

Geneva, 22 July 2014

Mr. Philipp Haas
Chairman and CEO
Deva Holding A.Ş.
Halkalı Merkez Mahallesi, Basın Express Caddesi, No:1
Küçükçekmece Istanbul
Turkey

Transmitted by e-mail at phass@deva.com.tr and telefax: +90-212-697 00 24

Urgent Labour Situation at Deva Holding in Turkey

Dear Mr. Haas,

I am writing this letter to you on behalf of IndustriALL Global Union representing more than fifty million workers in the whole manufacturing supply chain, including pharmaceutical industry, in 141 countries throughout the world. Petrol-Is, Oil, Chemical and Rubber Workers' Union of Turkey is part of this large global union family.

IndustriALL Global Union is very much outraged by the labour situation at the plant of Deva Holding located in Tekirdağ because as of today 8 members of Petrol-Is have been dismissed by your management as they simply exercised their legitimate fundamental rights of freedom of association guaranteed by international labour conventions of the ILO as well as Turkey's Constitution and national trade union legislation.

I need to admit that this is not surprising to us since our records remind us that in 2010 your management used different tactics to demolish 40-year-long union existence, contractual labour relations and mature social dialogue at Deva Holding plants located in the towns of Çerkezköy, Kartepe and Topkapı area of Istanbul. At that time your managers had gathered all the workers at the plants to announce that there would no longer be a collective agreement with the pretext of high production costs and government's policies in the pharmaceutical industry, and exerted pressure on them to sign individual labour contracts in place of the collective agreement. We further recall that Deva Holding had then dismissed 74 employees because they had refused to sign individual contracts.

It is obvious that during these past four years, Deva Holding has continued to settle a management system which does not respect workers' fundamental rights and freedoms. It is shameful that your management continues to use intimidation and pressure over its employees not to join a trade union instead of settling peaceful labour relations at the plant. As a result, 8 workers have been kicked out after they subscribed to Petrol-Is. We understand your anti-union practices include one-to-one meetings with the workers conducted by your middle level managers.

You must know that workers have a legitimate and legal right to choose their unions freely without any intervention from anyone. I strongly remind you that your company must abide by the OECD Guidelines for Multinational Enterprises which explicitly recognize the right of all employees to be or become members of a trade union and to participate in collective

negotiations. The inclusion of the United Nations Guiding Principles on Business and Human Rights recognizes that companies have a duty of due diligence to ensure that rights are respected that protect the dignity, respect and liberty of the employees, including ILO Convention 87, Freedom of Association and Protection of the Right to Organise and C98 Right to Organise and Collective Bargaining Convention. It is incumbent on you to ensure that your operations fully respect international obligations and core labour standards.

I urge you to to immediately re-instate the 8 dismissed union members; withdraw all pressure exerted over the union members; and enter into constructive dialogue with Petrol-Is to establish fair labour relations and working conditions at your company.

Please know that if this situation in Turkey remains unresolved as is, we, together with all our member organizations, will start to use international tools to escalate our support for Petrol-Is and union members at Deva Holding.

I anticipate your quick reply.

Sincerely,



Jyrki Raina
General Secretary

CC:
Mustafa Öztaşkın, General President, Petrol-Is