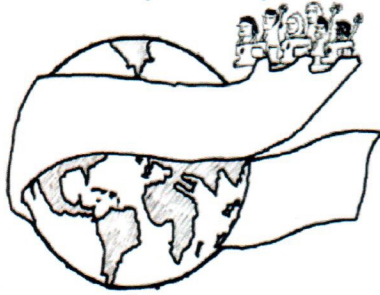


International Union League
for Brand Responsibility



This letter is to bring to you notice serious case of sexual harassment of an employee at your supplier factory Avery Dennison (AD), at its production facility in Bangalore, India. We have received a complaint from Ms. K. M. regarding continuous sexual harassment by a supervisory staff of the company that continued from late 2016 to early 2018. The complainant has also mentioned that despite her repeated attempts at bringing the incident to the notice of her immediate managers, the company managers failed to take cognizance of the incident and allowed the perpetrator to continue with the harassment.

Brief account of the incident:

K. M., 27, joined AD, Bangalore as a Customer Service Executive on 27 June 2016. She was repeatedly sexually harassed by Mr. M. C., a supervisor at the PFL department since September 2016.

Supervisor M.C. often waylaid K. M. inside the factory premises and made sexist comments on her clothing. On many occasions Supervisor M.C. also made passes at K. M. offering to drop her home, provide her company. K. M. verbally reported all these incidents to managers in the Customer Service department in August 2017. AD management did not register it as a formal complaint and proceed on it as is required under the Sexual Harassment at Workplace law in India.

In March 2018, Supervisor M. C. physically accosted K. M. at the PFL department when K. M. had gone to complete an assignment as required by the company. This incident was witnessed by many workers including managers of the production department. Thereafter, K. M. filed a written complaint again with the manager and head of department of the Customer Service Department.

The Human Resource Director - South Asia of the company at that time, met with K. M. on 30 March 2018 and directed K. M. to provide evidence in support of her complaint. This was done without referring the matter to the Internal Complaints Committee that should under Indian Law take any complaint of sexual harassment at a workplace. This is in violation of the Sexual Harassment law in the country. Further, demanding proof from the complainant by the management amounts to intimidation and again is in violation of the law.

In September 2018, K. M. presented her complaint at a town hall meeting of all workers, organized regularly by the AD management to address issues of workers, where India Business Unit Head along with Human Resource Managers were present, and sought immediate intervention of the management. The Internal Complaints Committee was not constituted even after this.

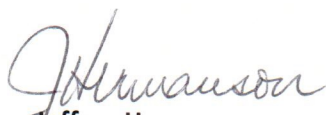
On 25 December 2018, K. M. received a threat on her facebook messenger from Supervisor M. C. She immediately notified this to AD management.

On 10 January 2019, the new Human Resource Director- South Asia, India Business Unit Head and others again met with K. M. They informed her that her complaint of sexual harassment was false and motivated by the complaint filed against her by supervisor, M. C., for dereliction of duty and for disrupting production. Thus this shall not be considered by the management to be a sexual harassment complaint and shall be dealt as a disciplinary HR issue.

For the International Union League for Brand Responsibility and NTUI sexual harassment is a grave violation of the fundamental right of a worker and is non-negotiable. NTUI has reviewed the documentary evidence of the complaint and has informed the League. We want to bring to your notice the case which is according to the information available to us an unlawful action of Avery Dennison management and a gross disregard for a sexual harassment complaint and due process from August 2017 onwards. By doing so, the AD management is protecting a perpetrator of sexual harassment in a workplace thereby vitiating the entire workplace atmosphere. Further, raising the issue of a complaint by the supervisor against K. M. retrospectively only in January 2019 is a ploy of AD management to undermine a grave complaint.

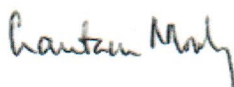
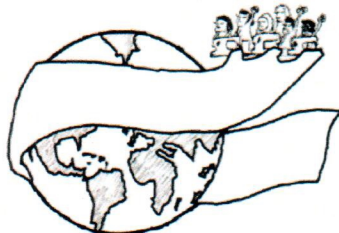
The League and NTUI call upon you, who source from Avery Dennison globally, to treat this as violation of the existing law in the country and of brand codes of conduct and to immediately require Avery Dennison's global management:

1. to provide K. M. sufficient protection so that she is not further harassed and intimidated by the accused and others in management;
2. to constitute an independent Internal Complaints Committee to pursue the sexual harassment case as per Indian law;
3. to take action against all managers and supervisor who are culpable of not taking cognizance of this complaint since August 2017.



Jeffery Hermanson
Executive Coordinator
**International Union League
for Brand Responsibility**

union-league.org



Gautam Mody
General Secretary
New Trade Union Initiative

international@ntui.org.in



NTUI