



**General Teamsters Local Union No. 135  
Indianapolis, Indiana And  
Airline Employees in the State of Indiana**  
*AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS*



**Danny L. Barton**  
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*Secretary-Treasurer*

November 28, 2022

Jon R. Moeller  
President and Chief Executive Officer  
The Procter & Gamble Company  
1 Procter and Gamble Plaza  
Cincinnati, OH 45202

Dear Mr. Moeller:

As the President-Elect of Teamsters Local 135 in Indiana and the bargaining unit representative for employees at MonoSol in LaPorte, Indiana, I am writing to you regarding possible violations of the United Nations Global Compact and The Procter & Gamble Company's (P&G) Code of Conduct by a key P&G supplier, MonoSol, a division of Kuraray Co. Ltd. MonoSol manufactures water-soluble packaging utilized by P&G to produce products such as Tide laundry detergent pods and Cascade dishwasher detergent pods.

On November 26, 2022, MonoSol manufacturing workers, represented by Teamsters Local 135, almost unanimously voted to authorize a strike at MonoSol's water-soluble packaging facility in LaPorte, Indiana to demand that the P&G supplier stop violating its obligations to end forced labor under the United Nations Global Compact and to honor U.S. labor laws.

MonoSol's executive team is currently refusing to end a system of forced overtime at the company's LaPorte manufacturing facility, in which all frontline MonoSol workers are forced to work up to twenty-two mandatory overtime hours per week under threat of dismissal. Additionally, MonoSol frequently fails to disclose the use of forced overtime to newly hired employees, further violating employees' right to free and informed consent under the U.N. Global Compact.

P&G is widely considered to be a fair, honest, respectful, and inclusive company that does not tolerate any form of forced labor or violations of U.S. labor law. P&G's Responsible Sourcing Policies clearly state that suppliers must avoid any form of forced labor and respect their employees' right to Freedom of Association and Collective Bargaining.

Given the urgency of the situation and the high possibility for disruptions to P&G's consumer staples supply chain - and the supply chain of other companies that P&G services - we respectfully call on P&G to investigate MonoSol's labor practices throughout the United States and demand that MonoSol stop violating its obligations under the U.N. Global Compact regarding forced labor.

Sincerely,

Cc: Ana Elena Marziano, Chief Purchasing Officer, The Procter & Gamble Company  
Hitoshi Kawahara, President and Representative Director, Kuraray Co. Ltd.  
Christian Herrmanns, President and Chief Executive Officer, MonoSol  
Encl: MonoSol Fact Sheet

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