

Geneva, 27 April 2018

Mr. Bris Rocher, Chairman of Board
Mr. Cem Şenbay, Vice-Chairman of Board and Managing Director
Kosan Kozmetik Pazarlama ve Ticaret A.Ş. (subsidiary of Yves Rocher SA)
Gebze Organize Sanayi Bölgesi, İhsan Dede Caddesi, 900. Sokak, No:133
Gebze Kocaeli
Turkey

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IndustriALL Global Union calls on Kosan Kozmetik Pazarlama ve Ticaret A.Ş. (subsidiary of Yves Rocher SA) to respect trade union rights, reinstate dismissed union members and enter into dialogue with Petrol-İş

Dear Mr. Rocher and Mr. Şenbay,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industrial-all-union.org), representing more than fifty million workers in the manufacturing supply chain, including chemical industry, in 140 countries, including Turkey, to call on Kosan Kozmetik Pazarlama ve Ticaret A.Ş. (subsidiary of Yves Rocher SA) to respect trade union rights in its production plant in Gebze, to reinstate the dismissed union members, and enter into dialogue with Petrol-İş. Please note that Petrol-İş, Oil, Chemical and Rubber Workers' Union of Turkey, is affiliated to IndustriALL Global Union.

Workers at Kosan Kozmetik Pazarlama ve Ticaret A.Ş. (subsidiary of Yves Rocher SA) joined our affiliate Petrol-İş in March of this year. After having recruited a sufficient majority of workers, Petrol-İş applied to the Ministry of Labour and Social Security, and following its inquiries, the Ministry of Labour issued its official certification confirming that Petrol-İş has sufficient majority as per Law 6356.

In the meanwhile, Petrol-İş leadership--as a clear sign to work towards a constructive social dialogue--approached you with an offer to discuss these matters, including collective bargaining process. Instead, your management refused this offer and challenged the certification by the Ministry of Labor at the labour court over ungrounded arguments just to stall the process of collective bargaining.

We are outraged to learn that your management has dismissed 14 members of Petrol-İş because of their union membership. In addition, your management continues to put pressure, and intimidate workers, thus undermining the legitimate rights of workers to be unionized at the plant.

This situation is unacceptable.

Kosan Kozmetik Pazarlama ve Ticaret A.Ş.(subsidiary of Yves Rocher SA)'s behaviour constitutes a blatant violation of Turkish labour law as well as fundamental international labour standards, including Convention 87 on Freedom of Association and Protection of the Right to Organize, and Convention 98 on the Right to Organize and Collective Bargaining of the International Labour Organization (ILO).

Article 51 of the Turkish Constitution states that "employees have the right to form labor unions, without obtaining permission, and they also possess the right to become a member of a union and to freely withdraw from membership, in order to safeguard and develop their economic and social rights and the interests of their members in their labor relations. No one shall be forced to become a member of a union or to withdraw from membership".

Likewise, Article 17 of Law 6356 reads that "any person who completes 15 years of age and who is considered as a worker in accordance with the provisions of this Law may join a workers' trade union".

It is incumbent on Kosan Kozmetik Pazarlama ve Ticaret A.Ş. (subsidiary of Yves Rocher SA) to abide strictly by national and international labour law.

Therefore, IndustriALL Global Union strongly urges Kosan Kozmetik Pazarlama ve Ticaret A.Ş. (subsidiary of Yves Rocher SA) to respect fundamental trade union rights at its plant, reinstate the dismissed union members, refrain itself from harassing workers on account of their union membership, and promote a dialogue with Petrol-İş as the legitimate social dialogue and bargaining partner.

We truly hope that Kosan Kozmetik Pazarlama ve Ticaret A.Ş. (subsidiary of Yves Rocher SA) will take immediate corrective measures, and that, as a result, it will not be necessary for IndustriALL to take further action with your parent company in France. Please know that together with our French affiliates, we have the ability to take further actions in different platforms.

I anticipate your swift response and action.

Sincerely,



Valter Sanches
General Secretary

CC:

Ali Ufuk Yaşar, General President, Petrol-İş
Ahmet Kabacia, General Secretary, Petrol-İş