

Geneva, 20 March 2014

Mr. John W. Conway
Chairman of the Board and Chief Executive Officer
Crown Holdings, Inc, One Crown Way
Philadelphia, PA 19154-4599, USA

Transmitted by e-mail: john.conway@crowncork.com

Continuation of Violation of Fundamental Labor Rights by Crown in Turkey with dismissal of four union members

Dear Mr. Conway,

I once again need to write to you on behalf of IndustriALL Global Union to protest Crown's continuous violations of fundamental rights in different countries of the world. IndustriALL Global Union and its affiliates are outraged to have just been informed by our Turkish affiliate Birlesik Metal-Is that along with long-standing union-busting tactics that your company has been conducting since 2013, last week four union members who had led the organizing campaign at Crown Bevcan operations in Turkey have been dismissed by your local management over groundless charges.

The four union leaders, namely Haluk Efe, Mehmet Akbay, Mustafa Bayram, Ahmet Bal, were falsely accused of encouraging other workers to not work overtime. They were first asked to give their testimonies and not allowed to enter the premises of the company instead being sent on arbitrary leave. Even though all the allegations were false and groundless, these union members were simply dismissed as they refused to sign the document imposed by the middle-level managers. It is important to know that recently there was no any overtime work at the plant.

Crown's consistent anti-labor practices ignoring fundamental rights and human dignity is completely unacceptable. Our global union and large worldwide family are hugely angered with your company's shameful labor practices in Turkey as well as in Canada.

I strongly urge you to do the necessary for immediate reinstatement of the four dismissed union members in Turkey and sit down with Birlesik Metal-Is for a fair collective bargaining process.

I herewith reiterate our offer to you for an urgent global meeting between IndustriALL Global Union and Crown Holdings to discuss all the current problems with a view to finding a solution for restoring the situation that is not acceptable to us.

I anticipate your quick reaction and reply.

Sincerely,



Jyrki Raina
General Secretary