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

C.P. Company would like to extend its appreciation for your pivotal role in advocating for human rights and holding corporations accountable worldwide.
We particularly value your approach in this instance, allowing us to address the matter privately before any public disclosure.

Pursuant to your request, we hereby submit our response to the allegations published in July 2024.

C.P. Company has conducted a thorough investigation into the matter in collaboration with TRISTATE MYANMAR, relying on information and documentation sourced directly from the facility in Myanmar. The findings are as follows:

- According to the information disseminated by Myanmar Labor News on 29 July, a joint investigative team from the Ministry of Labor visited the facility for a two-day inquiry.
- Factory management facilitated the inspection by gathering workers to ensure the inspection team could perform its duties and address their questions effectively.
- The Ministry of Labor team comprised representatives from the Department of Labor Inspection, Mingaladon District Office, the Social Security Board, and the Department of Labor Relations.
- The inspection team conducted interviews and surveys with approximately 100 factory workers on the first day and engaged with the factory management on the second day.
- The investigation concluded that the factory operations were in compliance with applicable laws. The team issued instructions for the facility to maintain adherence to these legal standards.

Enclosed, please find the inspection report from the FGLLID (Factories and General Labor Laws Inspection Department) and photographic records of the inspection.

In light of the above, C.P. Company categorically denies the allegations raised. Nonetheless, in a spirit of constructive engagement, we are prepared to furnish additional evidence and information as necessary

We acknowledge the profound challenges posed by the military coup in Myanmar, which complicates efforts to safeguard human rights.

Despite these adversities, C.P. Company has established rigorous monitoring frameworks, including third-party audits conducted by an independent partner, to ensure supplier compliance.

Our Suppliers Code of Conduct, which is a prerequisite for collaboration, underscores our dedication to these principles. The code is publicly available on our website following this link.

We recognize that this process is inherently complex and fraught with risks. Nonetheless, the mitigation of social and environmental issues remains an imperative, it's not an option anymore.

C.P. Company believes that addressing social and environmental risks is not only an obligation but a shared responsibility. C.P. Company reaffirms its commitment to supporting its suppliers in addressing social and environmental risks, notwithstanding that the facility in question serves multiple brands beyond our own.

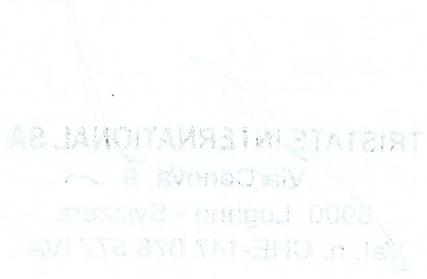
Should you require further clarification or additional information, please do not hesitate to contact us.

Place and date

Mendrisio, 9/01/2024

Signature

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