

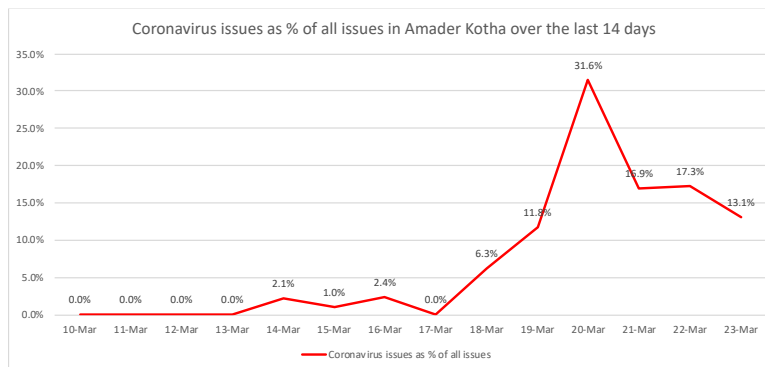


March 23, 2020

Dear Friends:

In this time of global pandemic, concerns for health and safety extend to all those in our personal and professional lives, and beyond. At the Amader Kotha Helpline, our dedicated Helpline officers are witnessing a substantial increase in calls from workers. Here are highlights of what we are learning:

- Call traffic has increased dramatically during the last two weeks with workers calling about a range of issues, including safety, wages, and the virus. Yesterday we received 81 substantive issues; the day before it was 77. In short, we are getting about as many issues in a week as we typically receive in a month.
- Calls about the virus represent a substantial percentage of the overall calls as shown in the table below. Over 13% of issue calls today so far are about the virus; on the 20th calls about the virus spiked to over 31% of all issue calls. This trend can be expected to continue as the virus spreads.
- We anticipate an increase in concerns about the status of jobs and wages and other compensation as factory layoffs and closings increase. We will be monitoring this closely in the coming days.



We know that brands and retailers are revising business plans, factories are making tough decisions about operations, and workers are understandably concerned about their future. Keeping open lines of communication with workers is critical. The Helpline stands ready to alert factory managers about problems faced by workers, to facilitate getting answers to workers' questions, help workers and managers find solutions to problems whenever possible, and continue reporting to brands.

We are committed to continued operations as long as we are funded and able to do so; we are looking into the feasibility of remote operations now as offices like Phulki are ordered to work from home. Please let us know your questions or concerns. We always look forward to hearing from you, especially in these very challenging times.

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