

# UNDER ARMOUR



## 10 Indicators Doing Well by Doing Good

### 1 Community Engagement

- Under Armour wants to be a force of good in the communities where employees and customers work and live. They empower each employee with 32 hours a year dedicated to volunteering.
- Focused on using the power of sports to support and inspire the next generation of focused performers.

### 2 Sustainability

- Incorporated sustainability criteria in their corporate facilities by looking for leased real estate that is sustainable and located close to public transportation.
- Significantly decrease the amount of greenhouse gas emissions generated by the company to help minimize climate change.

### 3 Waste Reduction

- Cut down product use of plastic bag packaging and labeling. All carton is bought in North America and is 100% recycled content.
- Reduce the amount of textile waste that is produced and recycle it. This decreases the amount of energy and water used, as well as the amount of landfill waste.

### 4 Innovation

- Responsibly engineering and supporting partner factories has created cleaner manufacturing and innovation.
- Piloted an innovative yarn extrusion and dyeing process that reduces the use of water, energy, emissions, and chemicals.

### 5 Social Responsibility

- Striving to reduce the environmental impact of corporate operations by giving their athletes and communities cleaner air, water, and home fields, to preserve environmental resources for generations to come.

### 6 Sustainable Apparel Coalition (SAC)

- The Sustainable Apparel Coalition (SAC) is the apparel footwear, and textile industry's leading alliance for sustainable production.
- The Coalition utilize tools to measure environmental and social & labor impact across the value chain. This allows the industry to address inefficiencies, resolve damaging practices, and achieve the environmental and social transparency consumers demand.

### 7 The Abilities Program

- This program was created to bring awareness and inclusion to the workplace. The program advocated for teammates with visible and invisible physical, mental, and supportive services needs.

### 8 Transparency

- Under Armour's sustainability goal is to keep strengthening the processes and partnerships in place by striving to listen to and work with, all key stakeholders, customers, employees, investors, policymakers, civil society organizations, business partners, and supply chain workers.
- Continue to review and evolve sustainability reporting and disclosure strategy to address business operations.

### 9 Diversity, Equality, & Inclusion

- Investing in professional development programs for historically underrepresented employees. This helps create opportunities for career advancement and helps improve retention rates.

### 10 Labor, Health & Safety

- Under Armour has adopted the Fair Labor Association's (FLA) Sustainable Compliance Initiative (SCI) methodology.
- The FLA and SCI measures and tracks the business partners' employment practices, working conditions, and performance, as well as all applicable laws and regulations in the country of manufacture.



UNDER ARMOUR

Ligia Amaya | Renae Pugh | Natalia Serrano | Kailey Valley | Emily Villasenor