



ENVIRONMENTAL, HEALTH & SAFETY VALUE

At Nike, we are dedicated to the protection of life and health in the workplace and working in a manner that protects and promotes safety, health and well-being of the individual and the environment.

ENVIRONMENTAL, HEALTH & SAFETY POLICY

Nike is committed to operate in a safe and responsible manner to protect the environment and health and safety of our employees, partners and our customers. It is our responsibility to provide safe working conditions and to challenge ourselves to continually improve in all aspects of EHS, promoting a culture of safety and wellness for our employees and partners.

To meet our commitment we:

- Comply with or exceed all applicable laws and regulations by implementing Nike's Code of Conduct and Code Leadership Standards. We strive to set higher standards for ourselves and our partners by identifying best practices and unacceptable risks.
- Provide employees policies, standards, training, tools and equipment to work safely and understand their responsibility for meeting EHS expectations.
- Set goals, measure and assess our performance, commit to continual improvement and to communicate about our performance against the goals.
- Support sustainable development by incorporating social responsibility, economic success and EHS excellence in our decision-making process. We integrate EHS considerations into business and operating decisions, challenging ourselves to improve continuously.

At every level of the organization, Nike employees and our partners have responsibility for the impact of their activities on the environment and the health and safety of themselves, their teammates and those affected by their activities. Employees and our partners are responsible for reporting all injuries and conditions that they believe to be unsafe, unhealthy or has a negative impact on the environment. Each part of the organization is responsible for establishing and implementing relevant processes and procedures to meet Nike's Environmental Health & Safety Policy.

Hilary Krane

EVP, Chief Administrative Officer & General Counsel

Eric Sprunk

Chief Operating Officer