



**FIRST
UNION**

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0800 TO FIRST (0800 863 477)

FIRST Union an amalgamation
of the NDU and Finsec

25 June 2014

Kim Culpan
Human Resources Manager
Huhtamaki
P O Box 21296
Henderson
Auckland 0650

Dear Kim

We write to you today in representation of the workers at our Huhtamaki facility to express our support for all Huhtamaki workers, in sites around the world, to join together to collectively represent their interests and express their concerns at work. We believe that all Huhtamaki workers should have the right to organise and bargain collectively in accordance with the International Labour Organisation (ILO) Principles promoting the fundamental human rights of freedom of association and the right to bargain collectively. These fundamental rights are recognized in the Huhtamaki Corporate Code of Conduct, which was adopted by the global management and is applicable to all Huhtamaki facilities around the world.

We are aware that Huhtamaki workers in the United States have begun a process of joining together to present collective petitions to address concerns in their plants. We ask that you transmit to global corporate management our concern from the US workers and our expectation that Huhtamaki management in the United States act in accordance with the Corporate Code of Conduct. We ask that Huhtamaki publicly that it will not retaliate against the workers who are engaging in these collective efforts and that it make every effort to engage in good faith dialogue regarding the workers' concerns as presented in their petitions.

We will maintain on-going communication with our colleagues in the United States and hope their concerns are being addressed in a manner that aligns with the Corporate Code of Conduct and the corporation's on-going practice of recognition of and bargaining with worker organizations.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Graham McKean', written over a circular scribble.

Graham McKean
FIRST Union Organiser

A handwritten signature in black ink, appearing to read 'Simon Aikin', written over a large, stylized scribble.

Simon Aikin
EPMU Organiser

cc: Leo Gerard, USW
Jon Greenan, USW
John Shinn, USW

Putting Workers First



Industriegewerkschaft
Bergbau, Chemie, Energie

IG BCE, Postfach 14 39, 56504 Neuwied

Mikael Broman
General Manager
Huhtamaki Foodservice Germany GmbH & Co. KG
56859 Alf

**Bezirk
Mittelrhein**
Andernacher Straße 70
56564 Neuwied

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Durchwahl 02631-9073-22
Fax 02631-21184

Ihr Zeichen
Ihre Nachricht vom
Unser Zeichen
Neuwied, 13.06.2014

Dear Mr. Broman,

We write to you today in representation of the workers at our Huhtamaki facility to express our support for all Huhtamaki workers, in sites around the world, to join together to collectively represent their interests and express their concerns at work. We believe that all Huhtamaki workers should have the right to organize and bargain collectively in accordance with the International Labor Organization (ILO) Principles promoting the fundamental human rights of freedom of association and the right to bargain collectively. These fundamental rights are recognized in the Huhtamaki Corporate Code of Conduct, which was adopted by our global management and is applicable to all Huhtamaki facilities around the world.

We are aware that Huhtamaki workers in the United States have begun a process of joining together to present collective petitions to address concerns in their plants. We ask that you transmit to global corporate management our concern for the U.S. workers and our expectation that Huhtamaki management in the United States act in accordance with the Corporate Code of Conduct. We ask that Huhtamaki publicly state that it will not retaliate against the workers who are engaging in these collective efforts and that it make every effort to engage in good faith dialogue regarding the workers' concerns as presented in their petitions.

We will maintain on-going communication with our colleagues in the United States and hope to hear that their concerns are being addressed in a manner that aligns with the Corporate Code of Conduct and the corporation's on-going practice of recognition of and bargaining with worker organizations.

Sincerely,

Dieter Mainzer
Chairman Works Council
Huhtamaki Foodservice Germany GmbH & Co. KG
Member of District Board, IG BCE Mittelrhein

Cc: Leo Gerard, USW
Jon Geenan, USW
John Shinn, USW