

Statement from Castorama Poland
10 January 2020

Castorama has built a great business in Poland over 20 years and that has only been achieved by working closely with our colleagues and by respecting employees' rights. We employ more than 12,000 colleagues in 80 locations across the country, and that commitment to building a successful business for the long-term benefit of our colleagues and Polish society will not change.

The company has, and will always, respect the rights of our employees to be members of trade unions in Poland. We will continue to conduct discussions with employees, our Employee Council and Castorama Polska's trade unions' representatives to make our company an even better place to work, and we currently work in cooperation with two union organisations.

The issue in this situation is not about fair working conditions, wages or the right to join a union. Rather, it concerns bringing the company into disrepute and gross material breaches of employee obligations as specified in the Labour Code and the company's Works Regulation.

We are committed to openness, dialogue, and honesty, especially in the field of employer-employee relationships. The company will always respect union rights and will continue open dialogue with representatives of all trade union organisations, alongside our Employee Council, especially in this situation.