

9 May 2024

Dear BHRRC Cambodia,

Thank you for contacting us regarding the allegations raised by the Cambodian Alliance of Trade Unions (CATU) about the arrest of CATU's union member, Mr. Chea Chan, as a result of a complaint filed by Wing Star Shoes.

We acknowledge the gravity of Mr. Chan's situation and commit to upholding labor rights and fair labor practices within our supply chain. ASICS has been in communication with CATU and CENTER FOR ALLIANCE OF LABOR AND HUMAN RIGHTS (CENTRAL) throughout the case, and we have requested Wing Star Shoes Co., Ltd. to cease all forms of interference and retaliation against union activities and to respect the right of workers to organize.

It is important to mention that based on our investigation and understanding, Mr. Chan was arrested on theft allegations confessed by a suspect who's been sentenced by the court last week. ASICS was instructed not to intervene in an ongoing police and court investigation regarding an alleged criminal case. This position was clearly conveyed in our prior discussions with CENTRAL/CATU. However, we are monitoring the development of this case closely. Additionally, we want to express our concern for Mr. Chea Chan's health and well-being. We have been in discussions with Wing Star Shoes Co., Ltd. and have requested ways to ensure his safety and well-being, and we are closely monitoring the situation to ensure his safety.

Regarding Mr. Chea Chan's future course of action, with our influence on Wing Star Shoes Co., Ltd., the company has agreed to place Mr. Chea Chan on temporary leave status. Wing Star will adhere to the requests of the labor department and handle the situation in accordance with the law. If Mr. Chan is found innocent, Wing Star Shoes Co., Ltd. will be committed to complying with the labor department's requests and providing compensation and reinstatement of his position.

We appreciate BHRRC Cambodia's engagement on this matter. We will continue to monitor the situation closely and remain available for further discussions or clarifications.

Thank you for your attention to this important issue.

Sincerely,
ASICS Sustainability Department