



hunkemöller

28 February 2023

Re: Invitation to respond - Hunkemöller in our Myanmar Garment Worker Allegations Tracker and Weekly Update

Following allegations of misconduct at the Fook Hing (Shwe Kha Yu) Ltd. production facility and after initiating a thorough investigation of the matter, we have found a lack of supporting evidence to substantiate these allegations.

The supplier was already made aware of these accusations in January 2023, when an anonymous Facebook post was made referring to these alleged violations. Factory Management immediately responded by inviting the complainant to come forward and/or provide proof/substantiation of the allegation, whilst simultaneously initiating an internal investigation. The case was also investigated by other customers who visited the factory twice on an unannounced basis to investigate the complaints. The supplier sent us the reports from these visits, and it can be concluded that no evidence was found for denial of leave, wage cuts, excessive production targets, verbal abuse and/or mandatory overtime. Besides other customers, representatives of stakeholders on the ground recently visited the factory and could not gather any of those allegations happening in the facility. The policies and documents related to working time and wages that we have analysed further demonstrate that the claims are unfounded.

As a company, we strive to establish long-term relationships with suppliers and only work with suppliers that uphold labour rights, safe and fair working conditions and comply with a set of social standards, in line with internationally recognized conventions. Fook Hing (Shwe Kha Yu) Ltd. recently completed the SMART Social Compliance Programme with great achievement. This underlines their commitment to respecting, protecting and promoting social and workers rights. We will keep in close contact with factory management and continue to engage with all stakeholders focused on improving working conditions to get a better understanding of the situation when such allegations are raised. In case future allegations are raised we shall ensure the appropriate follow-up.

Sincerely,

Hunkemöller B.V