

“Puma’s response”, 7 March 2023

PUMA commits to the right to freedom of association, the right to organize or join unions or other work or industry related associations of their own choice and the right to collective bargaining.

We expect no interference from factory staff throughout the process of forming a new trade union. We expect that all the necessary actions are taken, so no trade union members/leaders face any retaliation, intimidation, harassment, repression in any way from any factory staff.

It is a priority for us to remain in a dialogue with our suppliers to ensure that these rights are respected and to make lasting improvements to industrial relations at our factories.

In 2021, PUMA partnered with Better Factory Cambodia to provide a customized workshop to factory managements, shop stewards and union representatives. 109 participants from 20 factories attended the training, which covered the rights and obligations of employers, unions and worker representatives and workplace relations. The management of Bright Flushing and Eastcrown joined this training.

PUMA actively engaged with the management of both factories to ensure that the workers were reinstated or to reach an agreement with the factory management in compliance with Cambodian Labor Laws.

At Bright Flushing, PUMA facilitated mediation meetings between workers and the factory management, workers have been or will be re-instated. PUMA will keep facilitating mediation meeting so the re-instated workers do not face any form of retaliation. We will also coordinate our actions with other brands and Better Factory Cambodia on how to improve social dialogue between management and workers representatives.

The factory management at Eastcrown has already joined the International Labour Organization’s Better Factories Cambodia program and a program on industrial relations, both of which will help the management improve the social dialogue at the factory. A new trade union is under registration. There are now regular workers representatives and management meeting, as well as with the re-instated workers.

In 2023, PUMA plans to work with Better Factory Cambodia to once again provide a customized workshop to factory managements, shop stewards and union representatives.