to the usual terms and conditions also sets out those items which are specific to migrant workers, i.e. the various fees and charges as mentioned above, mode of transport between home and factory (this is particularly important for

international migrants), the annual leave entitlement and any special 'home leave' benefits. Ensure that the contract conforms with the relevant legal requirements, especially in relation to migrant workers, e.g. contract must be prepared under the supervision of the local labour department, and/or signed before departing the home country/location for the factory, and/or endorsed by the sending government or authority. Ensure that the contract is in a language the worker understands, has been reviewed by the worker, and is signed by the worker and the factory directly, i.e. contracts should not be signed by recruitment agents on behalf of workers or factories. If the worker is illiterate, the terms and conditions of the contract should be explained in full before they sign the contract. *(Note: Factories may also use the Standards of Migrant Worker Contract Guidelines issued by the ILO/IOM for reference.)*

- ✓ The factory maintains contact with the relevant embassies and government offices, as well as participates in any networks or groups which can lend support to migrant workers, as well as exchange ideas and practices about proper management of migrant workers.
- ✓ The factory keeps copies *only* of worker identity documents and work visas/permits on worker file. Originals should be kept by workers. Where workers live in dormitories, the factory should provide secure storage for such documents and other valuable personal items. If migrant workers specifically request the factory to hold their documents for safe-keeping, there must be a clear and simple procedure for workers to access or take back their documents at any time.

Orientation & Training

- ✓ The factory should determine what type of training has already been provided (if any) before leaving for the factory, e.g. has the migrant worker received government-sponsored training or did the recruitment agent provide any form of training or orientation? Ideally, the factory has an established relationship with any training centres and contributes to the training objectives and curriculum to ensure that it is appropriate and useful for both the worker and the factory.
- ✓ Regardless of where the training is delivered, i.e. at the sending or the receiving end, factories should ensure that workers have received orientation and training in the following topics:
 - Basic legal rights and entitlements, as well as obligations in accordance with all relevant laws.
 - Culture and practices of the host country or receiving community (i.e. even internal migrants may find that the local language/dialect, culture and practices around the factory location vary greatly from their home area).
 - Safe sex, reproductive health and HIV/AIDS prevention.
 - Factory rules and regulations, disciplinary system, communication systems and grievance processes.
- ✓ Where appropriate, the factory provides local language training for migrant workers. Migrant workers should also receive the worker handbook and/or factory regulations in a language they understand.
- ✓ The normal requirements of any training programme for all workers apply, i.e. sufficient budgeting, allocation of resources, evaluation, ongoing planning and delivery.

Specific Language Concerns

- ✓ All written signs and information must be printed in the migrant workers' native language. If the person is illiterate, they should have the information explained to them in their own language by an independent translator.
- ✓ The factory provides cultural understanding and, where necessary, language training for supervisors. Simple miscommunications and/or misunderstandings can be avoided if supervisors and workers are sensitised to each other's cultural and communication styles.

- ✓ | The factory must determine whether it requires a translator to effectively communicate with migrant workers who do not speak the language of the factory managers and supervisors. If necessary, are translators on hand and available for translation on the line during production?
- ✓ | Is a translator also available to workers outside of work, especially in relation to personal problems or if the worker wishes to lodge a complaint or raise an issue for management's consideration? Non-production related translators should not be a member of the management team, but independently hired. When translators are seen as part of management, migrants will not trust the translator to convey the information truthfully, or to respect their privacy. Similarly, translators should not be regular production line workers themselves. This is an unfair burden in terms of extra work and responsibility to place on one worker. Ideally, factories should work with local NGOs or community service groups to identify reliable translators for this role.

Wages & Benefits

- ✓ Migrant workers should receive the same wage levels as local workers with commensurate skills and of similar position.
- ✓ Wage slips and any other documentation relating to wages and benefits should be provided in a language understood by the migrant worker.
- ✓ Any legal deductions, such as local taxation or social security contributions, should be properly explained to migrant workers in their own language as, most likely, they are even less familiar with such schemes than local workers.
- ✓ Provide all wages and other benefits directly to workers and not to any other person, e.g. any savings accounts must be in the name of the worker, not the factory. Wages must be paid in full, i.e. the factory may not withhold wages as part of a forced savings plan. Workers must be responsible for managing their own finances. As good practice, during orientation, factory staff explains the advantages of savings programmes and good financial management, as well as the available methods for sending money home. The factory also provides information about resources for workers if they are running into financial or behavioural problems away from home.
- ✓ Migrant workers are eligible for all paid leaves, i.e. annual leave, sick leave, etc. in accordance with local laws and the adidas Group Employment Guidelines. If local labour law does not specify the annual leave entitlement, then migrant workers should receive the same annual leave benefit as local workers or, in any event, at least seven days which is the generally accepted international minimum standard.
- ✓ In those cases where workers return home during their annual leave, the factory must keep their positions available upon their return. Otherwise workers will be discouraged from taking leave or visiting their families.
- ✓ As good practice, the factory will organise common transport solutions for migrant workers from the same locations, e.g. group airfares or busses.
- ✓ Where there is no specific legal requirement to do so, as good practice, the factory will nonetheless cover the travel costs for migrant workers home leave.

Working Hours

- ✓ Migrant workers must not be targeted specifically for overtime work or threatened with forcible return home or other punishments if they do not work overtime. Often local workers will refuse to work late or on weekends and public holidays and the factory will 'push' migrants to complete production. The same requirements in relation to working hour limits and voluntary overtime apply to migrant workers as to local workers.

- ✓ The factory must ensure that the working hours and production requirements are explained to migrant workers in a language they understand, as part of their orientation and training and/or set out in factory guidelines or worker handbooks.

Health & Support Services

- ✓ When migrant workers are ill or injured, ensure that they receive proper medical attention and are able to see a nurse or doctor with whom they can communicate or are accompanied by a translator.
- ✓ Establish a counselling or grievance service centre for migrant employees. The centre may perform a variety of functions. Specifically in relation to disciplinary practices, this can be the place where employees may report unauthorised forms of discipline, abuse or harassment. The centre should be suitably qualified to deal with complex or sensitive issues such as sexual harassment. The centre can also provide support services for managing common risks associated with alcohol and drug abuse and other problems experienced by migrant workers. The centre can also function as a training resource, providing ongoing information and updates to workers on general health issues. Workers need access to updated information on public health matters such as SARS, avian flu, and HIV/AIDS and other sexually transmitted diseases. The centre should also be equipped with information and materials associated with a migrant's basic rights.
- ✓ Factories should pay special attention to the mental health and well-being of migrant workers. Many workers, especially in their first year on the job, feel isolated and lonely, and have no local friendships or support network. Factories can go a long way to establishing basic support mechanisms at the factory level. Partnering with local NGOs, health service centres and migrant worker community groups gives the factory a network of resources to draw on for more serious cases relating to the mental health of migrant workers or behavioural problems.

Living Conditions, Security & Leisure

- ✓ Where the factory has dormitories, migrant workers are given a choice of living in the factory dormitories or outside. Information regarding accommodation and transport options to and from the factory should be provided by the factory.
- ✓ The adidas Group Health & Safety Guidelines regarding dormitory conditions should be observed.
- ✓ The factory should maintain good communication with local police or public security regarding the presence of migrant workers in the factory and local community, to avoid any unnecessary detention or harassment against migrant workers by the local authorities. Some factories have adopted the practice of issuing workers with special identity cards that demonstrate to the satisfaction of the police that they belong to the factory and are legal workers. This means that workers do not need to have their passport, work visa or other identity documents on them at all times. Communicate with, and provide guidelines to, workers on how to react if they are stopped by police and clarify how the factory will support them if they run into any difficulty.
- ✓ The factory should provide access to free wifi/internet so migrant workers can communicate with family and friends overseas. The internet can also provide free access to worker grievance mechanism channels or hotlines
- ✓ Factories provide access to sport facilities, either by creating facilities on site or by facilitating transportation to municipal facilities.
- ✓ Factories provide access to internal recreation options, e.g. a recreation room with TV/VCR, pool table, table tennis, reading space/library with books and periodicals in the migrant workers language, etc.
- ✓ The factory participates in local sports activities for workers, and encourages workers to join through prizes, competitions and rewards.
- ✓ The factory organises/sponsors outings, activities, games, karaoke and parties for migrant workers.

GROUP

- ✓ The factory recognises workers' religious observance and customs, and provides the necessary space for prayer or other religious activities, which may also involve allowing workers time off during working hours.
- ✓ Factory and dormitory canteens should take into account any dietary needs of the migrant workers in meal planning, related to religious or health requirements.

End of Contract / Repatriation

- ✓ The factory honours contracts with workers and does not use false reasons for terminating a worker prematurely or to avoid the costs associated with repatriation at the end of the normal contract term.
- ✓ If the economic situation changes and the factory is required to lay off workers, then the factory assists migrants to find new employment or provides the proper compensation package and covers the costs of returning home. Ideally, workers are given the choice of whether to remain and commence a new job, if legally possible, or return home. Proper compensation package is referring to legal law and employment contract.
- ✓ Where the initial contract period (usually 2-3 years) expires, the freedom to change employment should be respected, or if the factory and worker wish to extend, the factory should cover any costs associated with extending the work visa or paying any agent fees etc. The factory must also observe any contractual or legal requirements to allow the migrant worker a period of home leave. As a best practice, where there is no legal requirement to do so, the factory would also cover the costs of such home leave.
- ✓ In the event of serious ill health (as certified by an independent doctor) or if a migrant worker terminates the contract early for valid reasons, there must be no penalty, and the worker must have access to all savings and receive the usual assistance in repatriation as set out directly below.
- ✓ At the end of the contract, and where there is no extension, in the absence of any other contractual or legal obligation, the factory covers the costs of the migrant worker's return home. Depending on any agreements with the recruitment agent or government services, the factory must also handle the repatriation process itself, i.e. booking tickets, arranging transportation to the disembarkation point, etc.



Figure 27 – General safety and health education booklet for Burmese migrant workers



Policy on Responsible Recruitment

(including the fair treatment of migrant workers)

This document outlines the requirements for the responsible recruitment and fair treatment of migrant workers in our supply chain. It draws on the guidance previously published in our Guidelines on Employment Standards in 2010.

In 2016 we launched our modern slavery outreach program to intensify our efforts on potential risks in the upstream supply chain, looking beyond our Tier 1 suppliers, to drive greater transparency in the extended supply chain. As we embarked on this program, it became increasingly apparent that one of the greatest drivers of modern slavery, permeating all economic sectors was the exploitation of migrant workers occurring at the hands of unscrupulous recruitment agencies and/or labor brokers.

The Governing Body of the International Labour (ILO) Organization, in its 2014 Recommendations of Supplementary Measures for the Effective Suppression of Forced Labor, calls out the corporate responsibility of *“protecting persons, particularly migrant workers, from possible abusive and fraudulent practices during the recruitment and placement process”* in combating forced labor. Additionally, in 2016 the Governing Body issued general principles and operational guidelines for fair recruitment stating that companies and public employment services should include *“human rights due diligence assessments of recruitment procedures and should address adverse human rights impacts with which they are involved.”*

At adidas we are committed to eliminating the practice of migrant workers paying recruitment costs and fees to secure their employment. We support the [Dhaka Principles for Migration with Dignity](#) to enhance respect for the rights of migrant workers from the moment of recruitment, during employment and through to further employment or safe return.

In October 2018 we pledged our support to the joint American Apparel & Footwear Association (AAFA) and FLA industry pledge, committing to working with our suppliers to ensure:

1. No worker pays for their job or right to work;
2. Workers retain control of their travel documents and have full freedom of movement; and
3. All workers are informed of the basic terms of their employment before leaving home.

Our Responsible Recruitment Guiding Principles are in alignment with the ILO authored General principles and operational guidelines for fair recruitment:

- **Human Rights:** Recruitment should take place in a way that respects, protects and fulfills internationally recognized human rights, including those expressed in international labor standards, and in particular the right to freedom of association and collective bargaining, and prevention and elimination of forced labor, child labor and discrimination in respect of employment and occupation.
- **Law:** Recruitment should respect the applicable national laws, regulations, employment contracts and applicable collective agreements of countries of origin, transit and destination.

- **Recruitment agencies:** In the absence of direct recruitment, workers must be hired through ethically compliant labor brokers and recruitment agencies. Suppliers must have a formal policy and due-diligence process in place for vetting recruitment agencies responsible for the labor supply.
- **Fees:** No recruitment fees or related costs should be charged to, or otherwise borne by, workers. A clear definition on the types of fees and costs can be found in our Migrant Labor chapter of the Guidelines on Employment Standards.
- **Contracts:** The terms and conditions of employment should be through written contracts in accordance with national laws, regulations, employment contracts and applicable collective agreements. They should be clear and transparent, and in a language that the worker can understand. Workers' agreements to the terms and conditions of recruitment and employment should be voluntary and free from deception or coercion.
- **Access:** Freedom of workers to move within a country or to leave a country should be respected. Workers' identity documents such as passports, land title deeds, diplomas, employment contracts and so on should not be confiscated, destroyed or retained.
- **Grievance Mechanisms:** Workers should have access to free or affordable grievance and other dispute resolution mechanisms without fear of recrimination or dismissal, and effective and appropriate remedies where abuse has occurred.
- **Return:** Workers should be free to terminate their employment and, in the case of migrant workers, to return to their country. Migrant workers should not require the employer's or recruiter's permission to change employers in the host country on completion of their first contract or after two years, whichever is less.
- At all times workers should have access to free, comprehensive and accurate information regarding their rights and the safe and healthy working and living conditions of their employment.

ZERO TOLERANCE

- × Situations of forced labor - using coercion or fraud to hire and retain workers - or any involvement in acts of trafficking in humans can have serious consequences for a supplier. For adidas these are Zero Tolerance issues which will result in the immediate termination of the business relationship.
- × In many countries trafficking in labor is a criminal offence. Harsh penalties may apply, including substantial fines and a lengthy prison sentence for directors and business owners.

For detailed guidance on the responsible recruitment and fair treatment of migrant workers please refer to our Guidelines on Employment Standards.



責任ある募集に関する方針

(移民労働者の公正な処遇を含む)

この文書は、サプライチェーンの移民労働者の責任ある採用と公正な処遇の要件を概説しています。これは、2010年に発行された労働基準のガイドラインに掲載されているガイダンスに基づいています。

2016年には、上流のサプライチェーンにおける潜在的なリスクを強化し、Tier 1（最終工程品）のサプライヤーを超えて、サプライチェーンの透明性を高めるために、現代奴隷アウトリーチプログラムを開始しました。このプログラムに着手すると、すべての経済分野に浸透している現代奴隷の最大の牽引役の1つは、悪徳な募集機関や労働ブローカーの手に渡った移民労働者の搾取であることがますます明らかになりました。

国際労働機関（ILO）理事会は、強制労働の効果的な抑制のための補足的措置の2014年勧告において、強制労働に対抗するために「人材、特に移民労働者を募集と配属のプロセス中に起こり得る不正行為から守る」としています。さらに、理事会は2016年に企業および公的雇用サービスに対し、公平な募集のための一般原則および運用ガイドラインとして、「募集手続きにおいて人権デューデリジェンスの評価を行い、彼らに関与する人権侵害に対処しなければならない」と公表しました。

アディダスでは、雇用確保のための募集費用と手数料を払っている移民労働者の慣行を排除することに全力を尽くしています。私たちは、雇用の瞬間から、雇用中、さらに雇用や安全な帰国までの移民労働者の権利の尊重を強化するために、[Dhaka Principles for Migration with Dignity](#) を支持します。

2018年10月、私たちはアメリカのアパレル&フットウェア協会（AAFA）とFLA業界の約束を支持し、サプライヤーと協力して次のことを保証することを約束しました。

- 1.労働者は自分の仕事や仕事を得る権利のために支払いません。
- 2.労働者は旅券関連書類を管理し、完全な移動の自由を保持します。そして
- 3.すべての労働者は、自国を出発する前に雇用の基本条件を知らされています。

私たちの責任ある募集ガイダンス原則は、公平な募集のためのILOの一般原則および運用ガイドラインと整合しています。

- 人権：募集は、国際的に認められた人権を尊重し、保護し、履行する方法で行わなければならない。特に結社や団体交渉の自由、雇用と職業に関する強制労働、児童労働、差別の防止と排除の権利が含まれる。
- 法律：募集は、起源国、通過国および目的地で適用される国内法、規則、雇用契約、適用可能な団

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体協約を尊重すべきです。

- 募集機関：直接雇用ができない場合、労働者は倫理的な仲介業者および募集機関を通じて雇用されなければならない。サプライヤーは、労働供給を担当する募集機関の審査のために、正式なポリシーとデューデリジェンスプロセスを実施していなければなりません。
- 手数料：募集費や関連費用は、労働者に請求されたり、労働者が負担したりしてはならない。手数料の種類と費用の明確な定義は、「雇用基準に関するガイドライン」の「移民労働」の章にあります。
- 契約：雇用の条件は、国内法、就業規則、雇用契約および適用される労働協約に従い、書面による契約でなければなりません。明確かつ透明で、労働者が理解できる言語でなければなりません。募集と雇用条件に対する労働者の合意は、自発的であり、欺瞞または強制から解放されるべきである。
- アクセス：国内を移動したり、国を離れる労働者の自由は尊重されるべきです。パスポート、土地譲渡証書、卒業証書、雇用契約書などの労働者の身分証明書は、没収、破壊、または保持されるべきではありません。
- 苦情の仕組み：労働者は、逆襲や解雇の恐れなしに、無料または手頃な価格の苦情およびその他の紛争解決メカニズムにアクセスできる必要があります。これは虐待が発生した場合の効果的かつ適切な救済策が含まれます。
- 帰国：労働者は自由に雇用を終了することができ、移民労働者の場合は帰国することができる必要があります。移民労働者は、最初の契約が完了した時点または2年後のいずれか短い方の期間中に、受入国での雇用主を変更する場合、雇用者または募集機関の承認が要求されるべきではありません。
- 労働者は、いつでも、彼らの権利に関する自由で包括的かつ正確な情報へのアクセスと雇用の安全で健康的な労働と生活条件を持たなければなりません。

ゼロトレンス

- × 強制労働の状況 - 労働者の雇用または維持に強制または詐欺を使用したり、人身売買行為に関与したりすることは、サプライヤーにとって深刻な結果をもたらす可能性があります。アディダスの場合、これはゼロトレンスに相当し、ビジネス関係が直ちに解除されます。
- × 多くの国では、人身売買は犯罪です。取締役や事業主のための相当な罰金や長時間の懲役刑など、厳しい罰則が適用されることがあります。

移民労働者の責任ある採用と公正な処遇の詳細なガイダンスについては、「雇用基準に関するガイドライン」を参照してください。