

12th May 2008

The Hon. Minister
Federal Ministry of Labour and Productivity
Federal Secretariat
Shehu Shagari Way,

Att: The Head Trade Union Services and Industrial Relations Department.

Dear Sir,

PRESS STATEMENTS BY NUCFRLNMPE

Our attention has been drawn to press statements issued by the National Union of Chemical Footwear Rubber Leather and Non Metallic Products Employees (NUCFRLNMPE). The statement was given wide coverage in some national dailies (See The Guardian Newspaper of 08th May 2008). It was also covered by the National Television. Our group views the allegations contained in this statements very seriously and hence we felt it was necessary to respond and the records very straight. Attached is for information and guidance is a copy of the statement.

While thanking you for your cooperation and support, we wish to reaffirm our commitment to promoting good industrial relations in our companies and the country at large. And would like to assure you that we will continue to be good and law abiding corporate citizens.

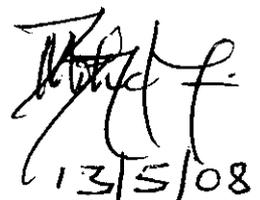
Best regards.

For & on behalf of
Lee Group of Companies



CC: The Hon. Commiissioner
Kano State Ministry of Commerce, Industry and Cooperatives
Post Office Road,
P,M,B 3085

Original copy collected by me; M.M. Babatagi
the Assist. Director of Labour, Kano.



13/5/08

LEE GROUP OF COMPANIES

- 1.) Bally Plastics & Footwear Ind. Ltd.
Tudun Murtalla Bompai Area, Kano
- 2.) Standard Plastics Industry (Nig) Ltd.
Plot 29 C&D Dantata Road, Bompai Kano
- 3.) Viva Metal and Plastics Ind. Ltd.
Gunduwawa, Kano
- 4.) Standard Footwear Nigeria Ltd.
Km 18 Hadejia Road, Jogana, Kano
- 5.) Asia Plastics Industry (Nig) Ltd.
Km 18 Hadejia Road, Jogana, Kano
- 6.) Super Engineering & EVA Footwear
Plot 68, Ikorodu Industrial Estate, Lagos

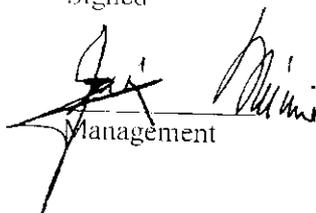
PRESS STATEMENT

The attention of the Management of our group has been drawn to various press statement issued by the officials of the National Union of Chemical, Footwear, Rubber, Leather and Non-Metallic Products Employees (NUCFLRANMPE). These statements contain various false allegations against the group. This statement is issued to correct the false, misleading and inaccurate statements contained in these press statements and for the purpose of setting the records straight.

1. Our group has been operating in Nigeria for nearly 43 years and employs thousands of Nigerians providing them gainful employment and contributing considerably to the growth of the Nigerian economy.
2. We operate within the laws of the Federal Republic of Nigeria and respect the rights of all our employees including the right to belong to any Trade Union of their choice and respect all agreements reached between the Management and the respective unions. However, we do not understand it as part of the obligation of management to compel an employee to join a specific union as sometimes NUCFLRANMPE expect us to.
3. Our factories operate on high standards of industrial safety and observe best practices. We observe all legal provisions regarding employee safety and welfare. Our factories operate on eight hourly shift bases. Every employee who works overtime is paid in accordance with the labour regulations and governing collective agreements.

4. The Group does not employ under age workers as alleged by the officials of NUCFLRANMPE. All new employees are required to provide birth certificate or declaration of age verified by the community/village head or leader.
5. In every community where our factories are located, we maintain cordial relationship with the community and respect community leaders including village heads. The group does not as alleged use village heads or 'HAKIMIS' to flout the laws of the country. The allegation is intended to cause disaffection with our host communities. Similarly, we do not employ workers on the basis of ethnic or religious affiliations nor do we promote disaffection amongst our employees. Our factories are located in different parts of Nigeria and indeed in other countries in Africa.
6. The allegation by NUCFLRANMPE that our group has been prohibited from operating in Ghana is false. We have continued to operate in Ghana and are currently expanding our operations in that country.
7. Every expatriate employed in the group is lawfully employed and covered by an approved expatriate quota properly issued by the relevant authorities.
8. The group does not as alleged by officials of NUCFLRANMPE use the Police to 'harass and brutalize innocent workers' or to thwart union activities. On few occasions such as when persons who claim to be union officials broke the one of our factories under the guise of 'enforcing National Strike' injuring our management staff in the process and damaging properties, we have as a law abiding organisation notified the Police.
9. Our group will continue to be law abiding and cooperate fully with all Federal and State Ministries and Agencies to promote industrial harmony in our factories and the country at large. We will also continue to cooperate with the trade unions in their legitimate aspirations and efforts to promote the welfare of their members. We trust that NUCFLRANMPE will also carryout its activities within the ambit of the laws of the country.

Signed


Management