



UNI Graphical & Packaging Global Union  
UNI Europa Graphical & Packaging  
IndustriALL Global Union

Mr. Gianluca Castellini  
Group VP  
Human Resources  
gianluca.castellini@smurfitkappa.com

Nyon, 16<sup>th</sup> December 2015

**Ref: Establishment of global dialogue with SK Trade Union Alliance**

Dear Mr Castellini,

We are writing following a meeting of the Smurfit Kappa Trade Union Alliance in Warsaw on 13-14 December 2015. The Trade Union Alliance brings together representatives of all the unions which have membership in Smurfit Kappa from across the world and our recent meeting was attended by representatives of nine European and one South American country and representatives of UNI Europa, UNI Global Union and IndustriALL Global Union.

We were extremely disappointed that the Polish management was not available to address the meeting and that our request to visit a plant was also refused by the company.

At the meeting we heard detailed reports on the situation in Colombia which caused grave concern, in particular the persecution of trade union leaders and the continuing existence of the 'pacto colectivo' in Colombia, which discriminates against trade union members and we believe is in breach of ILO standards and the company's own Code of Business Conduct.

We are disappointed that you have not yet replied to our letters of 2.12.2014 and 18.2.2015 where we requested the establishment of a dialogue at global level. It is our view that these issues can best be resolved through dialogue as opposed to denunciations and press releases. On behalf of all the unions who attended the Warsaw meeting, we therefore urge you again strongly to enter into dialogue with the Smurfit Kappa Trade Union Alliance.

With best regards,

Andy Snoddy  
Head of Department  
UNI Graphical & Packaging

Nicola Konstantinou  
Secretary  
UNI EG

Kemal Özkan  
Assistant General Secretary  
IndustriALL Global Union