

Geneva, 26 January 2016

Mr. Kenso Kuroda
President and Representative Director
Sanko Gosei Ltd
1200 Habushin; NANTO-SHI, Toyama-ken 939-1698 JAPAN
By email info@sankogosei.co.jp, commercial@sankogosei.com and fax: (81)763 52 1925

IndustriALL Global Union calls on Sanko Gosei Technology to respect labour rights in Thailand

Dear Mr. Kuroda,

I am writing to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than 50 million workers in mining, energy and manufacturing industries in some 140 countries, including Thailand and Japan, to call on you to intervene at your Thai subsidiary **Sanko Gosei Technology** to find an immediate resolution of the long-standing conflict with Sanko Gosei Workers' Union, affiliated to IndustriALL Global Union Thai affiliate TEAM.

IndustriALL Global Union strongly condemns the union busting at the production plant, the stalling tactics, waiting for the expiration of the collective bargaining agreement on 15 December and subsequently locking out union members and holding back their salaries, as well as replacing permanent workers with subcontracted labour with lower wages. This is in blatant violation of the Supreme Court's decision on the 1998 Labour Protection Act on fair and indiscriminate benefit for workers performing the same tasks.

A number of mediation meetings have taken place between the union and employer representatives, mediated by the Ministry of Labour, with no results. We demand that your company immediately end the lockout, reinstate the workers, and enter into negotiations in good faith with the trade union. The union has clearly shown its willingness to help solve this conflict by accepting, inter alia, the company's proposal concerning the bonus and salary increase. Therefore, we expect Sanko Gosei Technology act accordingly and thus come back to the negotiating table as well as engage in a meaningful and fair fashion with the government and the union through the mediation process.

It is also imperative that all acts of intimidation against union leaders and activists come to an end. IndustriALL Global Union rallies behind Sanko Gosei Workers Union in its legitimate struggle to achieve full respect of fundamental labour rights at your operations in Thailand. As you know, our Japanese affiliate JCM met with your management in Japan recently to impress on them the need to find a fair solution to this conflict through a negotiated process with the Sanko Gosei Workers' Union. This is what the workers deserve.

I expect your urgent reply and action.

Yours sincerely,



Jyrki Raina
General Secretary