

Geneva, 16 April 2020

Andrew Yiu

CEO

Superl Holdings Ltd

[ayiu@superl.com.hk](mailto:ayiu@superl.com.hk)

CC. [dchan@superl.com.hk](mailto:dchan@superl.com.hk); [rau@superl.com.hk](mailto:rau@superl.com.hk); [mlyu@superl.com.hk](mailto:mlyu@superl.com.hk)

## IndustriALL Global Unions calls on Superl Holdings Ltd to withdraw the charges against Mrs. Soy Sros in order to end malicious prosecution against her

Dear Mr Yiu,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org), representing more than fifty million workers in the manufacturing supply chain, including the textile and garment sectors, in 140 countries, including the Cambodia, to call on your company to immediately withdraw the charges against Mrs Soy Sros in order to end the malicious prosecution against her.

Please note that the Collective Union of Movement of Workers (CUMW) of Cambodia, which represents the workers intimidated and harassed by the company, is affiliated to IndustriALL Global Union.

We learned that Mrs. Soy Sros, a local union president of CUMW, was arrested by the police at the administrative department of the company on 2 April 2020, after she posted on Facebook a message "Superl is disrespecting the recommendations of Hun Sen, the Prime Minister of Cambodian government, it terminated employment contracts of factory workers including a pregnant worker on the ground of lack of raw material due to Covid-19".

Soy Sros was rightfully exercising her freedom of speech to defend the interest of workers laid-off by Superl Holdings Ltd. The Cambodian government has expressed its commitment by ratifying the International Covenant on Civil and Political Rights in 1992. Instead of lodging a police report against Soy Sros, the company should hold a social dialogue with the union to negotiate the temporary layoff.

Therefore, I strongly urge Superl Holdings Ltd to drop the police report, respect workers' freedom of speech, and address the layoff issue through a harmonious social dialogue.

As you are well aware, all of your clients have clear codes of conducts that ensure freedom of association and collective bargaining rights. As part of your clients' due diligence they have the obligation to ensure that there are no rights violations in their supply chain.



54 bis, route des Acacias  
CH 1227 Geneva  
Switzerland

**Tel:** +41 (0)22 308 50 50  
**Fax:** +41 (0)22 308 50 55  
[info@industrial-union.org](mailto:info@industrial-union.org)  
[www.industrial-union.org](http://www.industrial-union.org)

*President: Jörg Hofmann*  
*General Secretary: Valter Sanches*

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I anticipate your swift response and action.

Yours sincerely,

Valter Sanches, General Secretary