Paris, January 8th, 2025

Response to BHRRC : Invitation to respond - Etam Groupe in our Myanmar Garment Worker Allegations Tracker

At Etam Groupe, we are strongly committed to engaging suppliers in enforcing compliance with international Human Rights principles, as mentioned in our Responsible Sourcing Guidelines. Furthermore, in Myanmar we are performing a continuous and reinforced due diligence process in partner factories, mainly carried out by an independent third party along with our own teams.

Following allegations regarding a situation at Hang Kei Myanmar garment factory in Myanmar, we would like to take the opportunity to respond.

Our partner Hang Kei informed us about the situation on August 24th 2024, the day the initial dispute took place, and from that day onwards we have been monitoring the situation together with Hang Kei. What seemed to be a dispute for personal reasons between workers, had brought up existing tension between some workers and some supervisors due to management misbehavior or inappropriate language.

The situation has been handled by Hang Kei, along with the Labour Office, and MADE in Myanmar - a third party providing among others, grievance mechanisms at factory level. The latter has performed an investigation conducting 55 interviews in the factory in September 2024 and issued a report with recommendations, disclosed by Hang Kei. No major labor rights violation has been observed by MADE. We have requested Hang Kei to develop and implement management skills trainings, both in soft skills and hard skills.

Regarding the other allegations about labor rights violations you mentioned in your email - denial of leave, excessive production targets, verbal abuse, mandatory overtime or lack of medicine onsite, we must inform you that our third-party audit partners have not detected those practices in Hang Kei facility during the last social audit performed in July 2024, nor during the 2nd MADE assessment follow up in January 2024. We kindly request BHRRC to provide further information and sources about those allegations so that we can conduct an appropriate follow-up.

Sincerely,

Etam Group