



GPS Services
Two Folsom Street
San Francisco, CA 94105
www.gapinc.com

December 23, 2016

Honourable State Minister Md. Mujibul Haque,
Ministry of Labour
Government of Bangladesh

Honourable State Minister Md. Mujibul Haque,

We are writing to express our deep concern toward the ongoing labor unrest in Ashulia, and the associated detention of at least eleven union leaders and worker rights advocates in Bangladesh over the past several days.

The safety of garment workers is of highest concern to Gap Inc., and we are troubled by recent events in Ashulia. We understand that the situation is ongoing and complex, and are writing to encourage you to ensure that the situation is diffused peacefully and expediently, and to ensure that the rights of workers and their representatives are respected in full accordance with Bangladeshi labor laws and ILO Conventions.

Adherence to labor laws and compliance with our Code of Vendor Conduct are of paramount importance to Gap Inc., and are integral to the sourcing decisions our company makes. We encourage you to resolve the ongoing situation in such a way that workers' rights are fully respected, and that no individuals are specifically targeted solely because of any association with a trade union or other group. We are deeply concerned by reports from international labor rights organizations alleging that individuals – from the Bangladesh Center for Worker Solidarity, Garment Workers Unity Forum, the Bangladesh Independent Garment Workers Union Federation, Textile Workers Federation, Bangladesh Trinomul Garment Sramik-Kormochari Federation, Garment and Industry Sramik Federation, and other groups – have been intimidated over the past several days.

We will continue to work with various stakeholders to ensure that the eleven union leaders and worker rights advocates that have thus far been detained are not unjustly targeted for the unrest in Ashulia, and look forward to your response to this matter.

Further, we strongly encourage the Government of Bangladesh to adopt an annual minimum wage setting mechanism, as we feel that this would help incentivize stability in the Bangladeshi garment sector. We would welcome the opportunity to discuss this issue with you at greater length, and volunteer to bring together a consortium of Bangladesh's largest buyers to initiate this dialogue with the Government of Bangladesh, the vendor community, worker representatives, and other relevant groups.

We look forward to discussing this with you in more detail.

Sincerely,

David Hayer
Vice President
Global Sustainability
Gap Inc.