



GENERAL SECRETARY'S OFFICE

Charlie Mayfield
Chairman
John Lewis Partnership
Carlisle Place
London
SW1P 1BX

16 November 2011

Dear Mr Mayfield

Waitrose supplier breaking core ILO principles in New Zealand

I am writing to you as General Secretary of Unite, the largest trade union in the UK and Ireland, with over 1.5 million members.

It has been brought to my attention by the New Zealand Council of Trade Unions (equivalent to the TUC in the UK), that a key meat supplier to Waitrose **ANZCO CMP Rangitikei** has "locked out" its workforce in an attempt to break an independent trade union and impose new contractual arrangements on its employees.

The New Zealand meat trade union has been negotiating with the company from April 2011 in an attempt to conclude a new collective agreement. Due to the negative state of the current economic climate, the trade union as part of negotiations offered to recommend a 10% pay cut but the company have instead attempted to impose cuts to pay of more than 20%.

Following the "lock out" the company have attempted to persuade workers to sign new individual contracts in order to return to work. In addition the company has made it clear that workers will only be allowed back to work if they resign from their trade union. This is in clear breach of core ILO standards on freedom of association. Over 100 workers remain "locked out" for refusing to bow to the companies demands.

We are sure that you will not want the reputation of Waitrose and the John Lewis Partnership tarnished due to a supplier acting irresponsibly. Your recent CSR report highlights the importance of responsible sourcing to both you and the company:

*"our customers rely on our commitment to selling responsibly sourced, safe, quality products."
(A clear view, John Lewis Partnership Corporate Social Responsibility Report Summary 2011)*

My Union expects Waitrose to investigate this matter promptly and fully and to make the time to meet with our close colleagues from New Zealand. We believe that it is now in the best interests of all parties for there to be a speedy resolution on this important matter, prior to the inevitable escalation of hostilities.

I look forward to hearing from you with regard to arrangements for a meeting with my colleagues from New Zealand.

Yours sincerely

A handwritten signature in blue ink that reads "Len McCluskey".

LEN McCLUSKEY
General Secretary