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23 August 2007

Cochlear CEO
Mr. Cris Roberts
Sydney, Australia

Dear Mr. Roberts,

The information on the violation of human and trade union rights reached the Metalworkers' Trade Union of Croatia (SMH) too, which in Croatia organizes almost 2/3 of all the employed in metal and electro industry.

Following our long and rich experience in negotiations with numerous employers, we are of the opinion that you are not working well neither as a businessman, manager nor as a human being because profit only is far more important for you than your workers.

We assure you that only satisfied worker can and wants to work for his/her salary and in settled working environment for the increase of employers'/owners' profit. Your attitude and approach to a social partner – trade union and workers will not contribute to this, since by the violation of workers' rights arising from work and based on work you will succeed only the opposite effect than your fundamental motive – profit increase. This is why we call upon you to accept trade unions in Australia and their members, and workers too, as your social partners.

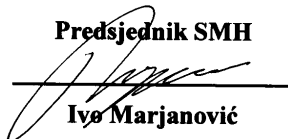
Metalworkers' Trade Union of Croatia will make public the information on your behaviour towards workers, regardless of the profession and jobs of individual workers and company, which means that this information will be accessible to the future buyers of your products.

Finally, it is with regret that we have to state that your company produces hearing devices on which subsistence of some people depends, and that your company breaches trade union and human rights.

We are convinced, for the good of both social partners that you will withdraw your decisions and accept trade unions as your real partners.

With best regards,

Predsjednik SMH



Ivo Marjanović