

Company: Groupe Rocher

Date: September 6, 2018

RE: Allegations of unfair dismissals and labour abuse at Kosan Kozmetik

Groupe Rocher proves on a daily basis the capital importance it attaches to the freedom to unionize and to the local labour law by ensuring that they are strictly observed within its different entities across the world. Present in nearly 110 countries and with 18,000 employees, the Groupe Rocher is composed of 10 brands.

Contrary to what has been written by the Daily Sabah, the issue does not concern the Yves Rocher brand but one of the Flormar brands' production units in Turkey. Informed of the tensions around the plant, representatives of the management of the Groupe Rocher were present onsite to assess precisely the ins and outs of this complex situation from both a human and legal point of view.

The management of the Flormar factory In Gebze in Turkey has renewed its guarantees demonstrating that the litigious dismissals have never been motivated by the actual or alleged affiliation to a union. What is at stake is the involvement in illegal and even violent actions jeopardizing the safety of people and community goods (assaults, acts of violence, threats etc...).

These actions took place after the plant management's decision to challenge the reality of the representativeness claimed by this Union called Petrol Is within the Gebze plant workforce. The company's management does not dispute under any circumstances the possibility for a trade union to establish itself within the factory. The conflict arises from the fact that Petrol Is did not comply with the rules laid down by Turkish labour law, in particular the fact that a trade union can only be representative and legal if it is supported by more than 50% of the workforce, which is not the case here. The legal proceeding is underway and the company will strictly abide by the court's decision.

Flormar's management, in accordance with the Group's values, recalls its commitment to freedom of association, to which it places no limits, as long as it is compliant with the legal framework and international conventions.

On the other hand, Flormar's management has demonstrated its will to promote a social dialogue within the plant by implementing measures during the past weeks to that end: Opening of a platform of suggestions to improve working conditions and atmosphere, organization of weekly exchange moments between management and workers, etc.

Further, in order to support the employees in a particularly sensitive economic context in Turkey today, paid leave has been increased by more than 60% and half of the wages for August has been delivered prior to the religious celebrations to allow workers to cover their expenses.

Groupe Rocher's policy is to rely on the local management of its subsidiaries to deal with matters they are responsible for. Groupe Rocher has hence renewed its support to Kosan Kozmetik management and stands by Flormar's employees in order to help them restore the social climate and guarantee the long-term existence of their activities in the best conditions.