



To the attention of Alysha Khambay, Labour Rights Researcher, Business & Human Rights Resource Centre

Topic: Position of C&A with regards Violet Apparel garment factory in Cambodia

Dear Alysha,

Thank you for giving C&A the opportunity to respond in the topic described above.

Firstly I believe it is important to mention that, at C&A, our relationships with our suppliers have been developed over many years. Building on the trust developed over this time, our suppliers must deliver the highest quality products, made in a way that is in line with our environmental and labour standards. We also emphasize transparency, which in turn leads to accountability. In this journey towards a wider transparency within our entire supply chain, we disclose the location of all of our global suppliers' tier-1 and tier-2 factories, in accordance with our commitment to the [Transparency Pledge](#). We also disclose a proportion of our suppliers' tier-3 spinning and fabric mills. In addition, we were ranked #2 among the most transparent brands in the global [2020 Fashion Revolution Transparency Index](#),^[1] which rates 200 companies according to disclosures about their social and environmental policies, practices, and impact.

To this end, we monitor the human rights conditions in our supply chain to ensure our standards are upheld and continually improved.

Violet Apparel is a factory which was used in the past via our former supplier Gimmill. C&A discontinued its business relations with Gimmill already on July 2019 and as a result, our product was no longer produced at Violet. Ever since, no order has been placed at Violet Apparel neither directly nor indirectly.

We have been aware that, that Violet Apparel workers have been demonstrating during the last month requesting intervention on legal compensation from the shuttered factory. From our end, we can guarantee that none of our products had been produced in this company since 2019.

Our updated factory list is available either at our website <https://sustainability.c-and-a.com/uk/en/sustainability-report/2019/suppliers-list/> or at the Open Apparel Registry website <https://openapparel.org/>

Should you have further questions, do not hesitate to contact us,

Best Regards,

Aleix Busquets Gonzalez

Global Head of Sustainability

C&A