

Dear Alysha:

Thank you for your recent email and invitation to respond to reports of workforce reductions at Sports City International. We write to you during a new and unfolding reality: a global health emergency that has, in turn, caused a global economic crisis. These are exceptional circumstances where we believe that acting responsibly includes taking prudent financial measures and responsible fiduciary actions to protect the health of our business and through such actions, the array of stakeholders, including workers, communities and businesses in the global value chain of which we are a part.

Accordingly, Under Armour has communicated to its manufacturers that in light of COVID-19, they must take all required and advisable steps to protect their employees' health and safety. Our statement about this, as well as information about other ways in which Under Armour has acted to address COVID-19 appears on our corporate website: <https://about.underarmour.com/news/2020/03/under-armour-coronavirus-responses-and-actions>

Under Armour supply chain business partners, including manufacturers, licensees and agents and their subcontractors, are required to comply with all applicable laws and [the UA Supplier Code of Conduct](#), the [Fair Labor Association Workplace Code of Conduct and Benchmarks \(the "FLA Code"\)](#). After engagement on this matter, we understand that Sports City's retrenchment process has been supervised by the Department of Labor and Employment (DOLE) and conducted in compliance with local regulations. Furthermore, we have communicated to Sports City our expectations and reminded it of its obligation to comply with all applicable legal requirements as an employer to its employees including in connection with employment terminations. We also have asked its senior management and operations teams to conduct a documented review of the [FLA's Retrenchment Guidelines](#), the [Under Armour's Supplier Code of Conduct](#), and the [Fair Labor Association's Workplace Code of Conduct](#) (see also, its [Benchmarks](#)).

To address the impacts of COVID-19 on factory partners and workers and sustainably advance efforts to create a more just and resilient garment industry, Under Armour has endorsed, and is working in support of, the [COVID-19: Action in the Global Garment Industry \(Call to Action\)](#). This international Call to Action [brings together](#) the ILO, IOE, ITUC, IndustriALL Global Union, UNI Global Union, brands, manufacturers and workers' rights organizations to mobilize action for the protection of workers' health, safety and livelihoods.

Mitigating the effects of COVID-19 requires a broad spectrum of actors to unite and work collaboratively to advocate for, and seek, lasting solutions that protect workers and the businesses that employ them. Through the Call to Action, we will work with like-minded parties to engage with relevant stakeholders including governments and international financial institutions to achieve its goals including seeking to mobilize funds to support business continuity for manufacturers in the Apparel and Footwear sectors and focus on protection for workers and employers in countries with the weakest health and social protection systems.

Lastly, we have advised Sports City to take all necessary steps to safeguard its workers' health and safety including those related to COVID-19 arising under local governmental directives and recommendations.

UNDER ARMOUR, INC.'S 9-29-20 RESPONSE TO THE BUSINESS & HUMAN RIGHTS RESOURCE CENTRE
(BHRC) INQUIRY ABOUT SPORTS CITY INTERNATIONAL

Under Armour remains committed to protecting the workers who make our products and their components and materials, and will investigate, and act to address, issues brought to our attention by Business & Human Rights Resource Centre as well as other stakeholders.