

MAMUJEE PRODUCTS LIMITED
P.O. BOX 394,
TANGA.

11th July, 2015

DEAR Mr. JOSEPH,

It's by surprise that we found out of such allegations against our company in the LHRC report. However we thank you for the opportunity you have given us to respond to the allegations.

We have for long now, to the best of our ability followed all the legal requirements in connection with labor laws and workers compensation. And this is what we respond to;

THE CASE OF EDNA; it was the negligence of Edna that resulted in to the accident she had at the company. The machine that Edna used to operate operating does not expose her to danger ordinarily. The tragic incident on that fateful day took place as she overloaded the machine with runner (excess plastic materials from the process of molding) and it got stuck, instead of reporting the incident to the personnel that is specially hired for maintenance, she decided to open the machine and rectify the problem and she consequently got injured because she did not know how to do it. And to clarify the incident further, the machine did not cut off her hand but just injured her at the back of her palm.

Our company is usually inspected by OSHA (occupational safety and health authority) a government authority that inspects safety of working environment, for which, we have certificates of compliance. Moreover we comply with all their requirements.

Despite the negligence of Edna, the company on humanitarian basis footed all her medical bills; for example prosthetic hand worth 4 million Tshs, orthopaedic medical costs and actually she also used to be given money in cash which is not on record and transport costs to Muhimbili referral hospital where she occasionally visited until we received the final report from the doctor that she was healed. In addition, when the accident happened the company reported the matter to the labor office for compensation procedures and dues were paid accordingly to the decision of the labor office.

Its not true that the respondent was called back to work one week after the injury, the accident happened in the year 2010 and the letter to recall her back to work is dated 2013 after the doctor's final report that she was fine, for which she replied by declining the offer to come back to work giving reasons that she was not satisfied with the compensation ordered by the labor office.

The company tried its level best to make sure that according to the Tanzanian law Edna got what she deserved by compensation. Moreover, recalling her to work for light duties so that she can earn a living but she refused. We have proof of this and can produce documentation.

Edna's intension is to unfairly take advantage of the situation to extort uncalled for money from the company and for this reason she has constantly dragged the company by opening various law suits in court claiming 100,000,000 Tanzanian shillings as compensation and on all occasions we have won these cases against her and this could be the reason she has gone ahead to give false information about the company to tarnish our name in the LHRC report.

THE CASE OF THE CHEMICALS AFFECTING THE SKIN AND THE COMPANY NOT TAKING MEDICAL RESPONSIBILITY OF THE EMPLOYEE.

First we would like to put it on record that there isn't any employee who has complained of such a case to the management and have never received a letter claiming refund for such in the company and or reminders as claimed in the LHRC report.

All the employees who deal with the chemicals are still our employees and have been for a long time now and have never gotten any chemical reactions of any sort. These employees are ready to give written confirmation on their own volition, signed by them proving their work safety. In the case of any injury, we usually take care of our employees medically, when a claim has been reported. We do not use hazardous chemicals and all the raw materials we use that fall under the category of chemicals have been approved by TFDA. The company is occasionally visited by TFDA to inspect the way we store and handle our chemicals to make sure we do not use expired chemicals. These visits are usually random and unexpected by the company to make sure we abide by the standards. Further still TFDA prescribes percentages of chemicals that are supposed to be used and based on that only do we manufacture our products. TFDA even inspects the records of the used chemicals. All this is done to make sure that companies in Tanzania do not use chemicals that can affect the skin. And further still 80% of our chemicals are imported and consequently inspected by the government chemist. Our company has a valid certificate to import the chemicals and use them for personal care. The chemicals we use are for personal care and it is ironic that they are hazardous to the skin at the same time.

Our finished products have been tested and certified by TBS (Tanzania Bureau of Standards). More still although we do not use hazardous chemicals, we provide personal protective equipment for all our employees (PPE) like goggles, gloves, masks, over coats for extra protection to avoid the chemical contact with the skin. Furthermore, we have also appointed a person from different departments for safety handling (first Aid measures) who have been certified by OSHA. A copy of the certificates is displayed in each department. Up to now we have not got any medical case that was reported on chemicals corroding the skin.

THE THIRD CLAIM THAT; WE TERMINATE OUR EMPLOYEES WHEN THEY UNDERPERFORM IS NOT TRUE.

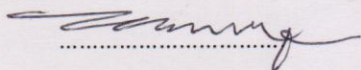
All our employees have contracts and all the contracts are self-explanatory. All employees, even the unskilled (some task workers) are encouraged to sign after they have read through or been read to by an independent party of their choice, the contracts and they are personally asked if they have read, understood and agree to what they are signing on their own volition.

The employees that have left the company have done so for their own personal reasons and we rarely terminate employees unless its really absolutely necessary because we incur a lot on training them for work of which terminating them would be to the company's detriment. Our company believes in improvement of our employees as they gain experience and we keep in mind that our employees are fundamental to our success, with this we treat them fairly.

Our company recognizes TUICO (Tanzania Union of Industrial and commercial workers) which fights and negotiates workers rights in Tanzania. Our employees are members of the same trade union, we have an agreement with them, making sure that the contracts are in Kiswahili so that they can easily be understood by the employees keeping in mind that most of them are unskilled, we also allow TUICO to negotiate their salaries and other benefits whenever they found it fit to do so. Further still the company usually allows TUICO to hold meetings with our employees to discuss their grievances of which they in turn arrange to meet the management and negotiate on behalf of the workers.

The allegations against our company are not true and are subjected to tarnish the company's image and we have readily available evidence of all that we have written herein in response. We would have been eagerly ready to receive any researcher who would have come to counter check the information they received against our company before any publications that may tarnish the company's name unnecessarily. We remain committed to transparency and the laws that govern this country to development.

Yours faithfully



F. T. MAMUJEE
DIRECTOR
MAMUJEE PRODUCTS LIMITED