



Ongoing Human Rights Violations Across the Supply Chain of Honeys Holdings Co., Ltd.

We, the undersigned 20 organizations, express our grave concern over ongoing reports of human rights violations linked to Honeys Holdings Co., Ltd. (hereinafter “Honeys HD”), its Myanmar subsidiary, Honeys Garment Industry Limited (HGIL), and other companies within its supply chain. Honeys HD has failed to recognize the lawsuit filed by HGIL against the leader of Solidarity Trade Union Myanmar (STUM), Daw Myo Myo Aye, as a violation of human rights and continues to justify the dismissal of 448 workers who protested against increased production targets as lawful. Testimonies collected in a February 2025 interview with HGIL factory workers, conducted by one of the undersigned organizations, indicated that numerous human rights violations persist. Reports have also emerged of human rights violations at other companies within Honeys HD’s supply chain, beyond HGIL. We call on Honeys HD and HGIL to take appropriate action in alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs).

I. Failure to Recognize the Civil Lawsuit Against the Union Leader as a Human Rights Violation

Based on findings from our investigation, the lawsuit filed by HGIL against labour union leader Daw Myo Myo Aye was a retaliatory action against union activities, violating international standards, including ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organise. While the lawsuit was ultimately withdrawn, this occurred only after significant external pressure, such as the planned announcement of a press conference in December 2024 and direct outreach to Honeys HD’s business partners in January 2025. Honeys HD has refused to acknowledge the lawsuit as a human rights violation, explaining its withdrawal as a decision made “from a comprehensive perspective.” The company has neither issued an apology nor implemented any remedial measures, failing to meet its responsibility under the UNGPs to ensure access to effective remedy.

II. Failure to Remedy the Dismissals of 448 Workers by HGIL

The mass dismissal of 448 workers for participating in protests has been recognized as a violation of internationally protected human rights.¹ While Honeys HD claims that the domestic Arbitration Council

¹ Worker Rights Consortium. (2021). *Factory Assessment: Honeys Garment Industry Ltd.*

upheld the legality of the dismissals, concerns have been raised about its neutrality. Furthermore, the company has failed to demonstrate whether these dismissals comply with international standards, including ILO Convention No. 87. Through one of the undersigned organizations, workers requested a meeting with the company, represented by Daw Myo Myo Aye. However, Honeys HD refused to engage. This refusal contradicts Honeys Group's own human rights policy, which commits to "conducting dialogue and consultation with stakeholders sincerely." Honeys HD should immediately engage in meaningful dialogue with the affected workers and take appropriate remedial measures.

III. Ongoing Human Rights Violations at HGIL and Other Supply Chain Companies

A 2021 report by the Worker Rights Consortium (WRC)² documented multiple human rights violations at HGIL. In response, Honeys HD stated in an October 2024 letter that "The labour practices identified as "inappropriate" in the WRC report (issued on 4 November 2021) had already been improved by May 2022." However, testimonies obtained in a February 2025 interview³ with HGIL factory workers suggest that many of these violations persist.

Workers at Honeys Factory 1 reported in interviews that excessive production targets are imposed, sometimes forcing them to work through meal breaks to meet these demands. While no formal penalties are in place for failing to meet quotas, workers stated that they face verbal harassment, with some describing it as "mental torture." One worker recounted leaving their job because they "couldn't endure being shouted at and insulted." Another worker recounted being told, "If you fail to meet the target, you don't have to come to work tomorrow." Such practices were reported to be particularly severe for newly assigned workers who were unfamiliar with production lines and had yet to fully grasp their tasks.

Workers at Honeys 1 have also raised concerns about occupational safety and health risks. A worker who has been employed at Honeys Factory 1 since the time of the WRC investigation stated that emergency exits remain obstructed, posing a life-threatening risk in the event of a fire or other emergencies. Another worker reported that production lines remain partitioned with wire mesh, further complicating emergency evacuation. Additionally, concerns were raised that workers in the cutting department continue to operate cutting machines without steel gloves or other protective equipment, leaving them at ongoing risk of injury.

At Honeys Factory 1, concerns have been raised that workers face difficulties in exercising their right to freedom of association. Many workers hesitate to seek support even from unions outside the company due to the risk of termination. While a Workplace Coordination Committee exists at the factory, interviewees reported that worker representatives are appointed by management rather than elected by workers. As a result, the committee does not function as a genuine platform for representing workers' voices. Due to these conditions, workers have reported difficulties in advocating for fair working conditions and improving their work environment.

² WRC, *ibid.*

³ In early February 2025, one of the undersigned organizations conducted an online interview with approximately 30 workers from Honeys factories. To ensure their safety, measures were implemented to protect their anonymity and confidentiality.

Beyond HGIL, similar violations—including unlawful wage reductions, delayed payments, unfair job transfers, and pressure on labour unions, including the dismissal of union members—have been reported at other factories within Honeys HD’s supply chain. These cases suggest that Honeys HD may not be conducting adequate human rights due diligence, as required by the UNGPs.

IV. Our Call to Action

In line with the UNGPs and other international human rights standards, we call on Honeys HD to take the following actions immediately:

- (1) Acknowledge that the civil lawsuit and the dismissal of 448 workers involved in the protest were a violation of international human rights standards, and issue a formal apology to Daw Myo Myo Aye, the defendant in the lawsuit, as well as to the dismissed workers.
- (2) Provide compensation to the dismissed workers and reinstate those who wish to return to their jobs.
- (3) Conduct comprehensive human rights due diligence and improve working conditions at the HGIL factory and across the entire supply chain, by engaging with affected stakeholders.
- (4) Establish accessible and effective grievance mechanisms for workers in accordance with the UNGPs.

Signatories:

Action Labor Rights

Agriculture Federation of Myanmar (Food Allied Workers)

All Burma Federation of Trade Unions

Asia Pacific Forum on Women Law and Development

Center for Trade Union and Human Rights

Clean Clothes Campaign East Asia Coalition

Cooperating Committee of Trade Unions

Federation for Trade Unions Coalition of Myanmar

Federation of Workers’ Union of the Burmese Citizen in Japan

Forum Asia

Foundation for Education and Development

Future Light Center

Garment Women Union Federation

Human Rights Now

Korean House for International Solidarity

Labour Behind the Label

MAP Foundation of Thailand

No Sweat

Schone Kleren Campagne

Solidarity Trade Union Myanmar

Supporting Organizations:

FoE Japan
Mekong Watch