



H. E. Cham Prasidh
Senior Minister and Minister of Commerce

Your Excellency,

9 March 2012

We would like to express our deep concern over the violent industrial action that occurred in Manhattan Special Economic Zone in Bavet town on February 20, 2012. During the unrest, three female workers of PUMA supplier Kaoway Sports Ltd. were shot and injured. Products and facilities of Kaoway, Kingmaker and Sheico were damaged by demonstrators.

We are alarmed that the state of unrest has become increasingly violent and is continuing across other industrial sites. We had hoped that the agreements set out by the local authority were satisfactory enough for all parties to settle their differences and begin to rebuild industrial peace.

We continue to work with suppliers that uphold our Codes of Conduct which are based on international human rights norms and the rule of law, including the relevant ILO Conventions on decent work. We monitor against these standards and to that end, work with parties like Better Factories Cambodia to support harmonious industrial relations.

We respectfully urge the Royal Government of Cambodia to conduct a full and transparent investigation into the recent activities in the Manhattan SEZ and hold those responsible for injuring workers accountable. We hope the government will redouble efforts to create a safe and stable environment for workers and businesses in the country.

We will continue to stand by Cambodia through this period and support constructive dialogue between all parties that respect the rule of law and guarantee workers a fair and safe working environment.

Please accept, Your Excellency, the assurances of our highest considerations,

Auret van Heerden, President and CEO, Fair Labor Association (FLA)
Peter McAllister, Executive Director, Ethical Trading Initiative (ETI)
Nate Herman, Vice President of International Trade, American Apparel & Footwear Association (AAFA)
Dr. Reiner Hengstmann, Global Director, Puma.Safe.
Helena Helmersson, Head of Sustainability, H&M
Kindley Walsh-Lawlor, Vice President, Social & Environmental Responsibility, Gap Inc
Abel Navarrete, Director of Corporate Responsibility, Columbia Sportswear Company
Guy D. Bradford, VP Corporate Responsibility/Customs Compliance Officer, American Eagle Outfitters, Inc.
Laura Wittman, Vice President, Corporate Compliance and Human Rights, The Jones Group
Marissa Pagnani, Vice President, Human Rights Compliance and Associate General Counsel, Warnaco Inc.
Amy Curry-Staschke, Social & Environmental Responsibility, lululemon athletica