



[REDACTED]
*Chief Sustainability Officer DECATHLON
4 rue du Professeur Langevin - 59000 LILLE*

[REDACTED]
*United Nations Human Rights Office of the High Commissioner
Working Group on Business and Human Rights*

Object: Joint Communication from Special Procedures

Dear [REDACTED],

In DECATHLON, our main purpose is to sustainably make the pleasure and benefits of sport accessible to the many.

We commit to do so respecting our core values of Responsibility, Vitality, Generosity and Authenticity and promoting Ethics, and Sustainable Development in all our activities.

Therefore Decathlon is adhering to the principles of:

- Universal Declaration of Human Rights
- International Labour Organisation's Declaration on Fundamental Principles and Right at Work
- UN Guiding Principles on Business and Human Right
- United Nations Convention Against Corruption (UNCAC)
- OECD standards and principles for responsible business conduct,

And all applicable national and international rules relating to ethical and responsible standards of behavior, including, without limitation:

- Anti-corruption laws (the French anti-corruption laws including loi Sapin II, the U.S. Foreign Corrupt Practices Act of 1977, the UK Bribery Act, and any other law, rule, regulation or other legally binding measure with similar effect (i.e. related to the prevention of bribery, corruption, fraud or similar or related activities)
- Fiscal and tax, trade and competition control laws

- Human rights and environmental protection laws including the French law on the duty of vigilance, UK and Australia Modern Slavery Act, Dutch Child Labour Due Diligence Law

Consistent with these values and principles, DECATHLON is committed to share them and engage its suppliers, service providers and business partners.

As early as 2002, DECATHLON has therefore implemented a voluntary strategy about human rights in the industrial field called “Human Responsibility in production”.

This strategy is aligned with the principles mentioned ahead and process wise, inspired by SA8000, and is verifying the risk management of various topics such as Child Labour, Forced Labour, Freedom of association, Health and Safety, Compensation and working hours.

Since then, we have been improving continuously with the following steps:

- 2010: Internalisation of social audits and building of an international auditing team to verify compliance with commitments made together around the world through our [Code of Conduct](#)
- 2015: Launching of specific projects on Forced Labor and Living Wage
- 2017 & 2021: Review of our [Code of conduct for suppliers](#)
- 2021: Launching of [Ethical recruitment](#) and [Dormitories guidelines](#) for our industrial suppliers

More information about our actions and commitments in terms of sustainable development:
<https://sustainability.decathlon.com>

Best regards,



Chief Sustainability Officer DECATHLON

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