



Geneva and Brussels, 1 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 and telefax +90 262 349 58 30

IndustriALL Global and European Trade Unions call on Enpay to respect union rights

Dear Murat Yürekten,

We are 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, to call on Enpay Endüstriyel Pazarlama ve Yatırım A.Ş to respect union rights and freedoms at your plant. Please note that Birlesik Metal-İs is one of our Turkish affiliates.

It is imperative that Enpay fully respect the right of workers to choose their union freely on their own choice and elect their representatives. Furthermore, it is important to state that Birlesik Metal-İs now represents an important portion of the workers at Enpay.

We are outraged to learn of your company's violations of trade union rights over the last couple of weeks, which have included bringing in a judge to the plant to intimidate workers and threaten them with dismissal on account of their legitimate demands and actions.

Therefore, we urge Enpay Endüstriyel Pazarlama ve Yatırım A.Ş to operate in full compliance with Turkish labor law and international labor standards, including Convention 87 on Freedom of Association and Protection of the Right to Organize and Convention 98 on the Right to Organize and Collective Bargaining of the International Labour Organization (ILO).

We truly hope that you will take immediate corrective measures, and that, in consequence, we will not be forced to contact some of your major customers, such as Alstom, ABB, Schneider and Siemens, to make them aware of the labor situation at your plant.

We anticipate your quick reply.

Sincerely,

A handwritten signature in blue ink, consisting of stylized initials 'JR'.

Jyrki Raina
General Secretary
IndustriALL Global Union

A handwritten signature in black ink, appearing to read 'Ulrich Eckelmann'.

Ulrich Eckelmann
General Secretary
IndustriAll European Trade Union