

Geneva, 11 March 2019

## To the major Customers of Kale Conveyor in Turkey

### Calling on customers to conduct due diligence over rights' violations by Kale Conveyor in Turkey

Dear Madam/Sir,

I am writing to you on behalf of [IndustriALL Global Union](https://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 you, as major customers, to conduct due diligence at Kale Conveyor in Turkey, in light of the company's violations of fundamental workers' rights.

In spite of our repeated calls, Kale Conveyor has failed to respect the rights of workers to join the union of their free choice, and engage in collective bargaining negotiations with their representative trade union Petrol-İş.

Kale Conveyor continues to insist on not recognizing Petrol-İş—the Oil, Chemical and Rubber Workers' Union of Turkey—which is affiliated to IndustriALL Global Union, as the legitimate collective bargaining partner. Please note that Petrol-İş, as a representative of the majority of workers at the plant, was issued the official certification by the Ministry of Labour authorizing the union to engage in collective negotiations with the company.

This is a clear violation of international core 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).

Furthermore, Kale Conveyor has unfairly dismissed two leading union members and launched a campaign of intimidation against workers to prevent them from joining the union. Kale Conveyor also resorted to legal procedures to threaten the workers and the union, and avoid engaging in a social dialogue.

We want to let you know that workers employed at Kale Conveyor have started to openly demonstrate their outrage against heavy working conditions, low wages and insufficient health and safety measures at the factory. It is reported that the company's production has stopped, which puts at risk your business relationship with Kale Conveyor.

According to the OECD Guidelines for Multinational Enterprises, a due diligence process is required for corporations to investigate third party partners for potential abuse of human rights, which includes workers' rights and freedoms.

As a fundamental element of the UN Guiding Principles on Business and Human Rights, due diligence for the companies is needed to prevent or mitigate adverse human rights impacts that are directly linked to their business operations, products or services by a business relationship.

Therefore, we strongly urge you to act immediately by conducting due diligence at Kale Conveyor, which would entail, inter alia, calling on the company to drop any legal actions, reinstate the two leading union members, and engage in collective bargaining with Petrol-İř.

I anticipate your prompt response and action.

Yours sincerely,



**Valter Sanches**  
General Secretary  
IndustriALL Global Union

CC:

**Ali Ufuk Yařar**, General President, Petrol-İř  
**Ahmet Kabaca**, General Secretary, Petrol-İř  
**Turgut Düşova**, General Finance Secretary, Petrol-İř