

UNOFFICAL TRANSLATION FROM BAHASA INDONESIA

To:

6 February 2007

Adidas Sourcing Limited

Indonesia Representative Office

Plaza DM, 10th Floor, Jl. Jend. Sudirman Kav. 25

Jakarta 12920, Indonesia

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Dear sir/madam,

In relation to PT. Spotec, where we are the unions in its factory, we would like to send our regards for all the initiatives that Adidas has done to hold meetings, as well as supports in the form of health service to the PT. Spotec's worker for 6 months.

However, with respect to all of the initiatives and supports that have been done, we are still very concern with Adidas' stiff attitude in regards to giving the orders to PT Spotec to save the workers that have produced Reebok/Adidas branded shoes or relocate the workers to other Adidas' suppliers. These permanent solution will be much more beneficial to the workers and will be the evidence of Adidas' efforts to look after our condition, as it has been reported by mass media and government.

Our request to be re-employed in other Adidas' suppliers is not extremely difficult, considering what our work has contributed for the last few years. In those years, the factory floor never dried from our sweat and smell, which has been poured over to fullfil and maintain the quality standards and production quantity. Often, due to the target set by Reebok/Adidas to the company, we have to keep working to achieve that target, even though we may be sick and had to work for long hours. This sacrifice is not just felt by the workers, but also thousands of our children and husband/wives, as we have to spend less quality family time with them.

We work hard every hour, every day, and every week to produce and ensure that the shoes we produced won't embarrass Reebok/Adidas' image in front of the consumers. Until now, we believe that the consumers value the products' quality and this can be seen as the company and Adidas are enjoying better profit. In contrast, we never enjoy those profits and the company believes that the obligation to share the profits has been done through the minimum wages that we earn, insurance

premium, and the health insurance that we received every month.

We, PT. Spotec's workers, have done a lot of sacrifices before the factory closed down and we never realised that we have to sacrifice even more by losing our jobs, which we really valued.

It is really unethical if Adidas put its position equally as us, as we are the victims of the weakness in our company's management. By taking this position, Adidas has reaffirmed its position that they have no commitment to human rights, Corporate social responsibility, and respect to the workers.

To conclude, we expect that other unions and Adidas can work together to save thousands of PT. Spotec's workers, who has been working hard for years to produce and ensure the quality of the Reebok/Adidas shoes until the factory closed down. If Adidas asked what can they do, fulfilling the promises to relocate or transferring us to other Adidas's suppliers are what we expect. By doing this, it will prove that Adidas do not just operate for profit, but also concrete values, which Adidas believes in, Authenticity, Inspiration, Commitment, and Honesty.

Representing PT. Spotec workers

Yeheskiel Prabowo

Serikat Pekerja Nasional (National workers union)
PT.Spotec

Agus Santosa

Perkumpulan Buruh-Buruh Pabrik Sepatu (Shoe workers union)
PT.Spotec

Zainal Arifin

Federasi Serikat Buruh Karya Utama (Karya Utama workers union)
PT.Spotec

Copies to:

1. DPP Serikat Pekerja Nasional
2. DPP Gabungan Serikat Buruh Indepeden
3. DPP Kongres Aliansi Serikat Buruh Indonesia
4. Kementerian Tenaga Kerja dan Transmigrasi (Work force and transmigration minister)
5. kementerian Perdagangan (Trade minister)
6. Kementerian Perindustrian (Industrial minister)
7. Clean Clothes Campaign
8. Oxfam-Australia

9. Workers Rights Consortium
10. Fair Labor Association
11. etc