

## **STOP SEXISM in H&M Logistics !**

Denouncing gender-based violence against several women within H&M GBC Logistics, the company that transports clothes between warehouses and H&M stores, can cost a lot. The representative of the local branch for trade union SUD-Solidaires is making the bitter observation. For 3 years now, our representative has been fighting to put an end to sexist acts in the company.

On Thursday, 08 October, she was summoned for an interview before forced dismissal. What is she accused of? To have transferred an email of the joint consultative committee to her personal email inbox. This transfer would endanger H&M by disclosing its strategic plans according to the company. But this accusation is a simple pretext to get rid of the whistleblower.

### **Repeated insults on a common basis.**

In 2018, the SUD section of H&M reported a sample of the comments that some women had had to endure, some of which we include here.

Insults, publicly uttered against female employees, sometimes in the presence of managers, such as "bitch". Remarks about women's appearance, about their outfit, once when the HR manager was present at a meeting. « it's the moulin rouge here » (referring to a famous parisian cabaret)

«A woman isn't worth a man, with you titties who do you think you are ? »

«we want fresh meat, we are tired of you old cunts »

Sexual gestures like this man who puts his hands in his underwear and pretends to be masturbating (under CCTV)

### **A management team who punishes victims and protects perpetrators.**

Not only did the corporation not do anything, but it also tried to fire our representative. The Work Ministry opposed it after investigation. Protected by her status of representative, the firm tried then to oppose her right to represent the workers. The firm's complaint was dismissed by a tribunal.

Two years of juridical persecution against our comrade were apparently not enough. The company keeps going, summoning her to a interview before forced dismissal interview. This, when at the same time labour law enforcement authorities are conducting an investigation about sexist behaviors in the company.

### **Our fight : the end of sexism!**

Our comrade is a whistleblower. She is the first woman of the company to have openly denounced the sexist behavior of several people inside H&M GBC Logistics. We know today that several other women have testified.

A management team that covers up for the perpetrators and keeps attacking the victims, using every single pretext at hand to silence them is a complicit management team!

We will not give up and we plan now to organize gatherings in front of H&M's stores in the coming days to shed light on this situation.

Trade Union Sud/Solidaires is calling comrades around the world to denounce the sexist actions and the repression against our trade union representative inside H&M Logistics in Le Bourget (near Paris).

To support our comrade you can write to [contact@solidaires93.org](mailto:contact@solidaires93.org)