

Geneva, 18 June 2021

To the major customers and business partners with Turan Plastik Sanayi ve Ticaret A.Ş. in Turkey

Calling on major customers and business partners to conduct a Due Diligence process over trade union rights' violations at Turan Plastik Sanayi ve Ticaret A.Ş. in Turkey

Dear Madam/Sir,

I am writing this letter to you on behalf of [IndustriALL Global Union](https://www.industrial-all-union.org), representing more than fifty million workers in the manufacturing supply chain, including packaging sector, to call on you, as major customers and business partners, to conduct a Due Diligence process at the production facility of Turan Plastik Sanayi ve Ticaret A.Ş., in the European side of Istanbul around the company's violations of fundamental workers' rights. Please note that Lastik-İş (Petroleum, Chemical and Rubber Industry Workers' Union of Turkey) is one of the affiliates of IndustriALL Global Union in Turkey.

IndustriALL Global Union's affiliate Lastik-İş has made a union recruitment campaign at the facility of Turan Plastik, and the majority of workers at plant exercised their fundamental right to join a union, which is guaranteed by national labour law and international core labour standards, and thus became members of the union.

In fact, Turkish Ministry of Labour and Social Security issued an official certificate dated 01 February 2021 confirming that Lastik-İş has a sufficient majority to be able to become a bargaining partner. On 10 March 2021, the final collective bargaining certificate was sent to the parties.

We are outraged to hear that after having received a charter of demands from Lastik-İş, Turan Plastik management has acted aggressively against the workers, punishing them—including systemic intimidation and threats—for joining Lastik-İş. Union members are forced to resign from our affiliate Lastik-İş.

We are further outraged to learn that the Turan Plastik management has dismissed six union members, including officially appointed chief trade union representative.

In the meantime, Turan Plastik refuses to attend the bargaining sessions, which clearly demonstrates its intention to keep wages and working conditions as low as possible, nor answers any calls from Lastik-İş. This is why the union has decided to go on strike in the coming days.

The overall situation at Turan Plastik is unacceptable.

The behaviour of Turan Plastik constitutes a blatant violation of Turkish labour law as well as fundamental international labour 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).

Article 51 of the Turkish Constitution states that “employees have the right to form labour unions, without obtaining permission, and they also possess the right to become a member of a union and to freely withdraw from membership, in order to safeguard and develop their economic and social rights and the interests of their members in their labour relations. No one shall be forced to become a member of a union or to withdraw from membership.”

Likewise, Article 17 of Law 6356 reads, “any person who completes 15 years of age and who is considered as a worker in accordance with the provisions of this Law may join a workers’ trade union.”

International labour standards enshrine the right of employees to organize and bargain collectively through the trade union of their choice.

Therefore, IndustriALL has urged Turan Plastik to respect fundamental workers’ rights, in line with national and international labour laws, reinstate the unfairly dismissed six union members, and engage in good faith negotiations with Lastik-İş.

As Turan Plastik has not yet taken corrective measures to address these appalling violations of labour rights, we call on you, as major customers and business partners, to engage in a Due Diligence process at Turan Plastik to ensure that the company abide strictly by national and international labour law.

IndustriALL Global Union, together with its affiliate Lastik-İş, is ready to provide further information and documents through either an email exchange or a virtual meeting.

I anticipate your swift response and action.

Sincerely,



Valter Sanches
General Secretary

CC:
Mr. Alaaddin Sarı, General President, Lastik-İş