

Perfetti van Melle Response re. Child labour and union busting at factory in Gazipur,
Bangladesh
10 October 2019

Business & Human Rights Resource Centre invited Perfetti van Melle to respond to the following item:

“Stop Child Labour in Chupa Chups!”, The international Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers’ Associations (IUF), September 2019:
<https://www.stopchildlabouratpvm.com/>

Perfetti van Melle sent us the following response:

At Perfetti van Melle, our employees are our most precious asset. Being a responsible and fair employer is among our core values. Therefore, we take any assertion such as this very seriously. We have critically reviewed all documentation of our own employees, as well as the documentation provided by third party agencies who supply contract employees to us, and have found no evidence of underage workers in our Bangladesh facility.

In compliance with all local and national standards and employment legislation, and in line with our own code of conduct, Perfetti van Melle has in place strict hiring policies and procedures. When hiring permanent employees, we screen all candidates for – among other things – age, education and work experience. Additionally, any outside third party agency providing contract workers to Perfetti van Melle must adhere to these same standards, and must sign an agreement stating that they will not hire any underaged individuals.

Perfetti van Melle also supports the formation of a workers’ union in Bangladesh. We are committed to a healthy and constructive relationship with its members and all of our employees. Our management has welcomed the union by hosting a 17 January 2019 meeting with the union office bearers, during which we communicated our commitment to develop a constructive and mutually beneficial working relationship with the union.

Several training sessions were also arranged with the support of the Department of Labor for both union members and Perfetti van Melle management staff to ensure that all parties understand their obligations as per local Labor Law. A number of negotiation meetings took place with the trade union to mitigate their demands as per the legal provisions of the country.