

**STATEMENT2: KFSU-Chanel Korea Workers Union Fights Against any Sexual Harassment**

***No one should be subject to harassment, sexual violence or violence of any kind in their workplace, whether it comes from employer, manager, colleague or customer. UNI Apro Commerce urge CHANEL, a global company to set the principle of addressing harassment, sexual violence or violence of any kind in their workplace.***

In 2020, a number of female workers were harassed by a powerful headquarters senior manager in the Chanel Korea over a period of 10 years. The union promptly reported the incident to the company and called for a victim-centered resolution, but the company's insincere and lacklustre without any real effort to improve the policies are a disappointing. The incident was Chanel Korea's first national and internationally publicly publicized workplace sexual violence issue. Since the case was exposed, Chanel Korea has eroded any trust of handling the situation by actively interfering with the investigation. The company sweep the issues under the carpet as they did not consult and listen to the opinions of the victims and trade unions. In addition to keeping the findings and perpetrators' disciplinary contents a secret, the company has not made any improvements in in-house sexual harassment eradication and prevention policies.

The victims and workers felt vulnerable, anxious and distressed by this process akin to re-victimised the victims, have caused further physiological damage to the workers and created a toxin working environment where the company continues to be indifferent to workers' safety and human rights.

Even during COVID-19 pandemic, CHANEL Korea workers had work diligently on very challenging situation and health risks to achieve higher profit this year. However, the workers are rewarded with poorer benefits compared to its competitors. The local company had also maliciously said, "If union will fully recognize the company's authority in workplace sexual harassment prevention policy, we will improve wages suggested by the company." A direct retaliation towards its employees for highlighting the violence and trying to improve the workplace health and safety. No human should continue to live in fear and under such oppression.

UNI Apro Commerce supports KFSU demands for Chanel to comply with the standards that must be followed as responsible multinational company. UNI Apro Commerce demand: -

- Channel to adhere to the OECD multinational corporate guidelines in implementing Responsible Business Conduct standards, such as the OECD Guidelines for Multinational Enterprises, across business operations and supply chains
- Chanel head office in London take responsibility and investigate into resolving the workplace sexual violence issues in Chanel Korea in any country they operate including fair investigation/disciplinary procedures to prevent any kind of violence including sexual harassment.
- Chanel to establish improve its current in-house policy to ensure transparency, victim-centeredness, and fairness in the investigation and disciplinary process of sexual harassment or violence cases in the workplace.
- Chanel to protect victims and actively listen to workers and trade unions in improving in-house policies to combat sexual harassment and violence in the workplace.
- Implementation of the "Prevention of Sexual Harassment and Violence at Workplace Act - September 2019" South Korea where the employer must protect victims including under categories such as harassment, unfair Human Resource related measures, performance appraisal, education and training as well as working environment.
- Chanel Head Office and Chanel Korea respects the workers' trade unions function to exercise the right to collective bargaining to improve working conditions for the workers.