

**May 18, 2026**

## **Joint Statement of Undersigned Organizations and Brands**

Following the Fair Labor Association's (FLA) independent investigation into allegations of violations of freedom of association and collective bargaining at a YKK Türkiye facility, the investigator explicitly recommended that YKK management initiate bipartite social dialogue with the complainant union, Petrol-İş. This dialogue was intended to take place independently of ongoing legal proceedings, providing a constructive pathway to address the allegations and avoid a protracted legal process that effectively deprives workers of their fundamental right to unionize and bargain collectively.

Despite this clear recommendation—and YKK management's formal commitment to implement the investigator's findings—the company initially demonstrated reluctance to engage. Only after sustained efforts by FLA and several undersigned brands did YKK agree to hold an initial meeting with the union on October 23, 2025.

However, following this meeting—facilitated by adidas as an impartial observer—YKK management declined to participate in any follow-up meetings and did not respond to the union's subsequent requests for continued dialogue. These follow-up discussions were intended to identify viable pathways toward resolution; by disengaging, YKK has effectively stalled progress toward a resolution of the issues described in the investigation.

YKK's refusal to maintain engagement signals a lack of commitment to meaningful social dialogue and raises serious concerns regarding its adherence to international labor standards, as well as its respect for FLA's investigative process. While YKK has publicly affirmed its commitment to freedom of association, its continued reliance on a domestic legal process—now about to enter its third year with no clear resolution—acts as a practical barrier to workers exercising these rights.

It is deeply concerning that a global company such as YKK, which positions itself as aligned with international labor standards, has not prioritized these principles where local legal processes result in prolonged delays. Responsible multinational companies are expected to pursue proactive, dialogue-based solutions with social partners in such circumstances.

We, the undersigned, strongly urge YKK management—both in Türkiye and at the global level—to reconsider its current approach and to re-engage with Petrol-İş without further delay. A resolution achieved through constructive dialogue is essential not only for the protection of workers' rights, but also for maintaining YKK's global reputation. A company's standing is defined not only by its products and innovation, but also by its commitment to human rights and responsible labor practices.

As undersigned organizations and brands, we remain ready to facilitate further dialogue and to support both parties in reaching a fair, transparent, and lasting resolution.

