



Geneva and Brussels, 21 July 2015

Murat Yürekten
General Manager
ENPAY Endüstriyel Pazarlama ve Yatırım A.Ş.
Fakulte Cad.No : 147-A
Basiskele Kocaeli
Turkey

By e-mail info@enpay.com

IndustriALL Global and European Trade Unions Condemn Enpay's sacking of 11 trade unionists

Dear Murat Yürekten,

We are again writing this letter to you on behalf of [IndustriALL Global Union](#) and [IndustriAll European Trade Union](#), both representing millions of workers in mining, energy and manufacturing industries in Europe and the world, including Turkey, this time to reiterate our call on Enpay Endüstriyel Pazarlama ve Yatırım A.Ş to respect union rights and freedoms at your plant, and very specifically to reinstate the 11 workers you sacked on 13 July because of their support for the union, and the further 12 sacked on 20 July for joining demonstrations. After yesterday's 12 sackings the Birlesik Metal-İs members inside the workplace halted production in protest.

Yesterday your management brought in a local judge to threaten the workers.

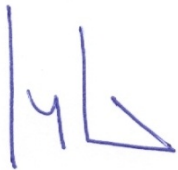
We note your letter to us on 1 July. We very much wish that your stated compliance with national and international labour norms were true. However sacking all of the worker representatives elected by Birlesik Metal-İs along with other union supporters clearly amounts to punitive action and your management's "intervention in the unionization of workers" to quote your letter.

Your management's blocking of free trade union activity of Enpay's workers, including punitive dismissals, is a clear breach of the responsible sourcing policies of a number of your corporate buyers.

We once again call on you to take immediate corrective measures, including the swift reinstatement of the sacked 23 workers, and the opening of good faith, respectful dialogue with Birlesik Metal-İs as an important socially bargaining partner.

We anticipate your quick reply.

Sincerely,



Jyrki Raina
General Secretary
IndustriALL Global Union



Ulrich Eckelmann
General Secretary
IndustriAll European Trade Union