

**Kingdom of Cambodia
Nation Religion King**



**Respectively Submitted to
the Management-Team of the International Brand, C&A**

Subject: Request you, the Management-Team of the International Brand, **C&A**, to help intervene in the case of **Eastern Industrial Enterprise Inc.**, your factory-supplier in Cambodia, dismissing the local union leaders of movement of workers from work without following the legal procedures.

Based on the subject above, we, the **Collective Union of Movement of Workers (CUMW)**, would like to inform you that the local union leaders and union activists of movement of workers in **Eastern Industrial Enterprise Inc.**, have been fired from work without implementing the legal procedures of the labor laws of Kingdom of Cambodia and international conventions of ILO by the company- management of **Eastern Industrial Enterprise Inc.**, your supplier-factory, located in Manhattan Special Economic Zone (**SEZ**), Svay Rieng quarter, Bavet town, SvayRieng Province. Those dismissed workers are shown as the following:

1. Mr. **Neang Chhengko**, a union president of movement of workers in **Eastern Industrial Enterprise Inc.**, dismissed by the company on January 20, 2015.
2. Mrs. **Chan Savon**, a union vice president of movement of workers in **Eastern Industrial Enterprise Inc.**, dismissed by the company on January 20, 2015.
3. Mrs. **Pak Pov**, a union secretary of movement of workers in **Eastern Industrial Enterprise Inc.**, dismissed by the company on January 20, 2015.
4. Mrs. **Long Sokly**, a union deputy secretary of movement of workers in **Eastern Industrial Enterprise Inc.**, dismissed by the company on January 20, 2015.
5. Mr. **Koeut Sarath**, a union activist of movement of workers in **Eastern Industrial Enterprise Inc.**, dismissed by the company on January 19, 2015.
6. Mr. **Khay Por**, a union activist of movement of workers in **Eastern Industrial Enterprise Inc.**, dismissed by the company on January 20, 2015.
7. Mrs. **Som Nakry**, a union activist of movement of workers in **Eastern Industrial Enterprise Inc.**, dismissed by the company on January 20, 2015.
8. Mrs. **Sok Dina**, a union member of movement of workers in **Eastern Industrial Enterprise Inc.**, dismissed by the company on January 21, 2015.

After the company-party dismiss the 8 local union leaders and union activists of movement of workers already, today, on January 21, 2015, the three company representatives are walking along the operation lines to declare that Mr. **Pav Sina**, the president of **Collective Union of Movement of Workers (CUMW)**, has received a pack of money, **10, 000\$** from the company as he, Mr. **Pav Sina**, called to demand that amount for finalizing the case. These are the three persons who claim about the bribery to CUMW:

- Mrs. **Chhang Kroem**, the leader of the building (**I**) in **Eastern Industrial Enterprise Inc.**
- Mr. **Khat Kosal**, the translator/interpreter and a general manager in **Eastern Industrial Enterprise Inc.**
- Mr. **Seurn Pheaktra**, the administration leader in **Eastern Industrial Enterprise Inc.**

Regarding to this issue, we, **Collective Union of Movement of Workers (CUMW)**, would like to verify that on January 20, 2015, the **very three persons**, Mrs. **Chhang Kroem**, Mr. **Khat Kosal** and Mr. **Seurn Pheaktra** declared that all local union leaders of movement of workers received **600\$** for each, and Mr. **Pav Sina**, the CUMW president, received **1000\$** as the bribe from the company once, but today they declare a different amount from yesterday indeed.

The Collective Union of Movement of Workers (CUMW), an independent and vocational organization, representing all the workers, employees, protecting the workers' rights and freedom in Cambodia so far, can not accept these horrible acts from the company, interfering, discriminating, violating the labor rights, union rights and union freedom, especially badly criticizing and defaming the CUMW's reputation from the company-party, your supplier-factory in Svayrieng province. This is such an absolutely abusive and vulgar act from **Eastern Industrial Enterprise Inc.**

According to the above statement, we hope that the Management-Team of the International Brand, **C&A** will find any fair solutions for the workers, employees, mostly the **CUMW's** reputation by ordering the company-management of **Eastern Industrial Enterprise Inc.**, your supplier-factory in Svayrieng province, Cambodia to stop these terrible acts, interfering, violating and discriminating the union of movement of workers in the factory level in every image from now on. If you, the Management-Team of the International Brand, **C&A**, do not rush to intervene in this case on time, we, the **Collective Union of Movement of Workers (CUMW)**, will make a press conference about the irresponsible brands to all stakeholders, social media, national and international within one week later. We are looking forwards to hearing your good response sooner.

Please you accept our real respect and deep esteem

Phnom Penh, on January 21, 2015



President

Pav Sina