

7 January 2014

Samdech Akka Moha Sena Padei Techo HUN SEN  
Prime Minister of the Kingdom of Cambodia  
Cabinet of the Prime Minister, Council of the Ministers, Phnom Penh, Cambodia  
Chairman of GMAC.  
Presidents of C.CAWDU, FTU, NIFTUC, CCU, CUMW, CATU.

**OPEN LETTER TO GOVERNMENT, MANUFACTURERS AND TRADE UNIONS CALLING FOR  
PEACEFUL RESOLUTION OF NATIONWIDE STRIKE LINKED TO THE CAMBODIAN GARMENT  
INDUSTRY ANNUAL MINIMUM WAGE INCREASE**

We, the undersigned brands, write to express our deep felt concern over the tragic events which took place on 3 January, 2014 linked to the ongoing nationwide strike for increased minimum wages. We strongly oppose all forms of violence. It is with great concern that we have observed both the widespread civil unrest and the government's use of deadly force.

Our primary concerns are for the security and safety of the workers employed by our suppliers and the long-term stability of the Cambodian garment industry. Given the reported deaths and injuries of 3 January 2014 we call on all parties to exercise maximum restraint and refrain from the use of force or violence. Moreover, we urge the government, the Garment Manufacturers Association of Cambodia and its members, and all concerned trade unions to.

1. Immediately join negotiations, in good faith, to swiftly and peacefully resolve this dispute.
2. Endorse and support the development of a regularly-scheduled wage review mechanism, which is fundamental to peaceful wage negotiations in the future.

We believe that the only way to resolve this dispute is to cease all forms of violence, and for stakeholders to enter into good faith negotiations, allowing workers to safely return to work without fear of repercussions as soon as possible. We support the efforts by the Royal Government of Cambodia and the Labor Advisory Committee to implement a robust minimum wage review mechanism based on international good practices, using objective criteria and data. We call for the continued development of such a mechanism, with the hope that this will reduce the incidence of wage disputes in the future.

The undersigned brands are committed to Cambodia, to its long term economic development and to the prosperity of its people.

We call on all parties to immediately, and peacefully, resolve the current dispute.

Helena Helmersson  
Head of Sustainability, H&M



Kindley Walsh-Lawlor,  
Vice President, Social & Environmental Responsibility,  
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Felix Poza  
CSR Global Director, Inditex

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William Anderson  
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GROUP

Dr. Reiner Hengstmann, Global Director, SAFE Supply Chain  
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Michael Kobori  
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**LEVI STRAUSS & CO.**

Abel Navarrete  
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