



Paris, the 9th of November 2004

Decathlon
For the attention of Mr Yves CLAUDE,
Executive Director
4 boulevard de MONS
BP 299
59665 VILLENEUVE D'ASCQ CEDEX

Copy to Mrs Céleste CORNU, Social compliance manager

Demand for the reinstatement of 20 workers fired by Stallion Garments in India

It has been brought to our attention that your supplier, Stallion Garments, is engaged in activities that violate workers' union rights and Indian law. According to reports from the Employee State Insurance (ESI), Provident Fund (PF) and Deputy Inspector of factories of Erode and Tirupur, workers have been submitted to an intense anti-union campaign. We urge you to solve this problem in cooperation with your supplier.

20 workers, unions members or sympathizers, have been dismissed for calling upon management to pay workers' wages at the due level. This situation is totally unacceptable and the workers must be reinstated to their former positions. We request you to support their immediate reinstatement at Stallion garments with full compensation for the days during which they were suspended.

In addition to this the following acts were reported as done by Stallion Garments :

- refusal to pay wages at the rate defined by the Tirupur Accord 2003 signed by 6 trade unions (MLF, AITUC, CITU, LPF, ATP and INTUC) and Tirupur Exporters Association (TEA)
- refusal to negotiate in good faith with the unions
- systematic pressure over union members and sympathizers to disassociate from the union.

We also ask you to request your supplier to pay attention to these elements :

- to restrain the management from beating workers and any other revenge actions against trade unionists
- to pay the wages set up by Tirupur Accord 2003 to all persons working for Stallion Garments
- to provide insurance such as Employees State Insurance and Provident Fund.

Le collectif De l'éthique sur l'étiquette a pour objectif de promouvoir le progrès social dans le monde. Il mène des campagnes pour accroître la sensibilisation des consommateurs afin qu'ils demandent à la grande distribution de commercialiser des produits fabriqués dans le respect des droits de l'Homme au travail. Il invite également les entreprises et les pouvoirs publics à s'inscrire dans un processus devant conduire à la création d'un label de progrès social.

Collectif De l'éthique sur l'étiquette

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We insist on the importance of respecting workers' rights to freedom of association and collective bargaining. Hence we hope that you will discuss with Stallion Garments' management to implement progress action plans in constructive relations with trade unions.

We ask you to convince your supplier of the positive consequences of withdrawing the case which is still pending at the Civil Court against the 6 following trade unions : MLF, AITUC, CITU, LPF, ATP and INTUC. These unions are being harassed for supporting the workers in their demands for the new level of wages.

You understand that we are NOT telling you to stop commercial relations with Stallion Garments but to work for progress in your current supply chain.

Thank you for keeping us informed of any action you take on this serious matter.

Yours sincerely,

Olivier Chabrol
Collectif *De l'éthique sur l'étiquette* (= French Clean Clothes Campaign)

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