

As an active partner to JOIN project I have raised my personal and company thoughts at several occasions. I read through the document and only would like to comment on the "common problematic areas" mentioned at pages 1-2; Since these arguments are generalized I feel the need to add our perspective. Please find my views in red:

Also I clearly note that we have volunteered to participate in this project in line with our vision. Although we were not good enough in expressing ourselves YESIM is an SA8000 certified facility with the capability of finding , controlling and sharing the issues.

1. A negative approach towards freedom of association issues among some managers and a hesitancy among workers to discuss this issue
  - **YESIM has a positive approach to freedom of association and there is Trade Union in charge.**
  
2. Heavy use of sub-contractors both in-house and externally in a continuous production chain
  - **Using sub-contractors is a common practice in this sector and in this region; as long as you have full control on your sub-contractors this should not be raised as a problematic area.**
  
3. Worker 'coaching' in the face of social assessors (in one factory workers were specifically told by management to refuse interview by JO-IN off-site assessors)
  - **All kind of on-site interview is well accepted; off-site interviews fully depend on employee's preference and company do not guide in either way. This is our social compliance perspective. In our culture employees may not wish to talk with a foreigner at a cafeteria (especially female workers) or accept them to their houses and this is something to be dealt between worker and assessor.**
  
4. Heavy workforce turnover in several instances

- **I would rephrase it as controlled shrinkage of labor force instead of high turnover.**

5. Extensive double book-keeping in regard to social security payments

- **No double bookkeeping at YESIM and I regret to be generalized in this very delicate issue.**

6. Some low wage issues

- **No payment below minimum wage at YESIM. Indeed because of collective bargaining agreement minimum wage is 25% higher than legal minimum wage.**

7. Associated excessive overtime working in many instances

- **YESIM has proven a best practice in controlling excessive overtime especially from yearly tolerance of 270 hours point of vies. Only 4 people in 2008 have exceeded 270 hours OT /year out of 2,500 workers.**