

VIOLET APPAREL

Nike has not sourced from Violet Apparel since 2006 and they were not authorized to manufacture Nike product after that time. The Nike Code of Conduct and Code Leadership Standards specify that Nike suppliers must not sub-contract out the production of Nike or Nike Affiliate product to third-parties or supplier-owned facilities without Nike's prior written approval. We take issues of non-compliance seriously and investigate allegations when they come to our attention. We conducted an independent investigation of the Violet Apparel allegations and found no evidence that Nike products were manufactured at Violet Apparel in recent years. It is our understanding that Ramatex Group addressed the situation independently and engaged in an arbitration process which resulted in a legally binding decision and fully complied with that ruling.

*I worked as the Warehouse Manager at Ramatex's Violet Apparel factory for 10 years, from 2010 – 2020. My job was to manage the orders for Violet Apparel, and to coordinate order production with our sister factories, Olive Apparel, June Textile (until it closed), Apple Apparel and Berry Apparel. During this decade of work, we coordinated production most closely with Olive Apparel, and I would travel to our sister factories frequently to work with my colleagues who were the Warehouse Managers for these other factories – all of which gave me a clear overview on production at Violet Apparel and other Ramatex factories in Phnom Penh as we regularly moved orders between factories, something which is normal for our company that owned multiple facilities in order to fulfil orders on time with the brands that placed orders with Ramatex. When one factory could not fulfil an order we would just give it to the other factory.

The way that this worked is that the Ramatex Warehouse Managers, including me as the Violet Apparel Warehouse Manager, have a clear overview of the production capacity in each facility, which varies based on the number of workers, the production targets, and the number of overtime hours that are given to workers. The reason that these factors are different for each of the factories was because usually when orders are placed from international brands for one factory, this is also the factory that is audited by the brand, so this factory is the 'model factory' while the other factories owned by the same company will have worse working conditions – higher production targets, more overtime, less breaks and a temperature that is not managed as carefully as the model factory that is audited.

This is all clearly documented by the company as decisions on timings and brand order fulfilment were made based on the number of hours and production targets for each of the factories. Part of my job was to manage the brand labels and to do this, I would check each code and verify the product so I was always aware of what brand was being produced at Violet Apparel because this was my job. For the ten years that I worked at Violet Apparel, more Nike products were produced at Violet Apparel than at Olive Apparel. At Violet Apparel we had higher production targets and longer hours. When I visited Olive Apparel, because I am a union member, I am always interested in working conditions so I would ask many questions about wages and products being made there, they had a much better facility, they had more breaks, even time for exercise! This is because Nike would audit this factory so before audits, they would be sure to have Nike goods produced there, but at Violet is where normally most of the Nike goods would be made. We did not have any Nike audits at Violet so this is why our conditions were different.

The people who would oversee the production across all of the factories were Chinese managers who often changed, but I worked closely with them and they controlled the numbers of the products across all factories which I could see.

Sometimes when orders could not be fulfilled on time within the listed factories of the company, they would lease temporary facilities and find workers to quickly fulfil orders there. I know this because I would visit the small building where Nike goods were made by workers at the illegal subcontracted factory, this was very frequent and we would have to make sure that all the labels were cleaned up and destroyed after each time that goods were produced there.

I am the person who took the photographs of the Nike products in the Violet Apparel factory. The reason I took the photos is because I tried to form the union and together many of us tried to push back against our employer when the changes to seniority payments came through which risked us getting paid properly.

The last time we produced Nike goods at Violet Apparel was in late 2019, and at that point, the managers were clear that all the Nike labels had to be cleaned up and destroyed. When I told the CATU union about this, they advised me to take photographs of the Nike goods again, which I did and sent to them by Signal. I am glad that I took these photographs though it was very risky for me to do this. All of the workers at Violet were involved in making Nike clothing for years, I do not understand why the photos are more important than more than one thousand workers also saying the same thing. Of course we know what goods we were producing, this was a decade of our lives, 6 days a week! Does Nike think that because we are poor people who do not speak English that what so many of us say means nothing? I want to speak to Nike and hear them tell me and more than 1000 of my colleagues who made Nike clothes that we were dreaming for all those years and hours that we sweated and worked hard, that we never did that work for them.

Maybe this is why they say that they conducted an investigation but did not bother to speak to any of us. They asked their old friend Ramatex if Nike was produced at Violet, their old friend said no and the big American company can call it an investigation. We worked for \$7 a day to make Nike's clothes, and they can't even make sure that we are paid what we are owed. Let us see if they will even respond to this.

**Response anonymised for safety reasons*

My name is Mom, I worked at the Violet Apparel factory making Nike clothes for ten years from 2010 - 2020. What else can I say that hasn't already been said? Did we make Nike clothes at Violet Apparel? Yes. My job was on the factory floor, stitching labels onto clothes, so of course I know the Nike Swoosh, this is the label that I spent years of my life stitching onto clothes and Nike is saying that I didn't?

After making Nike clothes for ten years, I have not been able to get another job. I was involved in the union and everyone knows that I have been outspoken and active about not being paid at Violet Apparel so now other factories blacklisted me. I tried to apply for work at other Ramatex factories in Phnom Penh and they would not hire me even though I have so much experience. I have tried for years to find a job but for those of us that have spoken out we cannot find work in factories. Now I survive by helping my sister to sell bus ticket, we can get a small commission for doing this work. I have a huge debt to the loan sharks but without real income I don't know how I can pay this back and I also have to pay to look after my old mother, she is very sick and

my younger brother needs support to go to school. If I am paid the money I am owed by Nike and Ramatex, I will be able to pay off this debt that is hanging over me. I am counting on getting the money that I am owed, I pray that they will let us have peace and end our long wait for this so I can finally escape the loan sharks. Nike, we are not begging for charity, we just want what we were owed.