



Region Dolny Śląsk NSZZ „Solidarność”

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POSITION No. 11/2021

of the Lower Silesia Region Board of NSZZ "Solidarność"

on infringement of trade union rights in Essity Operations Poland Sp. z o.o.

The Board of the Lower Silesia Region of NSZZ "Solidarność" calls on the Board of Essity Operations Poland Sp. z o.o. in Oława to respect the statutory rights and freedoms of the Trade Union Organization of NSZZ "Solidarność" Essity Operations Poland Sp. z o.o. From the beginning of the establishment of the Company Union Organization (formerly SCA Hygiene Products sp.z o.o.), the employer does not respect all union rights and freedoms. The situation in this aspect does not change, despite the fact that we have contacted you on this matter many times. It is quite the opposite, because for several years there has been an increase in activities that hinder the performance of trade union activities and harassed the president of the Union Committee of NSZZ "Solidarność". There are many examples of such a procedure. For example, the Management Board of Essity Operations Poland called the police and company security in an intervention mode, because the president of the Union Committee of NSZZ "Solidarność" was distributing tourist vouchers to members of the NSZZ "Solidarność" before entering the plant, or the imposition of a completely unjustified administrative penalty on the president of the Union Committee of NSZZ "Solidarność" for placing an entry on the intranet, where every employee had the right to do so. Recently, there has also been a lack of respect for trade union rights in the functioning of the Company Social Benefits Fund and the appointment of a representative to the European Works Council. After the inspection, the National Labor Inspectorate found violations of the law and sent you post-inspection statements in this regard, which were not implemented.

We are supporters of social dialogue and we always try to reach agreement on this path. Despite our earlier calls, your actions clearly show bad will and lack of respect for the social partner and his rights. In view of this attitude, we will undertake all actions at the national and international level that will lead to the respect of trade union rights.

In view of the above, the Board of the Lower Silesia Region of NSZZ "Solidarność" calls on you to respect trade union rights and immediately stop obstructing trade union activities carried out

by the Works Committee of NSZZ "Solidarność" Essity Operations Poland Sp. z o.o. We expect the Management Board of Essity Operations Poland Sp. z o.o. take a position on the observance of trade union rights by September 20, 2021, otherwise we will be forced to take a number of legal actions, including protest actions.

Wrocław, 13.09.2021

For the Regional Board

SEKRETARZ
Zarządu Regionu Dolny Śląsk
NSZZ "Solidarność"
Grzegorz Makul

To:

1. Magnus Groth President & CEO Essity Group CEO
2. Donato Giorgio President Global Supply Chain Essity Group
3. Davies Paul VP Manufacturing PC EMEA and NA Global Supply Chain
4. Tomasz Wasula Prezes Essity Operations Poland Sp. z o.o. w Oławie