

Survey on fashion brands and retailers' approach to human rights due diligence in Myanmar

Business & Human Rights Resource Centre (BHRRC) is collecting information on fashion brands and retailers' approaches to heightened due diligence in Myanmar as a sourcing country.

This survey provides you with the opportunity to detail your approach to human rights due diligence beyond any responses you have made to BHRRC's Myanmar Allegation [Tracker](#). Your answers will be analysed for our upcoming report on how brands have adapted operational strategies in Myanmar after the military takeover as well as their impacts on garment workers.

Please feel free to provide any supporting information on your practices in any of the questions below (including tick box questions).

The survey will take 15 minutes and will be open for 3 weeks, from the 6th April to the 27th April 2023.

We thank you for your time and cooperation!

Part I: General information

1. Company name: SIOEN MYANMAR LTD
2. Your name: Bart Vervaecke
3. Your role: CEO
4. Your department: apparel division

Part II: Operation history in Myanmar

5. When did your company start sourcing from Myanmar?
Ans : Starting from Year 2016, please note we do not source but have our 100% own factory in Yangon
6. Do you still source from Myanmar, as of the 6th April 2023?

- Yes
- Yes, but we have announced that we plan to stop sourcing from Myanmar
- No, we have now left and no longer have any ongoing production in Myanmar

Part III: Heightened human rights due diligence approach in Myanmar

This section will explore your approach and practices to human rights due diligence in the high-risk context of Myanmar.

7. Which of the below mechanisms do you currently utilise in the context of Myanmar?*

	Yes	No	Not sure
Human rights due diligence guideline in conflict-affected contexts like Myanmar			X

	Yes	No	Not sure
Public disclosure of an up-to-date list of direct and indirect suppliers in Myanmar			X
Requirement for suppliers' to undertake a human rights self-assessment questionnaire (SAQ)	X		
Supplier code of conduct that includes human rights	X		
Your company has its own field office in Myanmar	X		
Regular field visits/inspection to your suppliers in Myanmar	X		
Requirement that third-party audit to be undertaken across your Myanmar suppliers	X		
Involvement of the Factories and General Labour Laws Inspection Department	X		
Institution of remediation and grievance mechanisms at each supplier site	X		
Training for suppliers on human rights	X		

**Please feel free to add any further comments*

8. How often do you undertake field visits/inspection to your suppliers in Myanmar? Please tick as many as apply.

- Annually
- Regularly (more than once per year)
- In case of reported allegations
- Never
- Not sure

Please feel free to provide any further information on how you undertake field visits/inspection to your suppliers in Myanmar:.....

9. How often do you have a third-party factory audit in Myanmar? Please tick as many as apply.

- Annually
- Regularly (more than once per year)
- In case of reported allegations
- Never
- Not sure

Please feel free to provide any further information on third-party auditing in Myanmar

Ans:Sioen Myanmar is ISO certified for Quality, Environment, Health and Safety and BSCI

10. Which stakeholders do you engage in your due diligence process? Please tick as many as apply.

- Workers

- Trade unions in Myanmar
- Workplace Coordinating Committee (WCC)
- Global union federations (eg IndustriALL Global Union)
- Multi-stakeholder initiatives (MSIs)
- Civil society organisations
- SMART Myanmar
- MADE in Myanmar
- Other. Please specify: *Sioen Myanmar all section heads, worker elected committee, workers, Labour dept.*

Please detail how you engage with the above stakeholders.

We arrange one to one survey with all workers, section heads and HR and understand their concerns on improvement and problem solving mechanisms. Based on their input prepare statical summery of problems and try to solve step by step

11. Do you have a grievance mechanism that workers in Myanmar can access? Please tick as many as apply.

- Yes, through our company's grievance mechanism
- Yes, through Myanmar's Dispute Resolution system
- Yes, through multi-stakeholder grievance mechanisms
- No
- Not sure
- Other. Please specify:.....

Please provide further details on how the grievance mechanism (if any) is communicated with workers: company has its own grievance handling mechanism. 1) complaint box nearby toilet area so that workers free to put the complaint in box. 2) monthly basis HR open the boxes and surrise the problems and resolve after the discussion with concern person.

Workers survey on their problem and resolution : generally most of the working team busy in daily job so we arrange worker complaint survey every year and listen to their problem. Based on their input prepare the summery and resolution plan with time line

12. How are you made aware of human rights concerns in your supply chain? Please tick as many as apply.

- Through factory owners
- Through existing grievance mechanism
- Through civil society organisations
- Through trade unions
- Through Workplace Coordinating Committee (WCC)
- Other. Please specify: *Monthly meeting with elected worker committee and section heads with HR*

13. When an allegation is raised, what is your standard procedure to address the issue?

Ans – HR investigate and discuss with Labour office on the action to solve the problem

14. Please feel free to provide any further information on how you undertake human rights due diligence that you would like us to know.

Ans – suggest the media coverage to understand Myanmar news as we focus inside our sioen factory only

Part IV: Business decision in Myanmar

15. We understand that the decision as to whether to remain or to discontinue sourcing from Myanmar is complex. Please provide any information on how your company has reached its current business decision in Myanmar.

Ans – Sioen Myanmar opinion in the current situation :

Most of European companies follows the rules and regulation and NO violation inside factory. Garment industries is the labour intensive job creating industry and provide job to 0.5 million Myanmar poor public. Support to run their livelihood and family expenses. Sioen Myanmar itself provide employment to more than 1000 employees and mostly above minimum wages. As a responsible employer sioen myanmar like to give continue support to employee and support their families in this critical moment

Part V: Responsible exit from Myanmar

*We are asking brands to answer this section if you have either already stopped sourcing from Myanmar, or have announced that you will stop sourcing from Myanmar in the future. **If you plan to continue to sourcing from Myanmar, please skip this section.***

16. Final order placement and final shipment dates (Anticipated if you are planning your exit)

17. Total number of workers being laid off in all suppliers (Anticipated if you are planning your exit)

18. How long in advance have you let your suppliers know about the exit before stopping your orders?

19. Which stakeholders do you engage in your decision and preparation of the exit? Please tick as many as apply.

- Workers
- Trade unions in Myanmar
- Workplace Coordinating Committee (WCC)
- Global union federations (eg IndustriALL Global Union)
- Multi-stakeholder initiatives (MSIs)
- Civil society organisations
- SMART Myanmar
- MADE in Myanmar
- Other. Please specify

we believe workers and elected Worker committee has the right to involve in decision or problem solving team

20. How do/did you mitigate the impacts of the exit on workers? Please tick as many as apply.

- Maintain open lines of communication with relevant supply chain partners

Require suppliers to report their plans for terminations in advance to review these in line with your Codes of Conduct

Seek evidence of payment of workers at the end of the exit plans, including all severance and benefits payable for those affected

Other. Please specify: we believe that exiting by paying few months salary as rules and regulation is the easy solution to run away from the responsibility. We are responsible employer so we believe that we need to try our best to give employment to our employees as long as possible. so that they take care of family expenses and also build the future of their kids.

We suggest as Garment industries is the labour intensive and giving direct benefit to needy public so we should not leave them in between but need to take care of them for long period

Thank you for your continued engagement with BHRRC on our work in Myanmar!

Please contact Hanh Nguyen - Senior Labour Rights Researcher at nguyen@business-humanrights.org and Natalie Swan - Head of Labour Rights Programme at swan@business-humanrights.org if you have any questions following this survey.