

Geneva, 15 March 2021

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INDUSTRIALL Global Union calls on Clover Group International Limited to respect workers' rights and immediately make legal payments of 1,388 dismissed workers

Dear Mr Ralph Jansen,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industrial-union.org), representing more than fifty million workers in the manufacturing supply chain, including the textile and garment sectors, in 140 countries, including Thailand, to urge Clover Group International Ltd. to respect workers' rights and to start a dialogue with the union on payment of workers' compensations. Please note that the Confederation of Industrial Labour of Thailand (CILT) is affiliated with IndustriALL Global Union.

CILT informed us of the dismissal of 1,338 workers at Brilliant Alliance Thai Global Ltd. We understand that the company unilaterally declared the closure on the 10th of March and workers were only informed of the closure when they reported to work for their night shift. Hundreds of workers at Brilliant Alliance Thai Global are a member of the CILT's national federation, Textile, Garment, and Leather Workers' Federation of Thailand (TWFT).

Under the Labour Relations Act of the Kingdom of Thailand, an employer can terminate an employment contract by giving advance notice in writing to the other party. This notice must be given before the date wages are due to take effect on the following wages due date. Therefore, it is a one-month advance notice period. Further, if the employer did not comply with the dismissal procedures, the dismissed employee can submit a complaint to the Labour Protection Officer or directly file a claim with the Labour Court.

In its closure statement, the management had used the COVID-19 as an excuse to close the factory and lay off its workforce, 1,388 workers. It is clear that the Brilliant Alliance Thai Global's management breaches the national labour laws by exempting from their obligations to pay statutory entitlements (severance pay) or contractual entitlements (payment in lieu of notice or for unused annual leave).

It is unacceptable that the company unilaterally and unfairly laid off workers without the legal notice of period and legal payments. The behaviour of the management clearly violates the Labour Laws in the country as well as the Universal Declaration of Human Rights, as workers' compensation is a human right. It is clear that this violation also contradicts your customers' codes of conduct, such as Victoria's Secret, Torrid, Ascena Group and Triumph International.

Therefore, we call on Clover Group International Limited to act in full accordance with national labour law and international core labour standards and to respect workers' rights immediately



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by establishing a constructive dialogue with the union and by paying legal compensations of the unfairly dismissed workers.

I anticipate your prompt action and reply.

Yours sincerely,

Valter Sanches
General Secretary