



FAIR LABOR
ASSOCIATION

December 15, 2006

Summary Report: Third Party Complaint Regarding Great Lancelot, Cambodia

Complaint

On June 8, 2006, the Fair Labor Association (FLA) received a Third Party Complaint filed by the Cambodia Industry Union Federation (CIUF) regarding Great Lancelot International Co., Ltd. (“Great Lancelot”), a factory located in Phnom Penh, Cambodia. The complainant alleged noncompliance with respect to Freedom of Association and Collective Bargaining and Health and Safety provisions of the Workplace Code of Conduct. Specifically, the complaint alleged undue delays in negotiating a collective bargaining agreement and noncompliance regarding short-term contracts and health and safety issues.

The FLA initiated a Third Party Complaint at Step 2, and notified the complainant and the FLA affiliated company mentioned in the complaint (Phillips-Van Heusen) about its action, on July 5 and 6, respectively. Pursuant to Step 2, FLA companies had up to 45-days to conduct an assessment and report back to the Executive Director in writing as to whether noncompliance with the FLA Workplace Code of Conduct occurred and, if so, whether and how it had been remedied.

Assessment by Company

During the 45-day period, Phillips-Van Heusen (PVH) officials met with representatives of the Better Factories Cambodia program,¹ the General Manager and Human Resources Manager at Great Lancelot, CIUF representatives at the factory, and the Cambodia Field Director of the AFL-CIO’s American Center for International Labor Solidarity. PVH officials also interviewed Great Lancelot workers.

On September 29, PVH submitted its assessment under Step 2 of the Third Party Complaint procedure to the FLA. Among the key points from their assessment are the following:

¹ The Better Factories Cambodia program of the International Labor Organization (ILO) monitors and reports on working conditions of Cambodian garment factories according to national and international labor standards. Better Factories Cambodia first monitored Great Lancelot International Co., Ltd. in June 2003 and subsequently named the factory and reported on its progress in January 2005 and October 2005.

