



March 4, 2013

President Ollanta Humala Tasso
Palacio Nacional
Lima Cercado
Lima, Peru

Dear Mr. President:

On behalf of the undersigned companies, we would like to extend a cordial greeting and our warm congratulations on the economic and social progress that Peru has made during your administration. We are reaching out to you as global brands that contract with factories in your country.

As international companies, we have a stake in the economic and political stability as well as the business climate of the countries in which we invest. An environment in which national laws and international standards are consistently enforced is critical to us, our consumers, investors and other stakeholders.

In addition to monitoring our suppliers in order to ensure compliance with labor standards, we also look to governments to support and enforce the rule of law in order to ensure that business and workers can operate in a fair and safe environment.

While we celebrate Peru's success under your leadership, we are also concerned that Decree Law 22342, which allows 'non-traditional' exporting companies to employ workers on fixed-term contracts, acts to encourage and condone violations of labor rights and therefore poses an obstacle to the proper application of our codes of conduct.

In that respect, we await the outcome of the congressional debate on the proposal to repeal articles 32, 33 and 34 of Decree Law 22342 and the corresponding article 80 of DS 003-97 TR.

We believe this is an opportunity for your government to demonstrate its strong support for social inclusion and decent working conditions by supporting the repeal of the labor provisions of DL 22342.

Again, we congratulate you on the progress Peru has been making under your leadership and extend our best wishes for your continued success.

Sincerely,

Kevin Crean

Human Resources & Social Compliance Manager
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Christine Kelley

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cc Nancy Laos Cáceres, Ministra de Trabajo
Victor Isla Rojas, Presidencia del Congreso
Rosa Asca, Gerente General, Sociedad Nacional de Industrias
Mario Fiocco, Presidente del Comité de Confecciones, Sociedad Nacional de Industrias
Martín Reaño, Gerente del Comité Textil, Sociedad Nacional de Industrias
Carol Pier, Acting Deputy Undersecretary for International Affairs, USA
Samantha Tate, Country Director, Peru, AFL-CIO Solidarity Center
Lynda Yanz, Chair, Americas Group