



"NOVA DIPO" d.o.o.  
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## BUILDING AND WOOD WORKERS' INTERNATIONAL

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**Attn Mr. Coen van der Veer**

**e-mail: [info@bwint.org](mailto:info@bwint.org)**

**Subject:** RESPONSE TO LETTER FROM 17.09.2020. year,

Dear,

We have received your letter „Regarding violations of freedom of association and bad working conditions“ from 17.09.2020. year, so we are sending you our response.

By mentioned letter it was the first time that we heard for your organization, which by its nature should present serious and responsible organization, however mentioned letter and its content which was signed by you was inconvenient surprise, by making serious allegations without any evidence supported by facts, which was unprofessional, unobjective and maliciously.

Before facing to your unilateral allegations, we want to introduce you to our company, obviously it is not familiar to you that we are the one of most successful wood producing companies in BiH, whose success was built by years on honest and respectable aspect by its workers.

“Nova DIPO” d.o.o. Gornji Podgradci was established in 1855. year, and it was the first wood producing company in BiH, which faced with different public and ownership system and it always put its workers on first place as the most important element of the company.

Your quotations about your deep concerns regarding continuous violating worker's rights, and its union rights are indicator of your uninformed, shallow and flippant approach.

Paid leave of our workers is not connected with union organization, it is in direct connection with our battle to survive as company and to save every workplace in company during the period of crisis caused by COVID-19 pandemy.

In March, our business partner „IKEA“ which was also mentioned in your letter, advised us about drastic decrease of product orders due to annunciation of pandemic situation. Due to that situation, for a while we were enforced to shut down production, and we had 300 redundant workers.

At that moment neither one working organization, neither you asked us about our condition or offered us any help.

Despite that "Nova DIPO" as socially responsible company whose workers and its families are at companies first place, together with all workers, including union workers made a decision to send workers on paid leave according to Labour law of Republic Srpska with plan and hope that by the end of this year global status caused with COVID-19 pandemy will normalize, and that our production process will continue with our full capacity. Decision of inviting workers from paid leave was conditioned by increasment and start of our production, according to the received orders.

All previously mentioned was stated in all Contracts of paid leave which are given to the workers.

There are no differences made between union workers and rest workers, which is also visible from fact that many workers who are not in union were also on paid leave.

For your infomation, we also have aprox. 30 workers which have temporary Contracts of work, whose Contracts after expiration date could be terminated, but we have also kept them by renewing their Contracts, having in mind the fact of difficult period of our lives and status of their families.

We completely deny your affirmation regarding bad health and safety working conditions, and not paying overtime work.

All our workers possess safety equipment prescribed by law, they are regularly sent on medical examination and safety on work trainings, also every overtime hour spend on work is being paid to every worker.

With this oportunity we want to get you acquainted with the fact that we have excellent cooperation with our partner IKEA, who is organizing periodic IWAY audits, between all other necessary checkings, audits also include all mentioned concerns in your letter. We never had admonitions and we work according to IKEA requests.

Dear, in sequence of all above mentioned we deliver you our response and one more time we notice you that we are a company who always took care of its workers and whose workers are always on first place, despite its affiliations, because we are aware that our main strength are our workers.

Regarding your organization, by this oportunity we ask you please that in future do not drop unilateral allegations, or affirmations basis on one-side statements, rather we ask you to visit us to talk basis on true facts and evidences about all concerns about workers rights you are interested in, because our door are opened to every well-meaning partner.

Veljko Beuk  
General manager  
„Nova DIPO“ d.o.o.



Cc:

Ms. Alenka Rosenqvist, Global Labour Relations Manager

Ms. Cristina Mihaela Nedelea, BD & BDM, Inter-IKEA

Mr. Kim Carstensen, General Director, FSC

Mr. Ben Gunnenberg, Secretary general and general manager, PEFC

Mr. Vlado Pavlović, President, Trade Union of Forestry, Wood Processing and Paper  
of Republic of Srpska