



Overview

Introduction

Fanatics recognizes the importance of a socially responsible supply chain. We understand that worker welfare and the creation of high-quality products are not mutually exclusive. As sports fans ourselves, we believe we are uniquely in-tune with our sports fan customer base, and we also recognize the growing interest among consumers to purchase products that are made in socially responsible working conditions.

Fair Labor Association

As a part of our compliance commitment, certain divisions of Fanatics are affiliated with the Fair Labor Association (FLA), an organization that brings together brands, suppliers, civil society organizations and universities that is dedicated to responsible labor practices throughout supply chains. In connection with this affiliation, Fanatics Brands has created The Fanatics Workplace Code of Conduct (the “Fanatics Code”), which defines and describes the standards that we have for ourselves and for our supply chain partners. The Fanatics Code is based on the FLA Code, International Labor Organization (ILO) standards and internationally recognized labor practices. We leverage these standards to evaluate working conditions and collaborate with factories and suppliers if improvements are required.

Social Compliance Program

Fanatics Brands has developed a social compliance program, designed to both regularly evaluate and analyze factory conditions and also establish brand-level management systems that minimize unnecessary pressures placed upon suppliers. Like many apparel industry leaders, it is our goal to understand how to positively impact factory working conditions, how to sustainably remediate any new issues, and how we can incorporate best practices into our core business operations.

Selecting the Right Supplier Partners

Fanatics is also dedicated to implementing a screening and evaluation process for selecting and working with suppliers. Fanatics Brands will conduct a risk assessment for any potential third party that will be manufacturing apparel, headwear or other products on behalf of Fanatics Brands before we approve production of any products by such party. For any such manufacturer, whether new or existing, for which we identify any Fanatics Code violations, the supplier must work to identify the root cause of such violations and implement a comprehensive Corrective Action Plan (CAP) that includes issues to be addressed in the short-term, as well as preventative measures to ensure compliance for the long-term.

Once a manufacturer enters the Fanatics Brands source base, we continue to monitor working conditions, as well as benchmark their improvement and incorporation of social compliance best practices over time. It is our goal that future business is conditioned on (among other factors) social compliance performance and commitment throughout the relationship.

Commitment to Continuous Improvement

The development of a social compliance program is a continuous journey towards enhanced transparency, collaboration, and sustainable improvement. Fanatics is dedicated to this goal. It is not only essential to the success of the brand, but also to the welfare of those individuals working hard to create premier Fanatics product every day.