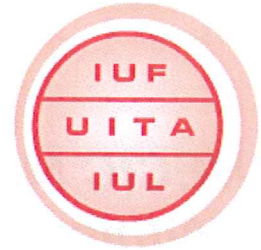


**NECIC Meeting / Tagung / Möte
Réunion CICEN / Reunión CENIC**



Genève, 8 11 2011



in Indonesia and in Pakistan!

Dear Mr. Bulcke,

We, the undersigned, participants in the Nestlé European Works Council, meeting in Geneva on November 8, 2011, are deeply angered to learn that management at the Panjang factory has dismissed 53 members of the SBNIP at a moment when mediation was in principle taking place. We perceive this as a grave violation of trade union rights. We are also angered by ongoing actions by management at the Kabirwala factory in Pakistan to undermine the union and its president Mohammad Hussein Bhatti. Rather than negotiating in good faith over the employment status of the contract workers the union is defending, local management has engineered provocations and has again attempted to sideline the union president by suspending him.

We call on Nestlé to act swiftly to ensure that all dismissed SBNIP members are immediately and unconditionally reinstated and that local management returns to good faith negotiations for the long-delayed collective bargaining negotiation. Pakistan management must enter into good faith negotiations with the Kabirwala union and stop intimidating and dismissing union members and officers.

Our fellow trade unionists and colleagues at Nestlé are being regularly informed of developments in these two conflicts. Determined action on your part can help to resolve both of them.

We expect genuine and rapid progress towards this end.

[Handwritten signatures in blue and black ink, including names like Anwar, Hani, Peter, and others]