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INTERNATIONAL METALWORKERS' FEDERATION  
INTERNATIONALER METALLGEWERKSCHAFTSBUND  
FEDERATION INTERNATIONALE DES ORGANISATIONS DE TRAVAILLEURS DE LA METALLURGIE  
INTERNATIONELLA METALLFEDERATIONEN  
FEDERACION INTERNACIONAL DE TRABAJADORES DE LAS INDUSTRIAS METALURGICAS  
FEDERAZIONE INTERNAZIONALE DEI SINDACATI METALMECCANICI

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Michel Geerts  
Bosal Group Human Resources  
Bosal Benelux  
Nijverheidsstraat 12  
Industriepark  
2260 Oevel-Westerlo  
Belgium

**RE: Trade union rights violations at Bosal Mimaysan**

The International Metalworkers' Federation, which represents the collective interests of 25 million workers around the world, is seriously concerned about the violations of trade union rights at the Bosal Mimaysan plant in Turkey. Specifically, the IMF strongly objects to local management's interference in union affairs.

Our Turkish affiliate, Birleşik Metal-İs, has informed us that for the past three months local management at the Bosal Mimaysan plant has harassed and coerced workers to resign from their union, Birleşik Metal-İs, and to join a company-sponsored union, Turk Metal. In January, Birleşik Metal-İs members occupied facilities in protest of this harassment and in defence of their fundamental rights including representation by the union of their choice. It is of concern that discussions between Birleşik Metal-İs and Bosal Group Human Resources in Istanbul on March 22 failed to bring a resolution to these violations.

Birleşik Metal-İs has informed the IMF that in recent days, Turk Metal buses have been stationed outside the plant in an effort to further intimidate workers. Such tactics clearly aim at undermining the re-authorisation of Birleşik Metal-İs, which will take place on April 5.

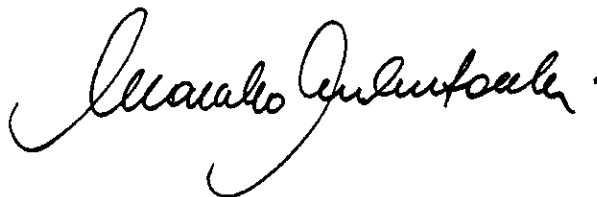
Local management's actions are in direct violation of a worker's right to freedom of association guaranteed by Turkish law and the International Labour Organisation's Convention 87 ratified by Turkey. As a signatory of the UN Global Compact, your company is committed to ensuring that the workers in its plants have the right to be represented by the union of their choice free from threats and retribution.

Furthermore, Bosal Mimaysan is a supplier to major automotive companies. Many of these companies are signatories of agreements with the IMF that commit them to fully respect worker and trade union rights and to ensure decent terms and safe conditions of work in their own operations and those of their suppliers. The IMF and its affiliates expect and demand the same of all automotive companies.

We urge you to put a stop to any illegal and unfair labour practices immediately. IMF affiliates at major automotive manufacturers are aware of the situation at Bosal Mimaysan and are following the case with great interest. Should local management continue to interfere in the workers' right to chose their own union, the IMF is prepared to take further action at the international level in the coming days.

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

Sincerely yours,

A handwritten signature in black ink, appearing to read "Marcello Malentacchi". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Marcello Malentacchi  
General Secretary

cc: Bosal Mimaysan A.S.