

# Group Letter to adidas

Herbert Hainer  
CEO  
adidas AG  
Adi-Dassler-Strasse 1  
Herzogenaurach  
Bavaria 97014

Dear Mr Hainer,

I understand that more than three years ago Adidas promised to prioritise factory workers who lost their jobs when your Indonesian supplier Spotec closed down. I also understand Adidas made a commitment to support union leaders who were illegally dismissed from your supplier Panarub. Why has adidas not kept these promises?

I am aware that former workers Hamdani, Suparjo, Suwandi, Syaiful, Asmah, Ari and Agus, who spent up to 8 years producing adidas shoes, remain without work. These highly skilled workers each applied to your Ching Luh supplier up to nine times, but were told that their applications were 'lost in the system', they were 'too short', or failed to fulfill some undisclosed criteria. Meanwhile, I am concerned to hear that Ching Luh openly employs people who are far less experienced. Does not this go against your efforts to ensure fair and transparent recruitment processes at all supply factories? What happened to your commitment to support the employment of former workers?

I see that several of these workers were active in their former workplace unions. I hope that Adidas will not tolerate any discrimination on that basis. To demonstrate that you are serious about protecting workers' right to organise, please ensure that former union leaders are treated fairly in recruitment processes at your supplier factories.

I ask Adidas to:

1. **Keep your promises.** Ensure the job applications of each of the above-mentioned former union leaders are processed according to transparent, objective criteria as soon as possible.
2. **Ensure a fair process for all.** Ensure all Adidas suppliers, including Ching Luh, implement transparent and fair recruitment systems, which process all applications according to objective and relevant criteria.
3. **Guarantee the freedom to organise.** Ensure workers are free to organise unions and bargain collectively at all Adidas suppliers.
4. **Employ fair wages.** Ensure full-time wages are at least adequate to meet the basic needs of workers and their children.
5. **Promote factories that uphold workers rights.** Provide incentives to your supplier factories that respect the human rights of workers and Adidas' own code of conduct.

I look forward to hearing that you have addressed these concerns.

Yours sincerely,  
(See attached list of 3869 signatures)