

Mr. Thierry Garnier,
Chief Executive Officer
Kingfisher PLC.

Nyon, November 20, 2019

Dear Mr. Garnier,

My name is Mathias Bolton and I am the head of the Commerce Sector for UNI Global Union. UNI Global Union represents more than 20 million workers in more than 150 countries primarily employed in the service sector.

We have been informed by NSZZ Solidarność Commerce Trade Union in Poland that union activists in Castorama Poland, including union leaders, have been dismissed by local company management for union activities.

We regret to hear that instead of engaging in constructive dialogue with the Solidarność, Castorama Poland has adopted an anti-union attitude. Dismissing union activists and intimidating other current and potential union members is against international conventions, OECD guidelines, the Polish Constitution and Polish legislation.

UNI Global Union stands in solidarity with our sisters and brothers in Castorama Poland who are fighting for fair working conditions, better wages, and the right to join a labor union. We believe that collective representation and bargaining are among the key elements of a democratic society and respect for the right to organize and to collectively bargain are key indicators of responsible businesses.

Your company's own Code of Conduct appears to be in alignment with the same principles that UNI Global Union is committed to defend. For example, regarding the respect for human rights your policy states: "How we treat each other? We respect human rights, the fundamental rights and freedoms we are all entitled to regardless of factors such as nationality, race or gender".

We expect that you will take the necessary actions in order to ensure that Castorama/Poland respects union rights, engages in constructive dialogue with the union, and re-instates employees dismissed for their union activities.

We will be working closely with Solidarność to provide them the necessary global campaign support on this matter; we are looking forward to hearing from you about any updates or perspective you can offer on this situation.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Mathias Bolton'.

Mathias Bolton
Head of UNI Commerce