

UNDER ARMOUR

MODERN SLAVERY STATEMENT 2020

OUR COMMITMENT

Under Armour, Inc. ("UA") respects human rights including those defined in the [United Nations \(UN\) Universal Declaration of Human Rights](#) and the [International Labor Organization \(ILO\) Declaration on Fundamental Principles and Rights at Work](#). UA is also committed to responsible business practices including as defined by the Organisation for Economic Co-operation and Development (OECD) [Guidelines for Multinational Enterprises](#) and the [UN Guiding Principles on Business and Human Rights](#).

We are publishing this statement in response to the [Modern Slavery Act 2015 \(UK MSA\)](#) and the [California Transparency in Supply Chain Act of 2010 \(CA TSCA\)](#). This statement is our first to harmonize prior UK MSA and CA TSCA disclosures. Like our [2017](#), [2018](#) and [2019](#) UK MSA Statements, it has been approved and

signed by the Board of Directors of Under Armour UK Limited and UA UK Retail Limited and summarizes steps taken by UA during the fiscal year ending 31 December 2019 to address risks of modern slavery in our business and supply chain.

At UA, our team works to make products that power the performance of better athletes in a better world. We expect our suppliers and subcontractors to do business in a manner that aligns with our core values, including Stand for Equality, Stay True and Think Beyond. This means all suppliers and subcontractors must treat their employees with dignity and respect, and provide safe workplace and dormitory conditions.

We are committed to improving continuously both our performance and reporting related to mitigating risks of modern slavery in our supply chain. The term modern slavery encapsulates slavery, servitude and forced or compulsory labor and human trafficking.



The following sections correlate with the California Transparency in Supply Chain Acts:
• [Verification](#) • [Audits](#) • [Certification](#) • [Internal Accountability](#) • [Training](#)



STRUCTURE, OPERATIONS AND SUPPLY CHAIN

UA’s principal business activities are the development, marketing and distribution of branded performance apparel, footwear and accessories for men, women and youth. Our products are sold worldwide and are worn by athletes at all levels, from youth to professional, on playing fields around the globe, as well as by consumers with active lifestyles. The company’s Connected Fitness™ platform powers the world’s largest digitally connected health and fitness community.

Incorporated as a Maryland corporation in 1996, we have registered trademarks around the

globe, including UNDER ARMOUR®, HEATGEAR®, COLDGEAR®, UA HOVR™ and the Under Armour UA Logo.

The overwhelming majority of our products are built by independent third-party manufacturers. They work directly with us as our business partners, or indirectly, through UA licensees or an agent. They, too, work to build, and as we say here at UA, seek to protect their houses. Together with these businesses and those who work for them, our supplier teammates, we strive to work together as a single global team. See our public supply chain disclosure list [here](#).

Approximately
16,400
employees
worldwide



2019



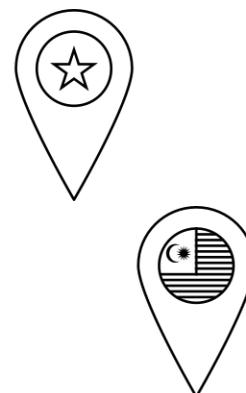
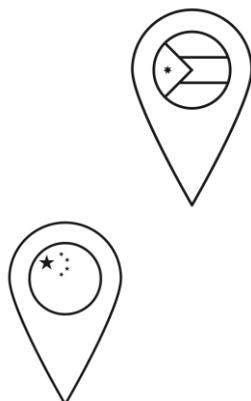
Stats

37 primary contract
manufacturers
operating in **15**
countries

388
stores in more
than **6**
countries



Approximately **55%** of
apparel and accessories
products manufactured in
Jordan, Vietnam, China and
Malaysia.



[All data current as of December 2019](#)



NOTABLE POLICIES

The **UA Sustainability North Star** encompasses three strategic pillars (People, Planet and Product) that have been endorsed by UA's top management and shared with UA's Board of Directors. UA's social compliance work principally falls under the People pillar and as such is part of our effort to protect the people who make, use and wear our products, as well as add value to communities. Goals related to this workstream include re-accreditation by the Fair Labor Association, developing elevated social compliance standards for UA's Strategic Suppliers, and the planned development of a formalized UA Human Rights Policy.

The **UA Supplier Code of Conduct** (the "UA Code") reflects [core ILO conventions](#) and includes provisions on Forced Labor, Compensation, Hours of Work, Freedom of Association and Collective Bargaining, Nondiscrimination, Harassment or Abuse, Non-Retaliation, Reporting Potential Misconduct and Sustainable Business Practices. The UA Code's provisions set forth expectations for the

protection of workers and seek to mitigate risks, including those related modern slavery. For further information on the UA Code please see the [Codes of Conduct](#) section.

As part of our Responsible Sourcing strategy and commitment to operational excellence, we formalized and deployed a **Responsible Sourcing Policy ("RSP")** in 2018. This policy supports our commitment, as a [Fair Labor Association \("FLA"\) Accredited Company](#), to the [FLA Principles of Fair Labor and Responsible Sourcing](#). Our RSP's elements include the complexities of UA's supply chain, financial and contractual terms, balanced planning, accountability, training, communication, and review. Related implementation and training, periodic review and enhancements are ongoing.

Having identified our suppliers' employment of migrant workers as an area of salient risk through our ongoing human rights due diligence activities, we have drafted a Migrant Labor Policy with supporting standards (See Box 1).

Box 1. 2019 Policy & Procedures Focus Areas

Accreditation by Fair Labor Association (FLA): In February 2019, the [FLA accredited UA's social compliance program](#) following a multi-year examination and engagement process. The accreditation confirms the company has strong policies and practices in place to improve conditions for supply chain workers, including helping protect vulnerable populations from modern slavery risks.

Update to UA Code of Conduct: UA's updated [2019 Code of Conduct](#) addresses Fair Labor Practices and explicitly reference our commitment to upholding the human rights and dignity of the people who make our products. In October 2019, we also engaged with our entire supply chain regarding the Forced Labor provision of our [Supplier Code of Conduct](#), including via a communication that came from our Chief Supply Chain officer.

Migrant Labor Policy: Building on the pre-existing requirement that suppliers comply with the [Dhaka Principles](#), UA drafted an enhanced Migrant Labor Policy with supporting standards (MWPS), which was reviewed by external third-party experts, including [Verité](#), [The Mekong Club](#) and [Impactt](#). The MWPS addresses requirements employees and suppliers need to meet to ensure the protection and equitable treatment of migrant workers across the worker life cycle, covering responsible recruitment and the prohibition of free/reduced labor cost programs amongst other topics.



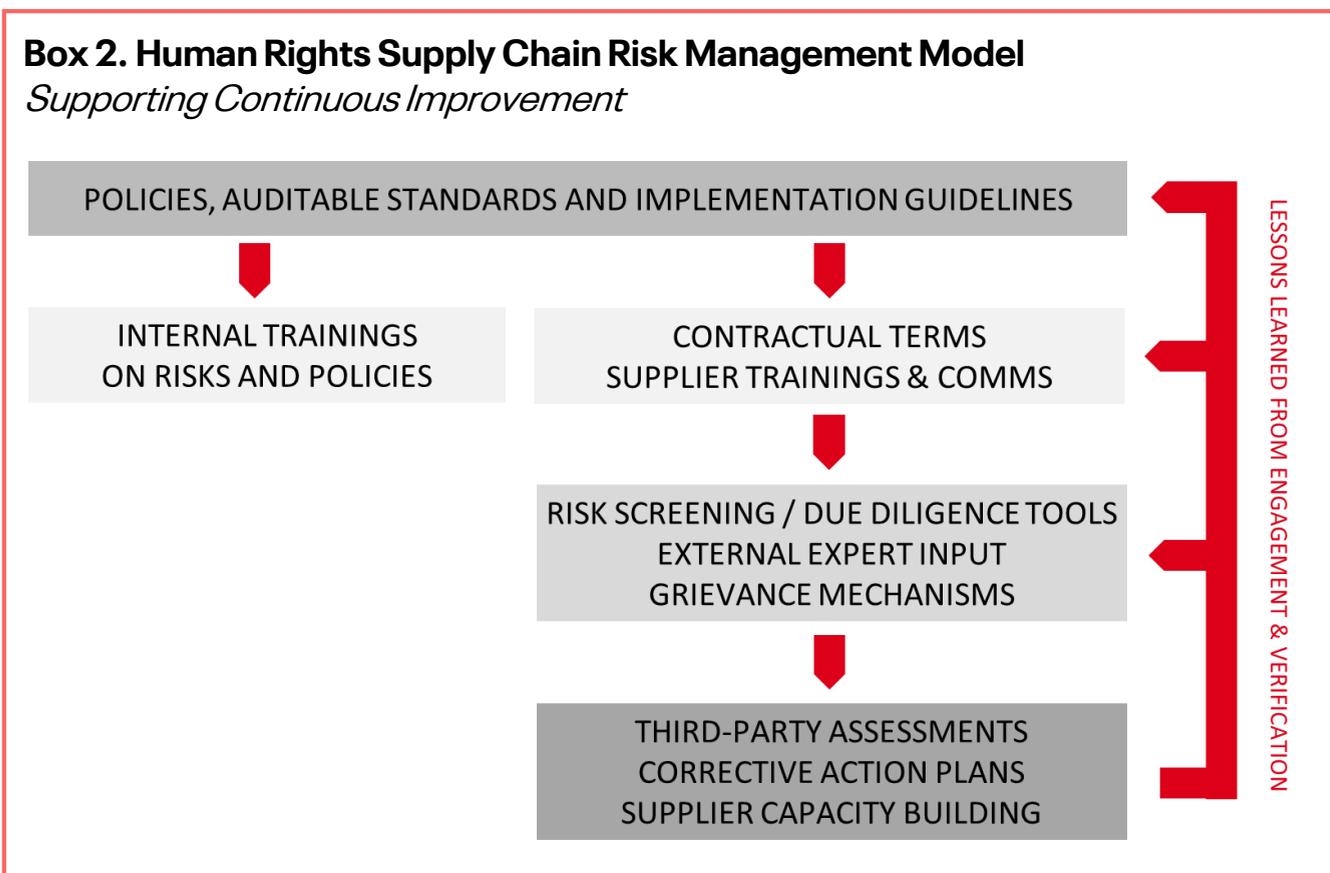
AREAS OF RISK AND DUE DILIGENCE

UA is committed to improve the systems we have in place to identify and address human rights-related risks, including those related to modern slavery. We regularly update these systems based on findings from third-party assessments and engagements with suppliers, external stakeholders and third-party experts. Updates are also based on information we

receive from organizations such as the FLA, knowledgeable stakeholders and organizations and based upon the results from risk mapping exercises that focus on salient human rights risks, the presence of vulnerable groups and/or sourcing location risks. See Box 2. for a high-level summary of our systematic approach.

Box 2. Human Rights Supply Chain Risk Management Model

Supporting Continuous Improvement



Our human rights due diligence process includes a country-level risk model for new sourcing countries. This tool scores countries against factors including perceived General Governance Capacity, Protection of fundamental human rights as outlined in the International Bill of Rights, and [Respect for the ILO’s Eight Core Conventions](#). UA uses this assessment tool when considering sourcing from a new country and to

help foster greater internal awareness of country-level risks and trends. It has also been used to enhance the company’s ability to engage with suppliers about related potential risks. Higher-risk countries where we have previously conducted further focused due diligence assessments include Jordan and Malaysia (see remediation case study and Box 3. for Malaysia-related example).



AREAS OF RISK AND DUE DILIGENCE

Informed by the Global Reporting Initiative and other industry-leading practices and standards for apparel, footwear and digital/IT business sectors, UA used a materiality process that included a risk lens to identify a list of issues for reporting, which includes: Forced or Compulsory Labor; Child Labor; Freedom of Association and Collective Bargaining; Occupational Health and Safety; Fair Compensation (including Working Hours); and Non-Discrimination, Diversity and Equal Opportunity.

Since the UA questionnaire-based assessment tool is based on the FLA Code and Benchmarks and the FLA's own Foundational SCI Assessment tool, the tool is inherently designed to help us identify and manage risks that are salient to the apparel industry. Within the area of Forced and Compulsory Labor, the tool has questions related to the Institute for Human Rights and Business [Dhaka Principles for Migration with Dignity](#) and to effectuate the [FLA/AAFA Principles of Responsible Recruitment](#), including those regarding the recruitment and employment of

migrant workers, possession and control of workers' personal documents such as their passports, wage payment, recruitment fees, deductions from pay and other expenses. We have previously consulted, and continue to work with, third-party human rights experts, such as Verité and Impactt, to ensure our assessments and global systems are comprehensive and identify salient human rights risks.

As part of applicable assessments, assessment firms review whether, and how, suppliers work with recruitment agencies, employment brokers and intermediaries. If the use of these groups is found, UA assessment firms are directed to report on the nature and type of recruitment fees. All violations, including violations of the UA and the FLA Code and Benchmarks and applicable laws, are expected to be documented so that UA can directly address them with the supplier so that they may improve and remediate conditions, as needed, and over time.

Codes of Conduct

At UA, we use the FLA's [Sustainable Compliance Initiative](#) (SCI) methodology in our Sustainability program as part of our efforts to advance workers' rights through a continuous improvement model that applies to employment practices and working conditions. UA expects its product supply chain business partners, including manufacturers, licensees and agents and their subcontractors, to comply with [the UA Supplier Code of Conduct](#), the [FLA Workplace Code of Conduct and Benchmarks](#) (the "FLA Code"), the [Dhaka Principles](#) and the [AAFA/FLA Apparel and Footwear Industry Commitment to Responsible Recruitment](#), of which UA became a signatory in 2018. The UA Code's Forced Labor provision states:

"Under Armour suppliers and their subcontractors shall not use forced labor, whether in the form of prison labor, indentured labor or bonded labor, or other forms of forced labor to make or perform work on Under Armour products or their components or materials or permit their suppliers to do so."

UA and FLA Codes must be posted in the languages understood by their teammates, including their managers and workers.



AREAS OF RISK AND DUE DILIGENCE

Auditing

Compliance with the UA Code and the FLA Code is assessed by third-party audit firms. Those assessments may be announced or unannounced, including assessing the local area in addition to the facility. Additionally, the FLA conducts Independent External Assessments (IEA) of certain factories that fall within our FLA affiliation obligations and publishes associated [reports](#) on their website. We aim to audit 100% of our Tier One suppliers on an annual basis and are looking to develop a sustainable approach to auditing our other supply chain tiers. Starting in 2018, we also introduced focused migrant worker assessments of suppliers in high-risk sourcing locations.

Factories are assessed for UA and FLA Code and legal compliance before they may be authorized to make Under Armour products. Factories are expected to remediate issues raised during assessments/verifications. They are also expected to submit timelines and plans for how they propose to continuously improve conditions and work toward achieving sustainable compliance during the course of their business relationship with UA.

After assessors complete their assessments,

they give Initial Management Action Plans (IMAP) to factory management as part of a closing meeting with supplier management during which the assessors and management discuss assessment findings. After we receive the assessment reports, our Sustainability team subsequently prepares Management Action Plans (MAP) to fine-tune them and, in some cases, to broaden the steps and/or measures that we expect suppliers to take to address issues raised by the assessments or to improve their sustainability performance. The MAP also may include country-specific requirements based upon human rights due diligence work, as well as requests for actions aimed at building UA Supplier and FLA Code awareness. Such actions may include requiring management to conduct periodic training sessions on the Codes' standards and benchmarks for workers, supervisors, and other employees in managerial positions.

UA publishes a [supplier list](#) for strategic and specialty vendors. This list was last updated in December 2019 and reflects in excess of 90% of our business and includes the country, address, company name and the number of workers and product type of each factory.

Worker Voice

Here at UA, we are committed to ensuring that workers' rights to freedom of association and collective bargaining are respected. Our worker voice program offers a complementary avenue to support the exercise of these rights. As part of the assessment process, assessors are required to consult with worker representatives, unions and federations, if available, in an effort to gain understanding about, and knowledge of, factory conditions even before the on-site assessment begins. Once on site, assessors not only evaluate whether grievance mechanisms are present, but that they are accessible and effective. Assessors

collect information by interviewing workers; reviewing on-site documentation on grievance procedures, submitted grievances and their resolution; and they also may physically inspect grievance systems. UA requires factories to identify the person who is responsible and accountable for developing and implementing written grievance policies and procedures, as measured against the FLA Benchmarks. These systems must enable workers to confidentially report grievances to factories' top management or its human resources teams – without supervisors' knowledge, reprisal or retaliation.



AREAS OF RISK AND DUE DILIGENCE

Worker Voice (Continued)

We have sometimes served as an intermediary between workers and management when they are in conflict; in other cases, we have engaged a third-party expert to mediate and resolve issues. We also work with other brands that share our suppliers to identify issues and seek to implement jointly near-term corrective actions, in addition to building more sustainable systems for the future. In certain cases, we have required factories to engage a third-party hotline/survey provider to receive grievances and obtain anonymous survey data about workplace conditions directly and confidentially from workers as part of their own due diligence processes and human resource management system.

When UA receives grievances, we investigate them and take action, including asking suppliers to remedy issues. We will work directly with the supplier to find a solution, or we may engage third parties, including the FLA, to conduct investigations or to support the factory in resolving them. As UA is an FLA accredited company, workers and their advocates also have access to the [FLA third-party complaint procedure](#). This is an additional safeguard tool that is not intended to replace or undermine other grievance channels. The FLA reports on all complaints received. The Reports are [publicly available](#), and we collaborate fully with the process.

VERIFICATION AND CERTIFICATION

UA expects its suppliers to have human rights due diligence processes in place and our manufacturing agreement requires its signatories to certify that materials and components incorporated into our products comply with applicable laws and standards including those regarding slavery and human trafficking of the country or countries in which they are doing business, where our products are made, sold and distributed. The language in our manufacturing agreements is subject to ongoing review and was last revised in 2019 to ensure sections related to forced labor reflected

current areas of highest risk.

Our supplier assessment approach has also created a significant data set, which the Sustainability team periodically analyzes to identify and address trends for particular issues, regions, countries, and types of suppliers. This analysis can help us to enhance and adapt our approach to the issues we have seen over time. We are currently using this data to develop clearer standards for our Strategic suppliers and to guide updates to our policies and procedures.

REMEDATION

UA is committed to remedy adverse impacts on individuals, workers and communities to which it may have caused or contributed. In its [2019 Accreditation Report](#), the FLA highlighted UA's grievance procedures and demonstrated engagement with civil society and unions in key sourcing regions as strengths of the company's

social compliance approach. In general, we recognize the importance of tailoring our remediation responses to reflect local circumstances and to consider the safety of those potentially impacted, engaging third parties for support and expertise, if needed.



REMEDIATION

Workers in our supply chain continue to have access to multiple grievance mechanisms, including those referred to in the Reporting Potential Misconduct provision of our Supplier Code of Conduct. Under this Code, UA suppliers and subcontractors also have a responsibility to install effective non-retaliation policies, should a worker express grievances. When problems are identified, we work with suppliers to support their corrective actions, to ensure the supplier is committed to continuous improvement over time and to direct them to engage in related capacity building, as applicable.

The [hotline mechanism](#) featured in the UA Code is available to internal UA teammates and external stakeholders and provides an option to report anonymously and in local language depending on your location. UA further has a strict non-retaliation policy that states that no retaliation will be taken against any teammate for raising an ethical concern, question or complaint in good faith. Should the identity of the teammate making the complaint be known, UA will monitor any disciplinary action against the teammate to determine if it is retaliatory.

Allegations are taken seriously and investigated whether they come in through the hotline, email, our assessors and other stakeholders. In 2019,

we received five complaints related to supply chain social compliance through our grievance channels (these are separate from supplier factory-level mechanisms). Of these complaints, two were related to alleged verbal harassment/abuse. Of the remaining complaints, one was related to worker retrenchment, one was related to freedom of association and one was related to foreign migrant worker issues. Follow-up investigations have been carried out for all of these cases and remediation plans have been developed.

All cases from 2018 except for one appear to have been remediated. UA does not obstruct access to other forms of remedy and the case that is open relates to a freedom of association violation, which is currently being litigated in the Supreme Court of Indonesia. As this case does not pertain to modern slavery risks, we plan to share case updates through a different disclosure medium.

Remediated Case Tracker

	2018	2019
Open Cases	1	4
Closed Cases	7	1

Data represents grievances lodged by year, not solely those related to modern slavery issues.

REMEDIATION CASE STUDY UPDATE

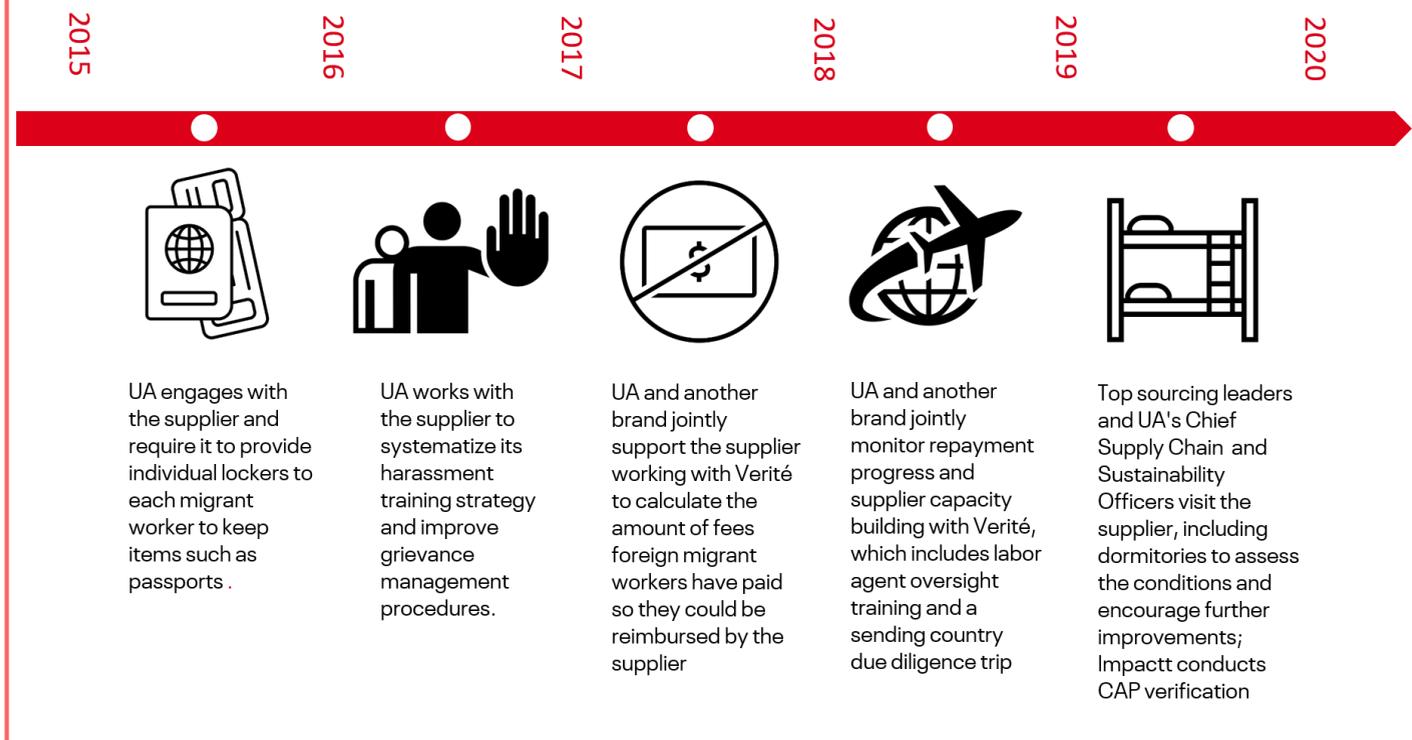
Collaborating on Remediation Related to Migrant Labor in Malaysia

In our [third UK MSA](#), we provided information about a remediation case study involving migrant labor in Malaysia. Throughout 2019, UA continued to engage closely with management at the Malaysian facility profiled to ensure ongoing progress on remediation efforts. A third-party auditor also reassessed the facility mid-year to verify the corrective actions being reported by the supplier.

A timeline of the actions taken by the supplier since UA first identified potential violations with the UA Supplier Code of Conduct, FLA Benchmarks and Dhaka Principles, is provided as an example of how we work with our partners to ensure both immediate corrective actions and longer-term improvements based on best practices. With all our suppliers, we aim for a sustained improvement effort over time.

REMEDATION CASE STUDY UPDATE

Box 3. Malaysia Migrant Labor Remediation Case Study Timeline



2019- Collaborating on Remediation Related to Migrant Labor in Malaysia

In 2019, Impactt, a third-party audit firm with forced labor expertise, reassessed the facility to ensure the actions needed to remediate previous violations were implemented. The assessment team found that the facility's leadership had updated the facility's recruitment policies to ensure no fees or deposits are charged at any stage of the hiring process. To ensure the policy is followed in practice, UA continues to engage regularly with facility leadership and evaluate implementation related to responsible recruitment. Additionally, the facility's Global Compliance Manager and Human Resources Manager are now overseeing the entire

recruitment process. This includes visiting sourcing countries in person to brief candidates fully and working closely with local agents and an independent third-party NGO to conduct pre-departure briefings for migrant workers.

To further protect the rights of migrant workers, Under Armour has continued to engage with this supplier to implement a comprehensive remediation plan, which included enhancing the supplier's grievance mechanisms to strengthen worker engagement and capacity building.



REMEDIATION

Other Remediation Work in Malaysia

UA continues to investigate all complaints received directly from workers and/or third parties, including labor associations and human rights defenders. In Q4 2019, it was reported to UA and another brand that foreign contract workers at a different facility in Malaysia were paying recruitment fees. Together, both brands engaged Verité to evaluate allegations received from stakeholders and conduct an on-site assessment of the facility that included interviews with management personnel, foreign contract workers and representatives of the Malaysian labor agent that facilitated the employment of foreign workers in the facility. Verité's assessment found that virtually all workers paid recruitment fees in their country of origin, and it also identified other violations of the

UA Supplier Code of Conduct. Verité provided a detailed report with findings and recommendations to UA and the other brand in January 2020. Remediation of issues is ongoing and will be addressed in further detail in next year's disclosure. To help address the risk of similar adverse impacts in the future, learnings from this remediation work are also being used to inform how we evolve our social compliance program. Specifically, it has reinforced the need to continue conducting the focused migrant labor assessments from 2018 and to develop a formal Migrant Labor Policy with Supporting Standards. We are also updating our audit and due diligence tools based on guidance from third-party experts.

MEASURING EFFECTIVENESS

UA employees, factories, suppliers, business partners, manufacturers are all expected to meet company standards and procedures regarding, and prohibiting, modern slavery – including those in the UA and FLA Codes – and may be held accountable for failing to comply with such standards and procedures. Effectiveness in meeting these standards and procedures is

measured primarily through our previously described assessment process. Follow-up data analysis and remediation engagements between partner facility management and UA Sustainability and/or Sourcing teams are also critical for ensuring continuous progress and improvement.

Accountability

UA's Sustainability team, led by our Chief Sustainability Officer, is primarily responsible for creating, implementing, operationalizing and enhancing policies, standards, procedures, and structures related to human rights (including the ILO Core Labor Standards), as well as transparency. Sustainability and Sourcing teams collaborate closely, seeking to work with manufacturing business partners that over time strive to perform better on key labor and other

human rights performance indicators. With respect to embedding human rights throughout the supply chain, we believe that close collaboration between the Sustainability and Sourcing teams is critical. For this reason, the members of the headquarter teams are located on, and within, the same floor and area as key leaders and member of the Sourcing and Supply Chain teams.



MEASURING EFFECTIVENESS

Accountability (Continued)

This allows the Sustainability team to receive and provide up-to-date information about suppliers' social and environmental compliance to corresponding sourcing personnel and to work with them as part of an integrated, cross-functional effort to avoid purchasing practices that increase the risk of human trafficking and forced labor in the supply chain (e.g. short-term contracts, excessive downward pressure on pricing, sudden changes of workload, rushed factory on-boarding). Moreover, in 2020, the Sustainability team moved under the umbrella of the UA Operations division, with our Chief Sustainability Officer (CSO) reporting into the Chief Operating Officer (COO). This has allowed for further operationalization of Sustainability goals.

The Responsible Sourcing Policy previously mentioned is an example of collaboration between UA's Sustainability and Supply Chain

teams designed to support ongoing improvements to workplace conditions for workers in our global supply chain. The two teams have also collaborated to embed sustainability into UA's vendor scorecard. This integrated approach provides an opportunity for improved tracking of supplier performance on key labor- and rights-related indicators. It also promotes greater cross-functional communication and alignment on sourcing decisions. We also see engaging in public dialogue related to modern slavery as an additional way we can hold ourselves accountable to our commitments. These engagements and our participation in related membership initiatives, such as [Better Buying](#) and [The Mekong Club](#), further allow us to learn from other key stakeholders and collaborate with other actors who share our values in relation to combatting modern slavery and advancing responsible sourcing— See Box 4. for some specific examples.

Box 4. 2019 Stakeholder Engagement Highlights

Industry Events on Combatting Modern Slavery: In February 2019, UA attended the [OECD Forum on Due Diligence in the Garment and Footwear Sector](#) and spoke on a responsible recruitment panel which was facilitated by the President / CEO of the FLA and included civil society organization and vendor representatives. UA also participated in the Know The Chain Brand Roundtable on effective second tier supply chain due diligence that was organized to coincide with the event. In April/May 2019, UA shared lessons learned related to collaborative remediation of forced labor issues as part of a multi-stakeholder panel at [Modern Slavery, Forced Labor and Human Rights Forum](#).

Memberships: UA became a member of [The Mekong Club](#) in October 2019 and continues to be an active participant in the Social Responsibility Committee of the AAFA, including working to advance progress on the [AAFA/FLA Commitment to Responsible Recruitment](#). UA also re-committed to the [Better Buying](#) initiative in 2019 and joined their Learning Loops pilot which launched in December. Through this pilot, UA is working toward a roadmap that would support improvement across the Better Buying purchasing practices categories



MEASURING EFFECTIVENESS

Leadership Participation

At the leadership level, UA has a Sustainability Leadership Council that meets regularly. In 2019, this cross-functional committee was comprised of senior and operationally responsible leaders, including our Chief Supply Chain Officer, our Chief Sustainability Officer and leaders from Sourcing, Supply Chain, Supply Planning, Materials Innovation, Digital, Licensing, Category Management and Legal. The Council's

responsibilities include striving to incorporate the results of UA's Sustainability program and related due diligence efforts into business processes and helping to drive operational improvements. The Council is also charged with periodic reviews of issues, risks, findings, and trends related to assessments of manufacturers for compliance with laws and labor-related codes and benchmarks.

Training

UA has previously provided its employees and management, who have direct responsibility for supply chain management, with training on modern slavery, particularly with respect to mitigating related risks within the direct suppliers of products. In 2018, this included providing in-person trainings on our Supplier Code of Conduct and Responsible Sourcing Policy to approximately 500 Supply Chain colleagues in strategic sourcing units around the globe.

trainings related to modern slavery in 2019, including the AAFA/FLA series, *Understanding the Migrant Worker Journey*; the FLA Forced Labor Webinar, *Putting Commitment into Practice*; and the AAFA/FLA training, *Embedding the Commitment to Responsible Recruitment into Your Social Compliance Program*. We also engaged our suppliers on training opportunities related to responsible recruitment – see Box 5 for more details. Ongoing training and awareness building materials are planned for teammates.

To further build internal capacity, the Sustainability team participated in 8 third-party

Box 5. 2019 Training Spotlight

FLA Responsible Recruitment Trainings: UA worked directly with all three of our Tier One vendor groups in Malaysia to ensure their participation in a three-day social compliance training on responsible recruitment led by the FLA in March 2019. Ten of our Tier Two suppliers also participated in the training when it was offered in Taiwan in October. The training focused on providing suppliers' HR and Compliance Managers with knowledge and tools to meet best practice standards on ethical recruitment.

Verité Ethical Recruitment and Employment Auditing Training : In November 2019, a manager from our own Sustainability team attended a four-day interactive workshop by Verité on forced labor and ethical recruitment standards, regulatory frameworks, root causes and risk factors. We have applied the knowledge and skills obtained to strengthening oversight system related to modern slavery risks and imparted to the team more broadly via a train-the-trainer model.



LOOKING FORWARD

We plan to keep addressing and mitigating the risks of modern slavery in our supply chains by continuing to embed into our policies, tools and sustainability program the important lessons we have learned from collaborating with forced labor experts and working with suppliers on effective remediation and sustainable capacity building.

Some of UA's 2020 workstreams have shifted to address immediate and longer-term COVID-19-related effects on, and risks to, our suppliers and their workers. As these efforts have been concentrated in 2020, we expect to feature in our 2020 UKMSA statement information about our COVID-19 response in general, and, as applicable, in relation to modern slavery, but information about some of the steps we have taken is available on our [website](#).

Notwithstanding the need to remain responsive to COVID-19 pressures on our business and supply chain partners, programmatic goals for 2020 still include: i) launching a cross-functional Human Rights Working Group to support policy development; ii) finalizing and deploying our enhanced Migrant Labor Policy and supporting standards; iii) reviewing and updating – as needed – our due diligence tools to ensure they continue to address risks of modern slavery and forced labor across our entire value chain, including harvesting of agricultural products, raw materials manufacturing and manufacturing of finished products; and iv) globally deploying to the entire UA workforce training on our Supplier Code of Conduct training via an e-learning platform.

SIGNATURES

This statement has been approved and signed by the Board of Directors of UA UK Retail Limited and Under Armour UK Limited on June 19, 2020.

Massimo Baratto, Director

Massimo Baratto

David Bergman, Director

David Bergman

Nicholas Carrillo, Director

Nicholas Carrillo
