

celio

be normal.*

21, rue Blanqui
93406 Saint-Ouen Cedex
France
T. +33 (0)1 49 48 13 00
F. +33 (0)1 40 12 41 21

Paris, February 23 2024

To whom it may concern,

Thank you for your message received on January 17 2023 and information provided. From the outset, Celio would like to emphasize that it pays great attention to the working conditions in the factories operated by the companies with which it enters into a trading relationship. Therefore, we greatly appreciate that you bring these allegations to our attention.

From the beginning of our activity, respecting human rights and ensuring fair working conditions has been a top priority. Our company has been an active member of AMFORI BSCI since 2006; moreover, compliance with our Social Charter by our suppliers is an essential part of our Commercial Agreement.

In addition, we carry regular internal audits to ensure both Commercial Agreement and Amfori codes of conduct are respected. Please note that this particular factory was controlled by Amfori BSCI (see attached audit).

We have taken note of the allegations about Cheung Hing Myanmar raised in your letter regarding the factory and it indeed appears that they do not respect our rules of conduct and ethics.

Unrelated to these allegations, and since September 2023, regarding our strategy in Myanmar, Celio has already taken steps to bring cooperation with Cheung Hing Myanmar to an end.

As per business ethics, we were obliged to honour our last running orders. Nevertheless, Celio is planning to cease all cooperations with Cheung Hing Myanmar by March 2024. Our CSR team based in Hong Kong is currently investigating the factory in depth to ensure the respect of our code of conduct.

We would also like to inform you that we have partnered since August 2023 with euroCham Myanmar, joining the MADE Factories Programme; whose goal is to improve working conditions in the apparel sector by working with factory managers and others to strengthen workplace dialogue. The project is funded through a 3-million euro grant from the European Union and implemented by the German developmental organization in partnership with EuroCham Myanmar.

In the meantime, we will continue working with MADE to ensure full respect of work-related rights as well as of human rights of all workers.

Pétronille RICARD
CSR Director celio

celio.com