



14 February 2023

(By Email)

Business & Human Rights Resource Centre
London, UK

Attn: BHRRC - Asia Desk

Dear BHRRC,

Reinstatement of workers, Pou Chen Myanmar

We would like to take this opportunity to update you on the successful resolution of the above case.

At the end of December 2022, Pou Chen Myanmar informed adidas that they had offered the dismissed workers reinstatement, or mutually consented severance for those who did not wish to return to work. Thirteen of the 26 workers who had been dismissed following a strike held in October 2022, opted to sign a voluntary severance agreement, and 13 workers asked to be reinstated, including the founding members of the unregistered union who led the strike.

Following multiple rounds of negotiation over the terms of the reinstatement, a final agreement was reached on February 9, 2023. On signing the agreement, the thirteen workers immediately returned to work.

The local labor rights advocacy group, which had supported the dismissed workers throughout this process, wrote to adidas to confirm that the dispute had been settled.

Sincerely,

A handwritten signature in black ink, appearing to read "William Anderson".

William Anderson
Vice President, Global
Social & Environmental Affairs