**Appendix C – Playfair 2012 public actions (2010-2012)**

**(i) Let’s make it a fair Games**

Dear Herbert Hainer, CEO Adidas Mark Parker, CEO Nike Andy Rubin, CEO Pentland

I want to enjoy watching London 2012, knowing that no worker who helped deliver the Games, has been denied their rights. However, from the information Adidas, Nike and Pentland have provided to the Playfair campaign to date, it's clear that much more needs to be done to raise the bar on workers' rights. This is why I am supporting the demands of Playfair 2012, which call on you to take responsibility for ensuring that international labour standards are respected for every worker involved in making your products. Specifically your company needs to commit to paying workers a living wage for a normal working week, take concrete steps to create a positive environment for trade union organising, eliminate the use of short-term contracts for workers and establish longer term commitments to suppliers.

I support the principles of Olympism which seek to create a way of life based on “...respect for universal fundamental ethical principles”. (Olympic Charter, 2007), and call on you to work with Playfair to ensure that these principles are applied in the manufacturing of products for London 2012.

**(ii) Sign on to respect rights of Indonesian garment workers**

Dear Andrea Tomat, President of Lotto Sport Italia; Akito Mizuno, President of Mizuno Corporation; Simon Wolfson, Chief Executive of Next Plc; Glenn Murphy, Chief Executive of GAP Inc.; Roger Farah, President and Chief Operating Officer of Polo Ralph Lauren Corp.; Tim Boyle, Chief Executive of Columbia Sportswear Company

I believe that trade unions offer the most effective and legitimate way to establish a fair deal for workers, by allowing them to stand together to protect and promote their rights. Yet I've read that the human right to organise and bargain collectively is widely opposed and suppressed across garment producing countries and little is being done by your company to correct this.

A climate of fear and harassment exists in many factories where union leaders are victimised and often find themselves out of work. In recent months an opportunity has arisen in Indonesia for you to do something about this. Please act.

I call on you to:

* Sign on to the freedom of association protocol which has been negotiated in Indonesia between brands, suppliers and unions
* Work with unions to ensure this protocol is fully implemented with all your Indonesian suppliers and make the protocol a part of contractual obligations between suppliers and your brand
* Take concrete steps to ensure that freedom of association is upheld in other countries where you source

Please let me know what you plan to do about this

**(iii) Make it a Fair Games for Workers**

Dear Herbert Hainer, CEO Adidas; Mark Parker, CEO Nike; Andy Rubin, CEO Pentland; Geoffrey D Lurie, CEO The North Face; Tim Boyle, President and CEO Columbia Sportswear; Jim Weber, CEO Brooks; John H Fisher, CEO Saucony; Kevin Plank, CEO Under Armour; Christine Day, CEO Lululeman Athletica; Lord Wolfson of Aspley Guise, CEO Next PLC UK; Rob DeMartini , CEO New Balance

The recent Fair Games? report shows that workers making your products continue to be employed in exploitative conditions. As a consumer, I wish to express my deep concern that your company is not doing enough to protect the human rights of workers making its goods. I urge you to do the following:

* Ensure that workers are paid a living wage allowing them to live in dignity.
* Changing your own purchasing practices and making the payment of living wages a central criterion when selecting suppliers is necessary.
* Provide job security through permanent, open-ended and direct employment
* Address the negative impacts of your business practices on working conditions, and use your sourcing contracts with suppliers and subcontractors to ensure better standards are upheld. Take a positive approach to trade union activities so that workers can have a voice in determining their pay and working conditions, vital to ending poverty and inequality.

As reports like Fair Games? keep appearing, It is important that you make more effort to be fully transparent about your business practices and inform the public about where your goods are made and the conditions they are made in. Kindly let me know what you are doing in response to these important issues."

**(iv) Light the flame for workers’ human rights**

Dear Jacques Rogge, President of the International Olympic Committee

The Olympics aims to “build a better world through sport” and promotes values of fair play, respect and equality. And yet evidence published by the Play Fair campaign in Toying with Workers’ Rights and Fair Games? shows that workers making Olympic-branded goods for London 2012 are being exploited. They are paid poverty wages for working in unsafe conditions, work excessive hours and have no independent voice in the workplace. Little has changed for workers since the Beijing 2008 Olympics. As the head of the Olympic family, the International Olympic Committee must take responsibility and act immediately to end this exploitation and ensure that the human rights of all workers involved in making the Games possible are respected.

I support the Playfair 2012 and Play Fair campaigns and call on the International Olympic Committee to:

* Include the principle of respect for workers’ rights in the Olympic Charter and Code of Ethics
* Build on the system developed by the London 2012 organisers that allows workers and their unions to complain if rights are violated, and oversee this independent process
* Require that for all participating countries, National Olympic Committees include respect for internationally recognised labour standards in their contracts with companies supplying goods and services.
* Commit to working with the organisers of London 2012, Sochi 2014 and Rio 2016 so that the progress made in London can be built on for all future Games.

Publishing information about the locations of factories making Olympic-branded goods and the conditions that workers are employed in, will help me to know that the International Olympic Committee is doing everything in its power to protect the human rights of workers, in keeping with the Olympic values of fair play, respect and equality.