

JR/PS/KP/MV

February 3, 2010

EKOENDUSTRI

Mr. Egemen Ekrem Demiroz
Mr. Zeki Yondem
Kemalpaşa Organize Sanayii Bölgesi, Ulucak Mevkii 8
Sokak no: 2 KEMALPAŞA – IZMIR
TURKEY
Tel: +90 232 877 10 10
Fax: +90 232 877 10 09
Email: info@ekoendustri.com

RE: Violations of International Labour Rights

Dear Sirs,

The International Metalworkers' Federation, which represents the collective interests of 25 million workers around the world and European Metalworkers' Federation representing 5.5 million metalworkers' across Europe, are seriously concerned about the violations of trade union rights at Ekoendustri which is located at Izmir, Turkey.

Specifically, the IMF and EMF strongly object to the unfair dismissal of 15 workers, all of them union members of Birleşik Metal-Is. The IMF and EMF are disturbed to learn that management has used threats and intimidation towards union members, urging them to resign from Birleşik Metal-Is or face dismissal in an effort to deny workers basic internationally recognized rights.

Our Turkish affiliate, Birleşik Metal-Is, has informed us that in August and September of 2009, the union began an organising drive inside Ekoendustri, a company that produces, automotive components, white goods components and also sports equipment. On December 29th 2009 a majority of workers voted for union representation by Birleşik Metal-Is. Soon after on 25 January 2010, nine workers and active union members were unjustly fired. Since the 25th, another 6 workers have been fired. Management is threatening workers with dismissal for joining the union and has been holding one on one meetings and interrogating workers about their trade union activities in the plant.

As you are aware, Turkey is a signatory of the International Labour Organisations' Conventions No. 87 (Freedom of Association) and No. 98 (Right to Collective Bargaining) guaranteeing workers the right to join unions and bargain collectively. Ekoendustri's actions are in violation of these internationally recognized labour standards as well as

contrary to the codes of conduct outlined by your leading customer, Decathlon Group, now Oxylane Group.

We urge you to immediately and unconditionally reinstate all workers unjustly dismissed cease and desist from interrogating and harassing union members, and respect internationally recognized workers' rights, particularly the right to join and form unions and the right to collectively bargain.

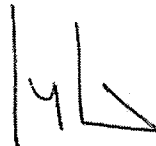
Should Ekoendustri continue to interfere in the workers' right to join a union and bargain collectively, the IMF and EMF are prepared to take further action at the European and international levels in the coming days.

We look forward to hearing from you shortly on this matter.

Sincerely,



Peter Scherrer,
General Secretary
European Metalworkers' Federation



Jyrki Raina,
General Secretary
International Metalworkers' Federation

cc: Birleşik Metal-Is
Decathlon Group/Oxylane Group