

29 March 2019

Further to your recent email regarding the workers that have been dismissed from the factory manufacturing our garments in Bangladesh. We have been working with this factory for over 25 years and have seen it grow from a little over a hundred employees to its current payroll of around five thousand. We visit the factory one or two times each year and we are impressed by the atmosphere on the factory floor and the working conditions of the employees. These strikes have occurred since our last visit so we contacted the management for their perspective on the troubles and I enclose their response:

We have seen these articles and other small / big article as such. Some with our name and some without. This has been specially highlighted due to the fact that before the Bangladesh Election during mid-December and after election during January – many big factories which never had any issue as like ours before was affected and similar case where workers stops work and doesn't respond or asking something which is illegal or saying that what government has declared we don't agree etc etc.

From our side, we have made an Tripartite agreement on 7<sup>th</sup> February 2019 with the federation alongside with BGMEA, Department of Labor representative on how to resolve and proceed with the payment structure of the workers who are outside the factory. Then , we fixed dates and booths for workers and each of them were paid and signed that they have received the money and that they are officially released from the factory. All workers have been given (except for very few who were outside the city or at their village ). About the union also we have made agreement and the union we cannot remove or don't have the right but , they have come to an agreement on how they will work. (i have attached the agreement but it is in bangla. I will translate and send soon)

We are aware and concerned to produce products from production facilities which ensures workers safety and rights as first priority. We will further encourage & communicate more positively with the workers to create a better and positive workplace. We will also ensure proper human rights and compliance are in place in the production facility. Over all, we have made proper plan on how to deal with this and discussed and made agreements before taking any steps. We have not made them suffer. All due salary was paid in full. All benefits as per agreement have been paid in full and signed and closed. No issue. Right now, we are focusing on developing better communication with the workers and training our staffs to create better work environment. We knew this was coming. Instead of saying how union and illegal acts since 2012 or the amount of loss has generated for us and specially to the buyers, suddenly when we decide to take action that is when we are bad people. I can assure you , we have not done anything unethical. Situation have been as such that unless we take that step the very business was on the verge of collapsing. We are still trying our best. Thanks for trusting us.

Attached are the agreement documents Tanvir refers to. I can assure you that Peter Christian is an ethical brand, paying top prices for garments made in a factory that is well funded, well equipped, makes excellent garments and provides best in class working conditions.