



Federazione Impiegati Operai Metallurgici

sindacato provinciale di Venezia
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Dear Friends,

The multinational Assa Abloy has decided to close the production lines of Ditec of Venice, Quarto d'Altino, to relocate them in China and in the Czech Republic. This decision, if actually implemented, will involve the dismissal of 90 (out of 120) workers currently working on the plant. Such a serious decision has been announced by the Chief Executive Officer of Ditec Entrematic, Marco Zini, to the trade union representatives first, and then to the workers gathered in assembly with the communication of a notice of the company, that we attach.

Such a notice contains the company's decision to close 3 plants, 2 in Italy and one in Portugal. The notice further reports that the company's management has "delivered" the industrial plan of the division to the European Work Council.

We did not receive any kind of information from the EWC, neither on a possible information and consultation procedure as per the EU law, nor any request of contacts

from EWC or its president to start contacts with those plants the company plans to relocate.

It is our opinion that the Swedish multinational Assa Abloy has breached both the European procedures and the subject matter of Italian intersectoral agreements in terms of rights of information and consultation with the Italian trade unions.

The company actually has three trade union representatives, all of them of FIOM, as FIOM represents the absolute majority of those workers members of a trade union.

The decision to close the Ditec plant of Quarto d'Altino came in as an unexpected surprise, as Ditec has been in the last few years increasing its revenue and profits, boasting a good market positioning and high-quality products with a high added value supported by highly skilled workers. Ditec of Quarto d'Altino has never, along many years, used unemployment benefit systems and has obtained from workers, technical and clerical staff a high performance to satisfy the clients' needs and to respond to the demands of the market.

This is the reason why we are unable to understand the decision of Assa Abloy to close the production activity of Ditec's plant. The workers and the trade union, against this absurd choice, has asked the Italian Government to act on the ownership, on the Chief Executive Officer and on the President of Assa Abloy to ask for the withdrawal of the decision to close the production activities of the plant.

In the meantime, all of the workers supported by trade unions and local authorities and the citizens of Venice are permanently presiding the plant to prevent Assa Abloy from transferring the machinery in China and in the Czech Republic.

We therefore ask all of you to support the workers in the fight of the workers of Ditec of Venice and to intervene in the forms you will deem the most appropriate on Assa Abloy, which Headquarter is in Sweden, asking for the withdrawal of the decision to close and to relocate the production of this plant.

We take the chance to ask for a common initiative of EMF and of all of the metalworkers' trade unions to provide the EU law with mechanisms to fight against relocations and the hyper-power of multinationals. Multinationals are creating a crisis in the industrial system all over Europe with serious consequences on the employment levels.

We are sure you will work to support the fight of the workers of Ditec of Venice. We are of course available to provide any further clarification and to organize, if necessary, a meeting of all of the involved trade unions.

We wish you all the best in your work,

Yours sincerely,

Luca Trevisan
General Secretary FIOM-CGIL Venice
RSU Ditec
Sabina Petrucci
European Secretary

I would, first of all, like to thank you all for your presence here today.

My name is Marco Zini, Chief Executive Officer of DITEC Entrematic.

I have an important announcement to do, which I will directly read from this information sheet. It has already been read and given to the relevant trade union organizations (company's trade union representatives of FIOM-CGIL).

As you have already heard in the presentation "Our Road to the Future", Assa Abloy has been in the last few years restructuring its production organization, by aggregating similar activities in single plants and relocating some others from high-cost towards low-cost countries.

My duty is to inform all of you that ASSA ABLOY Entrance Systems, as of 5 December 2011, has delivered to the European Corporate Committee – EWC the industrial proposal for Entrance Systems division, whose timeline is of about two years and which foresees the re-organization of the following production plants of DITEC Entrematic:

Treviolo (Bergamo – Italy), within which the syndical procedures are already under way

Quarto d'Altino (Venezia – Italy)

Leiria (Portugal)

As to the production plant of Quarto d'Altino, the proposal involves the gradual relocation, within 2013, of the production and the related administrative activities to the plants of the Assa Abloy group in the Czech Republic and China and the concentration of the distribution activities in the Caronno P.IIa plant.

The implementation of this proposal might unfortunately involve a surplus in the workforce of Quarto d'Altino of an estimated 90 workers. It must be said that, nonetheless, the following departments will not be affected by the reorganization proposal: Research and Development, Technical Assistance, Human Resources and Quality Assurance.

We confirm that contacts have already started with the relevant trade union organizations and that it will be our specific duty to apply and comply with all of the procedures and guarantees as per the law in force.

Thank you very much for your attention.

DITEC S.p.A.