

October 16, 2007

José Antonio López Malo Cappellini  
Secretario del Trabajo y Competitividad del Estado de Puebla  
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Estimado Licenciado López Malo Cappellini:

The undersigned companies, who all have had products made at factories owned by Grupo Navarra (GN), are writing in regard to the current proceedings underway related to union representation at GN's Vaqueros Navarra facility in Tehuacan, Puebla. Some signatories are actively sourcing with GN, while others are no longer sourcing with GN but remain committed to seeing freedom of association upheld in Mexico. We ask that your agency make every effort to ensure that these proceedings move forward in an expeditious and transparent manner and in accordance with applicable laws.

As we understand, a meeting took place September 28 under the auspices of the Junta Local de Conciliación y Arbitraje between representatives of some of the unions involved and Grupo Navarra to discuss the terms and conditions for a union representation vote (recuento). We further understand that it was decided at this meeting to hold a follow-up session in late October. We urge that a near-term, definitive date be set for the recuento at this next meeting to ensure the vote takes place without further delay.

Through our vendor codes of conduct, our companies seek to do business only with suppliers that respect workers' rights. In this regard, we expect our suppliers to respect the lawful exercise of workers' rights of free association. In addition, it is important that we and other companies doing business in Puebla remain confident in the government's commitment to the rule of law.

For these reasons, we again urge you to ensure that the Vaqueros Navarra union representation proceedings are not unnecessarily delayed and that a recuento is undertaken in accordance with applicable laws and in a manner that gives workers the ability to register their preferences without fear or intimidation. We believe that holding the vote in an accessible and neutral location that protects the confidentiality of workers would help ensure such an outcome.

Lastly, we are aware that separate legal proceedings are underway in Tehuacan related to claims brought by a number of workers recently dismissed from the Vaqueros Navarra facility. Given the stakes for the impacted workers, we hope that these claims can also be addressed by the relevant authorities in a timely manner and in full accordance with applicable laws.

We will be closely following the proceedings underway in both these matters. Thank you in advance for your attention to these important concerns.

Sincerely,

Abercrombie & Fitch  
American Eagle Outfitters  
Express  
Gap Inc.  
Levi Strauss & Co.  
Warnaco Inc.

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Alejandro Conde Hernández, Presidente de la Junta Especial No. 7 Tehuacan

Abercrombie & Fitch



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Gap Inc.



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