Dear ________________,

As investors in a wide range of global apparel brands and retailers, we are deeply concerned about the systemic risks to companies sourcing products in Bangladesh and other low-cost countries. In the last ten months, over 1,300 workers have lost their lives in Bangladesh factory accidents that could have been avoided had the proper safety measures been in place. The April 24th Rana Plaza building collapse has tragically underscored the need for all stakeholders, including the Bangladesh government, companies and investors, to take timely and comprehensive measures to protect the safety and lives of garment workers.

We, the undersigned institutional investors, including faith-based investors, socially responsible investors, public pension funds, and asset management firms, are part of an investor initiative coordinated by the Interfaith Center on Corporate Responsibility (ICCR). This global investor initiative is backed by over 200 organizations representing $3.1 trillion in assets under management from the U.S., Canada, Europe and Australia. In June we issued an investor statement calling on industry leaders to join together to ensure that the Bangladesh garment industry institutes systemic reforms that will protect workers as well as the reputations of brands and retailers doing business in Bangladesh.

We urge the company to sign the Accord on Fire and Building Safety in Bangladesh (Accord), as we believe it offers the best path towards these systemic reforms. Each company has a “corporate responsibility to respect human rights,” as delineated in the United Nations Guiding Principles on Business and Human Rights (“UN Guiding Principles”). The Accord is already in the implementation stages and beginning to address safety issues in Bangladesh apparel factories.

The Accord is a credible, independent and multi-stakeholder initiative that has been developed by global brands, local and global unions and labor rights organizations.

- The program includes independent inspections, public reporting, mandatory repairs and renovations, a central role for workers and unions, and a binding commitment to stay and make the necessary changes.
- The signatories to the Accord have developed a detailed roll-out plan and multi-stakeholder governance structure and are beginning to implement the inspections.
- The Accord, with over 80 companies from Australia, Canada, Europe and the United States, has the potential to affect more than one-fourth of the apparel factories in Bangladesh.

Clearly, past practice in Bangladesh is unacceptable, and significant changes are needed to ensure that workers’ safety concerns are promptly addressed through corrective action plans carried out in full transparency with inspectors, buyers and worker-manager health and safety committees. The Accord on Fire and Building Safety provides the most credible approach to preventing future Rana Plazas, and additional suffering in Bangladesh. The members of the Accord are working to build a culture of compliance where global brands and retailers can source products in confidence that basic health and safety standards are upheld.

September 20, 2013
We invite the company to discuss our request with representatives of signatory investor institutions at your earliest convenience. Please respond to: David Schilling, ICCR at dschilling@iccr.org or 212-870-2928. Thank you.

Sincerely,

Rev. David Schilling  
Senior Program Director  
Interfaith Center on Corporate Responsibility

Barbara Aires, SC  
Coordinator of Corporate Responsibility  
Sisters of Charity of Saint Elizabeth

Lauren Compere  
Managing Director/Director of Shareholder Engagement  
Boston Common Asset Management, LLC

Rev Seamus P Finn OMI  
Justice, Peace & Integrity of Creation  
Missionary Oblates

Signatories:

Helena Viñes Fiestas  
Co Head of SRI Research  
Sustainable and Responsible Investment  
BNP Paribas – Investment Partners

Richard E Walters  
Director, Corporate Social Responsibility, the Pension Boards - United Church of Christ, Inc.

Brandon Rees  
Acting Director  
AFL-CIO Office of Investment

Anita Green  
Manager of Socially Responsible Investing  
Wespath Investment Management

Maria Eugenia Casar  
Representative of the Secretary General for the Investments of the Fund  
United Nations Joint Staff Pension Fund

Bennett Freeman  
Senior Vice President, Sustainability Research and Policy  
Calvert Investments

Adam Kanzer  
General Counsel & Director of Shareholder Activism  
Domini Social Investments

Jonas Kron  
Senior Vice President  
Director of Shareholder Advocacy  
Trillium Asset Management, LLC

Bernadette Kenny  
Chief Executive Officer  
Church of England Pensions Board

Ossian Ekdahl  
Head of Communication and ESG  
AP1 (The First National Swedish Pension Fund)

Susan Vickers, RSM  
VP Community Health  
Dignity Health

Piet Sprengers  
Head of Sustainability Department  
ASN Bank

Måns Carlsson-Sweeny  
Senior ESG Research Analyst  
AMP Capital’s Responsible Investment Leaders Funds
Judy Byron, OP
Director Northwest Coalition for Responsible Investment

Renee Morgan
President
Better World Investments

James McRitchie
Publisher
Corporate Governance

Jay Youngdahl
Co-Chair, Board of Trustees
Middletown Works Hourly & Salaried Union Retirees Health Care Fund

Barbara Jennings, CSJ
Coordinator
Midwest Coalition for Responsible Investment

François Meloche
Extrafinancial Risk Manager
Bâtirente

Nora M. Nash, OSF
Director Corporate Social Responsibility
Sisters of St. Francis of Philadelphia

John Celichowski, OFM Cap.
Provincial Minister
Province of St. Joseph of the Capuchin Order

Farha-Joyce Haboucha
Managing Director
Rockefeller & Co. Sustainability & Impact Investing Group

Dr. Dominique Biedermann
Executive Director
Ethos Foundation, Switzerland

Richard Keery
Investment Manager
Strathclyde Pension Fund

Patricia Jurewicz
Director
Responsible Sourcing Network

Joellen Sbrissa, CSJ
SRI Representative
Congregation of St. Joseph

Sister Sandra Lyons
Bernardine Franciscan Sisters
Office of Justice, Peace and Earthcare

Sr. Kathleen Coll, SSJ
Administrator, Shareholder Advocacy
Catholic Health East

Margaret Weber
Corporate Responsibility Director
Congregation of St. Basil

Mary Beth Hamm SSJ
Social Justice Coordinator
Sisters of Saint Joseph of Chestnut Hill, Philadelphia

Hans-Martin Buhlmann
CEO
VIP (Vereinigung Institutionelle Privatanleger) eV

Ruth Geraets, PBVM
Congregational Treasurer
Sisters of the Presentation – Aberdeen SD

Luan Steinhilber
Director of Operations and Shareholder Advocacy
Miller/Howard Investments, Inc.

John Arnold
Executive Director
Ecumenical Council for Corporate Responsibility
Ann Oestreich IHM
Congregation Justice Coordinator
Sisters of the Holy Cross
Notre Dame, IN

Rev. Chet Artysiewicz, President
The Home Missioners of America

Theresa Sandok, OSM
President
Ladysmith Servite Sisters

Steven J. Schueth
President
First Affirmative Financial Network

Catherine Howarth
Chief Executive
ShareAction

Sr. Donna Graham, OSF
Office of Justice, Peace and Integrity of Creation
Franciscan Friars (OFM), St. John the Baptist Province

Sr. Rose Rauen, OSB
Treasurer
St. Walburg Monastery

Sr. Margaret O’Brien
Congregational Treasurer
Sisters of Charity Center

Lisa Domagala
ESG Analyst
Solaris Investment Management Limited

Gwen Farry, BVM
Shareholder/Education/Advocacy
Sisters of Charity, BVM

Charles Gagné, MBA
Vice-president, Operations
Hexavest inc.

Josie Chrosniak, HM
Coordinator
Region VI Coalition for Responsible Investment

Manal Fouz
CCO
Azzad Asset Management

Dermot Foley
CFA, Manager ESG Analysis
Vancity Investment Management Ltd

Denise Granger, SSJ
Coordinator, SRI
Sisters of St. Joseph of Springfield

Mark A. Regier
Director of Stewardship Investing
Everence
Praxis Mutual Funds

Julie N.W. Goodridge
President and CEO
NorthStar Asset Management, Inc.

Aaron Ziulkowski
Senior ESG Analyst
Walden Asset Management

Bill Hartnett
Head of Sustainability
Local Government Super

Anders Thorendal
Chief Investment Officer
The Church of Sweden

Cathy Rowan
Corporate Responsibility Coordinator
Maryknoll Sisters

Caroline Mann
Pensions Officer Investments
North East Scotland Pension Fund
Robert Walker  
Vice President, ESG Services & Ethical Funds  
NEI Investments

Joetta Venneman  
Director of the Office of Global Ministries  
Sisters of Charity of Nazareth

Victor De Luca  
President  
Jessie Smith Noyes Foundation

Anthony Edwards  
Investment Advisor  
Portfolio Strategies Securities Inc.

Arne Lööw  
Head of Corporate Governance  
Fjärde AP-fonden/  
Fourth Swedish National Pension Fund

Marla Malaspina  
Dir. Social Research and Advocacy  
Progressive Asset Management, Inc.

Susan Makos  
SRI Advisor  
Catholic Health Partners

Michael Hoolahan CP  
Treasurer  
Congregation of the Passion, Holy Cross Province.

Pat Zerega  
Sr. Director of Shareholder Advocacy  
Mercy Investment Services

Agnes Schneider, OP  
SRI Coordinator  
Racine Dominicans SRI Committee

Christina Kusoffsky Hillesøy  
Head of Communications & Sustainable  
Investments  
Third Swedish National Pension Fund (AP3)

Ruth Kuhn, SC  
Chair  
Sisters of Charity of Cincinnati  
Corporate Responsibility Committee

Eric Holterhues  
Head of SRI  
Triodos Investment Management BV

Mary Lardner  
Chair  
Social Justice Committee  
UU Congregation at Shelter Rock

Rick Walters  
Director of Corporate Social Responsibility  
Pension Boards-UCC

Bill Seddon  
Chief Executive  
Central Finance Board of the Methodist Church

Valerie Heinonen, o.s.u.  
Director, Shareholder Advocacy  
Dominican Sisters of Hope  
Ursuline Sisters of Tildonk, U.S. Province

Caroline Mann  
Pensions Officer - Investments  
North East Scotland Pension Fund

Sr. Kathleen White, OSB  
Prioress  
Benedictine Sisters of Baltimore

Ken Jacobs, CFP®, AIF®, CLU  
Colorado Sustainable Financial Planning (CSFP)

Jeffery W. Perkins  
Executive Director  
Friends Fiduciary Corporation

Brian Reavey  
Justice, Peace & Integrity of Creation  
Marianist Province of the U.S.
Alessandra Viscovi  
Chief Executive Officer  
Etica SGR

Deb Abbey  
Executive Director  
Social Investment Organization

Shelley Alpern  
Director of Social Research & Advocacy  
Clean Yield Asset Management

Zineb Bennani  
Head of Vote and Engagement  
Natixis Asset Management

Patricia Regan, CDP  
Treasurer  
Congregation of Divine Providence

Sister Carmen Sanchez, MCDP  
General Superior  
Missionary Catechists of Divine Providence

Susan Seymour  
Chair of Investment Committee  
The Joseph Rowntree Charitable Trust

Garry Creed  
Director of Research  
AEGON USA Investment Management, LLC

Robert M. Koppel  
Executive Director  
Reform Pension Board

Greg Sword AM  
Chief Executive Officer  
LUCRF Super

Andrew Brown  
Chief Executive Officer  
Church Commissioners for England

Chris O’Brien  
Servite Friars (Province of the Isles friars in UK and Ireland)

Rev. David Haslam  
Convenor  
Churches’ Dalit Support Group

Naïm About-Jaoude  
CEO  
Dexia Asset Management

William Lewis  
Assistant Head of Finance (Investments)  
The Representative Body of the Church in Wales

Larisa Ruoff  
SRI Research and Corporate Engagement  
The Sustainability Group of Loring, Wolcott & Coolidge Trust

Anna Nilsson  
Head of Sustainability Analysis  
Swedbank Robur

Roy Assher  
Head of Investment  
The Representative Church Body

Jean-David Meloche  
Vice President, U.S. and Global Equities  
Montrusco Bolton Investments Inc.

Gary Hawton  
President  
OceanRock Investments (Meritas SRI Funds)

Karen Shoffner  
President  
Castellum Capital Management Inc.

Sister Suzanne Marshall, OLM  
Congregational Leader  
Our Lady’s Missionaries

Sister Joanne Macaulay  
Secretary Treasurer  
Franciscan Sisters Benevolent Society
Marlene Pinzka, OSF
Treasurer
Sisters of St. Francis, MN

Sr. Susan Mika OSB
Director, Socially Responsible Investment Coalition
Director, Benedictine Coalition for Responsible Investment

Sr. Bernadine Reyes OSB
Benedictine Sisters, Boerne, Texas

Michael Jagessar
Moderator
United Reformed Church

Helen Ingles, IHM - CFO
Sisters, Servants of the Immaculate Heart of Mary of Monroe, Michigan

Rev. William Antone, OMI
Provincial
United States Province
Missionary Oblates of Mary Immaculate

Susan Ernster, FSPA
Treasurer for FSPA
Franciscan Sisters of Perpetual Adoration

Sonia Kowal
Director of Socially Responsible Investing
Zevin Asset Management, LLC

Stephen Viederman
Chair, Finance Committee
Christopher Reynolds Foundation

Michael Kramer
Managing Partner,
Natural Investments LLC

Adrian Trollor
Portfolio Manager
Advance Asset Management

Ellen Kelly, RGS
Sisters of the Good Shepherd
New York Province

Joy Peterson, PBVM
Shareholder Action Committee
Sinsinawa Dominicans

Cathrine de Coninck-Smith
Sustainable and Responsible Investment Officer
Threadneedle Investments