

Speak Up Policy for the EU

Make your voice heard, even if it's just to ask a question.

Purpose

NIKE, Inc. believes in — and will always advocate for — a culture where everyone feels respected and included. We want you to Speak Up if:

- You see or suspect anything illegal, unethical or inappropriate.
- You see or experience something — anything — that does not align with our values.
- You have a question or are unsure about something.

You can trust that NIKE will treat your report seriously, fairly and promptly. And if something needs to be fixed, we will take action.

Applicability

This policy applies to these NIKE entities:

- NIKE Europe Holding B.V., **Belgium**
- NIKE Retail B.V., **Netherlands**
- NIKE Retail B.V., **France**
- NIKE Retail Sucursal en Espana, **Spain**
- NIKE Retail B.V. Zweigniederlassung Deutschland, **Germany**
- NIKE Retail B.V., **Italy**
- NIKE Retail B.V. (sp.z o.o.) Oddzial w Polsce, **Poland**

Raising a Concern

NIKE offers multiple options for raising a concern, so that you can choose the reporting option you are most comfortable with: Use the [Speak Up Portal](#), contact [People Solutions](#), or contact your manager or another NIKE leader.

You may also choose to report locally if your concern falls under a relevant category, as determined by applicable local legislation. For country-specific details, please review the [Complaint Procedure for the EU](#).

Zero Retaliation

NIKE does not tolerate retaliation. Anyone who retaliates against someone who has raised — or has helped another to raise — a concern or cooperated with an investigation in good faith will be subject to disciplinary action, up to and including termination.

Confidentiality and Data Privacy

Concerns will be processed and reviewed impartially and independently, in adherence to principles of confidentiality and data privacy.

Updates

NIKE reserves the right to modify or rescind this Policy and the applicable Complaint Procedure at any time, consistent with applicable law. Breach of, or non-compliance with, this Policy and the applicable Procedure may lead to disciplinary action(s).

Resources

- [Complaint Procedure for the EU](#)
- [Speak Up Portal](#)
- [Speak Up FAQ](#)

Get Help

If you have questions about this Policy or its application, please seek advice from the Ethics & Compliance Office by emailing ECO@nike.com.