



**ZEDTEE PLYWOOD SDN. BHD.** (190653-D)

*Lot 555, Block 22, Buan Land District, Tatau, Bintulu,*

*P. O. Box 1166, 97008 Bintulu, Sarawak.*

*Tel: 086 584778 Fax: 086 584780*

Date: 20<sup>th</sup> September 2019

Business and Human Rights Resource Center

Dear Golda S. Benjamin and Betty Yolanda,

**Ref: Response to report alleging that Zedtee violated the right to freedom of association of its workers**

Thank you for your invitation to respond to the matter addressed above.

The report by Sarawak Report on the allegation was published on the 23<sup>rd</sup> of August 2019 and a complaint letter titled "Stop Worker Rights Violations in the lead up to the Secret Ballot Election" was written by TIEUS (Timber Industry Employees Union of Sarawak) and given to Zedtee Plywood.

On the 24<sup>th</sup> of September 2019, the management of Zedtee Plywood officially responded with a letter to TIEUS that all the allegations were unfounded and untrue. In the official letter, the management of Zedtee Plywood also invited TIEUS for a meeting to clear any grievances and that the Secret Ballot shall only proceed after all the allegations and grievances are cleared to ensure that the result of the Secret Ballot (to be held on the 25<sup>th</sup> of September 2019) will be free from any speculations and accepted by all parties. The letter was handed personally to Mr. Agat Sagai, President of TIEUS.

In order to clear any confusions created by the allegations, the management of Zedtee Plywood on the 24<sup>th</sup> of September, issued a formal notice on the notice boards to encourage all eligible employees to exercise their right and to vote in the Secret Ballot.

Prior to the commencement of the Secret Ballot, Mr. Agat Sagai and Mr. Nor Azlan Yaacob (Malaysian Trades Union Congress, Vice President) in the witness of officers from Industrial Relations Ministry Malaysia, agreed and accepted that the allegation were untrue and unfounded, and agreed to proceed with the Secret Ballot.

The Secret Ballot was successfully conducted in a fair and professional manner by the officers from the Ministry of Industrial Relations Malaysia. The result of the Ballot was not in favor of forming a workers union in Zedtee Plywood. After the Ballot, TIEUS gracefully accepted the defeat and thanked the management of Zedtee Plywood for supporting the Secret Ballot to be held in a fair and professional manner.

Zedtee Plywood has always maintained a high level of integrity and professionalism in its management and hopes that this response will shed light and justice into the said allegation from the report from Sarawak Report.

Thank You.

The Management of Zedtee Plywood Sdn. Bhd.

Company Stamp:

