



January 15, 2014

HUN SEN, Prime Minister of the Kingdom of Cambodia
Ken Loo, Secretary General of GMAC.
Presidents of C.CAWDU, FTU, NIFTUC, CCU, CUMW, CATU

RE: Open Letter from U.S. & Canadian Garment, Footwear, & Retail Industry Calling for Immediate End to Violence & for Immediate Resumption of Negotiations on the Minimum Wage

On behalf of the undersigned associations representing the U.S. and Canadian retail and fashion industries, whose member companies account for over 90 percent of the imports of garments and footwear into the United States and Canada, we call on all stakeholders in the current situation regarding Cambodia's minimum wage to immediately cease all violence and all other forms of hostility. Further, we call on all stakeholders to immediately return to negotiations to permanently resolve the situation.

Our industry is committed to ensuring that all the products that they produce, source and sell are manufactured under lawful and humane conditions. As part of this commitment, we are committed to promoting the safety and security of workers in our supply chains.

Therefore, we again call on all stakeholders to:

1. Immediately end all violence and all other forms of hostility;
2. Immediately return to good faith negotiations to permanently resolve the situation; and
3. Endorse, develop, and implement as soon as possible a regularly-scheduled wage review mechanism.

These actions will not only promote both the short and long-term health and stability of the Cambodian garment and footwear industries, but these actions will also enable the Cambodian garment and footwear industry to maintain the strong relationships it has with our member companies.

Thank you for your time and consideration in this matter.

Sincerely,

Diane J. Brisebois
President and CEO
Retail Council of Canada (RCC)

Kevin M. Burke
President & CEO
American Apparel &
Footwear Association (AAFA)

Julia K. Hughes
President
U.S. Fashion Industry Association
(USFIA)

Sandra L. Kennedy
President
Retail Industry Leaders
Association (RILA)

Bob Kirke
Executive Director
Canadian Apparel Federation (CAF)

Matt Shay
President & CEO
National Retail Federation (NRF)