



Fanatics x Ontide

Fanatics champions organizations that prioritize the protection and empowerment of their workers. One example of this commitment is our partnership with global textiles company Ontide on a joint initiative to make two factories in Indonesia among the safest workplaces in the country for women garment workers.

Fanatics played a key role in helping Ontide, four unions representing workers across the two factories (PT Batang Apparel Indonesia [SPN, SPSI, and KASBI unions] and PT Semarang Garment Indonesia [SPSI]), and three global labor organizations (Workers Rights Consortium [WRC], Asia Floor Wage Alliance [AFWA], and Global Labor Justice [GLJ]), reach the **Central Java Agreement for Gender Justice** (“Agreement”).

The Agreement takes a worker-led approach to foster a culture of mutual respect to combat issues of gender-based violence and harassment. It includes worker-led training, workshop floor monitors, worker-manager committees, transparent grievance mechanisms, and quarterly dialogues between all project stakeholders to ensure workers are at the center of the process and empowered to shape lasting change.

We continue to meet regularly with Ontide, union leaders, and global labor organizations to strengthen relationships and develop long-term trust. Fanatics remains deeply committed to supporting this initiative and helping these two factories serve as a model for safe, equitable workplaces around the world.

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