



May 2, 2019

Samdech Akka Moha Sena Padei Techo HUN SEN  
 Prime Minister  
 Royal Government of Cambodia  
 Kingdom of Cambodia

Dear Samdech Prime Minister:

We are companies that source from Cambodia. Our work with suppliers in Cambodia contributed to the USD \$9.5 billion in garment, footwear, and travel goods exported from Cambodia last year. Many of the companies signing this letter have been sourcing from Cambodia since the garment sector was established in Cambodia in the mid-1990s.

The success of Cambodia's garment sector has gone hand-in-hand with Cambodia's adoption and adherence to high labor standards such as those set by the International Labor Organization (ILO). When the Multifibre Arrangement (MFA) was being phased out, there was concern that Cambodia's garment sector would not survive, but European, Canadian, HK, and American companies kept buying from Cambodia largely based on your government's strong commitment to higher labor standards that were embodied in your government's implementation of the ILO Better Factories Cambodia (BFC) program.

Since 2001, the Cambodian Government's strong support for the BFC and implementation of strong labor standards has enabled first the garment sector, and now the footwear and travel goods sectors, to grow exponentially. Today, exports of garments, footwear, and travel goods account for more than one third (43 percent) of Cambodia's total Gross Domestic Product (GDP). This represents half of Cambodia's total exports. The preferential trade benefits that Europe, Canada, and the United States have implemented over this same period continue to be an important factor in many company's sourcing decisions.

We are concerned that the labor and human rights situation in Cambodia is posing a risk to trade preferences for Cambodia. Recently the European Union announced its decision to review Cambodia's Everything but Arms (EBA) benefits. Members in the U.S. Congress have introduced bills that would require the U.S. Government to review Cambodia's Generalized System of Preferences (GSP) benefits based on the declining respect for labor standards, including freedom of association, and other issues related to respect for human rights issues in Cambodia.

Many of the signatories to this letter have previously raised these concerns through multiple channels with your government. We are attaching a November 1, 2018, letter that details recommendations that we believe, if implemented, could demonstrate real progress toward respecting trade unions and civil society, and keeping Cambodia's trade benefits in place. To date, we have not received any response to that letter. We look forward to hearing back from you and working with you to ensure a bright future for Cambodia's workers and the Cambodian economy overall.

Sincerely,

adidas	Gap Inc.	New Balance	Under Armour
Callaway Golf	HEMA B.V.	Nike	VAUDE
Canadian Tire Corporation Ltd.	KiK Textilien & Non-Food GmbH	Odlo International	VF Corporation
Esprit Holdings Limited	Levi Strauss & Co.	O'Neill	WE
Fruit of the Loom	Mountain Equipment Coop	PVH	W. L. Gore & Associates GmbH

