

Dear Business & Human Rights Resource Centre (BHRRC),
Dear Mayisha,

C.P. Company thanks you for your commitment and your work in speaking out about companies' impact on human rights worldwide, both positive and negative.

C.P. Company appreciates your way of managing this topic, as you did in this specific case by firstly contacting us asking to privately respond before going public.

As you kindly asked us, hereafter our answer to the allegation reported in August 2023 regarding a worker at Tristate Myanmar that was unfairly dismissed and denied his full compensation, after nine years of service

(<https://www.myanmarlabournews.com/en/posts/a-tristate-myanmar-factory-labour-with-9-years-of-service-was-unfairly-fired>).

C.P. Company has investigated and examined this allegation together with our holding company, Tristate International SA, by gathering information and documentations directly from the facility in Myanmar.

We found out that the worker was rightfully dismissed because of the following reasons:

1. The worker did not show up for work for 3 consecutive days and continued not to respect the entry and exit times in the following weeks. This, as per contract, may lead to an automatic dismissal.
C.P. Company can provide, upon written request, proof regarding both absence and enter/exit time records of the worker.
2. Additionally to point n°1, the worker has committed very critical and unprofessional actions during his working hours:
 - a. He falsified his supervisor's signature more than once (proof can be shown upon written request);
 - b. Because of his behaviour with female colleague, he has received a written warning letter for sexual harassment (proof, with the worker's signature, can be shown upon written request);

This kind of unprofessional behavior leaves for Tristate no choice but to dismiss him, and even under such circumstance Tristate had given him one month of full salary as compensation and support.

Regarding the allegation reported in August 2022 against Tristate Myanmar, It's very difficult to answer as the allegation is too generic.

Therefore, C.P. Company rejects the allegations received and, willing to build a constructive and supportive collaborations, is available to provide any further proof and/or information regarding this case.

C.P. Company acknowledge that the military cup in Myanmar has made even more difficult to manage and to verify the respect of human rights situation.

In conclusion, C.P. Company, as part of its sustainability strategy, had define and implemented processes to verify and monitor the suppliers' performances and the compliance along its supply-chain by using a third-part verification process with and independent partner.

C.P. Company has a Suppliers Code of Conduct, which is mandatory to sign in order to collaborate with us. (proof, with the worker's signature, can be shown upon written request)

C.P. Company recognizes that this is a long and full of risks process but monitoring and managing social and environmental problem is not an option anymore.

C.P. Company promises that will work even closer to its suppliers and manufacturers in order to fully support them in addressing social and environmental risks.

C.P. Company remains totally available for any further clarification and questions that you may need.

Place and date
MENDRISIO, 24.01.2024

Signature 
(Paolo Borio, Vice President Operation)