

In response to the IndustriALL article “*Syngenta, stop union-busting and reinstate leader Imran Ali in Pakistan, demands IndustriALL*” published on their website following the Syngenta Annual General Meeting on April 28, 2015.

The redundancy of Mr. Imran Ali was not connected with his position as Secretary of the Union in our Pakistan office. The redundancy occurred in view of an ongoing global re-alignment of Syngenta’s IT function and followed due procedures. The announcement of reorganizing the Pakistan organization was made in November 2010 and several roles including Mr. Ali’s were made redundant. In accordance with our normal practices, all options for redeployment were first explored and Mr. Ali was offered redundancy package like other employees, which he refused to accept. Mr. Ali also challenged his termination in Pakistan labor appellate courts and the matter is sub-judice.

We maintain professional dialogues with Mr. Ali and the Union, and Mr. Imran Ali continues to participate in union activities in his capacity as the General Secretary of the Union. The collective bargaining agreement negotiations have gone ahead as planned independent of Mr. Ali’s employment status.

Over the years Syngenta has been in contact with IndustriALL responding to their concerns about the redundancy of Mr. Ali and have shared the latest developments in the case and actions taken on our side.

The case with 50 temporary workers in Pakistan was amicably settled in October 2013 and full settlement amount was paid as per the settlement arrived. However in February 2015, a new litigation was initiated by the workers claiming Syngenta did not pay the full amount settlement, which we have challenged. We would not like to comment on the matters which are sub-judice but Syngenta remains open to constructive dialogue.