

Dear Nike,

We have never met. We only contributed to your wealth. We are workers previously employed at Violet Apparel (Cambodia) Co., Ltd., which is owned by the Ramatex Group from Singapore. We sewed clothes for Nike for years before Violet Apparel closed at the end of June 2020 and we have the right to the protections of Nike's labour code after losing our job without getting what we were owed.

We lost our jobs with a few days notice. We didn't receive 343.174 USD in compensation in lieu of prior notice. In addition there are damages mounting up to 1.048.120 USD. You are Ramatex' biggest buyer, so you have a responsibility to make sure we are paid for our labour.

We would like to tell you that your refusal to take responsibility for the collective labour dispute at Violet Apparel, and in particular our severance payments, has caused us to face significant difficulties in our lives. Many of us who lost our jobs after the factory closed haven't been able to find new employment. Other factories discriminate against us because we were members from the union at Violet Apparel. And some of us are now middle aged, after all our years working at the factory, and face discrimination to find new jobs. In addition, the covid-19 situation makes it worse.

We want to ask you Nike, why have you refused to take responsibility for us?

Nike is the biggest buyer from the Ramatex Group. Therefore, we consider you can and must ensure that the outstanding compensation is paid to us.

We have waited for 16 months now. We cannot wait any longer.

We really do not understand why Nike, an international company, which always speaks so much about its social responsibility, and which makes billions of dollars in profit each year has not taken responsibility for our severance.

We hope that you read our letter and contact our representatives, the Cambodian Alliance of Trade Unions (CATU), to find a resolution for us. Our families really need this severance pay and we cannot wait any longer. Please accept our highest respects and please find a resolution for those of us facing an extremely difficult situation.

**Yours sincerely,
the former Violet Apparel workers.**