

**Table: Pandemic and Lockdown Related Wage Theft at Selected Cambodian Garment, Textile, Footwear and Leather Factories:
Estimates for the Period from March 2020 till May 2021**

Factory Information (1)					Wage Gap I: 03/2020-03/2021 (3)	Wage Gap II: 04-05/2021			Summary 03/2020-05/2021
Nr.	Factory Name	Address	Workforce	Sourcing Brands (2)	Estimated Wage Gap per Worker 03/2020-03/2021	Quality of Available Factory Information (4)	Available Factory Information on Status of Wages During the April/May 2021 Lockdown (5)	Estimated Wage Gap per Worker April+May 2021	estimated total Wage Gap per Factory (6)
1	Acro Garment Ind Corp.	Veng Sreng,	520	C&A, Urban Outfitters	\$262	3	50% of wages paid in April on 13th May, don't yet	\$192	\$236,080
2	Apple Apparel (Cambodia) Co., Ltd	Chumpou Voin,	2800	unknown	\$262	3	100% paid	\$0	\$733,600
3	AWTEX GARMENT Co.,LTD	ភូមិមីស	500	Matalan, Tesco	\$262	3	April wages paid on 10 May 2021, \$130, not yet	\$167	\$214,645
4	Berry Apparel (Cambodia) Co., Ltd.	ជំពូក្រីន	2966	Nike	\$262	3	100% of wages paid for the entire month of April	\$0	\$777,092
5	Bowker Garment Factory (Cambodia)	NR 4, Pong Teuk	3857	Adidas	\$262	3	50% of wages paid for April and May	\$192	\$1,751,078
6	CAMBO H.D.Y.L GARMENT CO., LTD	ភូមិថ្មី	500	Urban Outfitters	\$262	3	April wages paid on 13th May 2021, \$130, additional	\$136	\$199,161
7	Cambo Handsome	Chom Chao,	1810	Marks & Spencer, Walmart	\$262	4	No payment for lockdown or quarantine	\$192	\$821,740
8	CAMBO KAL RUL CARME	ភូមិទ្រា ៣	600	unknown	\$262	3	April wages paid on 12 May 2021, \$100 and on 19th	\$163	\$255,290
9	Canteran Apparel (Cambodia) Co., Ltd.	#97, St. Chom	1100	MGT Industries, Primark	\$262	3	April wages paid on 13 May, \$50. Return to work on	\$253	\$567,032
10	CG GLORY (CAMBODIA)	ផ្លូវវង្សាជ័យ	1300	Target	\$262	3	April wages paid on 10 May, \$96, stay at home from	\$288	\$715,000
11	Choung Hao Garment Co., Ltd.	Damnak Thom	1000	Authentic Brands Group,	\$262	3	April wages paid on 13 May, \$100 (according to	\$210	\$471,677
12	COLITY	ទួលព្រៃ	1200	unknown	\$262	3	April wages paid on 13 May 2021 \$125, don't yet	\$141	\$483,987
13	Color Star (Cambodia)	ព្រៃព្រៃ	1300	Muji	\$262	3	(Wages being paid for 12 days of working day including food allowance in April 2021)	\$215	\$619,929
14	D' Luxe International Co., Ltd.	Tropeang Thleung Phum, Chaom Chau 1 Commune, Pur SenChey District, Phnum Penh Cambodia	9048	Michael Kors, J. Crew, Brahmin	\$262	3	100% of wages received for the first half of April, for the second half of April only \$30 and 50% from the Ministry of Labour not yet received for April. Wages for the first half of May have not yet been paid. Wages paid through ACLEDA bank.	\$162	\$3,836,352
15	Da Rong Printing & Embroidery Co., Ltd.	ភូមិត្រពាំងសើម	700	MEC, VF	\$262	3	No wages paid for lockdown or quarantine	\$192	\$317,800
16	Daqian Textile (Cambodia) Co., Ltd.	Veng Sreng, Trapeang Tleung, Chaom Chau 1	5256	Adidas, Nike, Puma	\$262	3	April wages paid on 15 May, \$192 (workers worked from 1 to 10 May) and not yet clear when they will return to work.	\$96	\$1,881,648
18	Din Han Enterprise Co., Ltd.	Thmey Phum, Stueng Mean chey Commune, Mean Chau District	8232	Adidas	\$262	3	1st - 9th of April = 100% of wages. Attendance bonus + seniority bonus don't know. 10th - 30th of April = 50% of wages	\$141	\$3,315,850
20	Eastex Garment Co., Ltd.	ភូមិត្រពាំងសោយី សង្កាត់ចោមចៅ	2600	Ealytex, H&M, Hema, Lidl, Next	\$262	3	12 days = 100%, attendance bonus + accommodation allowance = 100%. From 15th to 30th = 50%	\$134	\$1,030,640
21	EASY LIFE SHOE Co.,LTD	សង្កាត់ព្រៃក្រា	1800	Indeka Group, Mango, Marks & Spencer	\$262	3	Normal wages paid for first half, 50% of wages paid for second half	\$96	\$644,400

22	ECLAT HIGHTER	ភូមិសេសស ស ង្កាត់មានជ័យ៣ ខណ្ឌមានជ័យ ភ្នំពេញ	800	Benetton, Fila	\$262	3	April wages paid on 15th May 2021, \$110, company did not give workers' numbers to the Ministry to pay additional allowances, don't yet know when they will return to factory.	\$193	\$364,387
23	Eclat Textile (Cambodia) Co., Ltd.	Veng Sreng, Trapeang Tleung, Chaom Chau 3 Commune, Pur SenChey District, Phnum Penh	1539	C&A, Pentland, Under Armour, Walmart	\$262	2	\$150 paid because company paid full wages from 1st until 19th. From 20th to 30th, company paid 50% and workers received it on 14 May at the factory. Don't yet know when they will return to work as factory has not yet told them. During lockdown from 8 - 25th, company said that they would pay only \$50. May wages to be paid on 10 June	\$147	\$629,203
24	F.P.Z Furniture (Cambodia) Co., Ltd.	ភូមិព្នឿង ឃុំបិត្រាង ស្រុកព្រៃនប់ ខេត្តព្រះសីហនុ	850	Target	\$262	3	\$192 for April, nothing from Ministry, nothing yet paid for May	\$0	\$222,700
25	G.W Greenways Textile Co., Ltd.	ផ្លូវលំ, Banla Saet	1820	Next, S.C & Co Sportswear	\$262	3	100% of wages paid in April, 50% paid in May	\$96	\$651,560
26	GAT	ទួលពង្រ សង្កាត់ចោម ខណ្ឌពោធិ៍សែន ជ័យ ភ្នំពេញ	8000	unknown	\$262	3	No wages yet paid for April. Company said that maybe on 18 May they will pay according to number of working days (from 1 to 13 April). Company said that we might return to work on 20 May or continue to delay according to the situation. Wages for May have not yet been paid, company will pay wages to workers for May on 10 June 2021. Return to work on 20 May 2021. Company had workers stop work because of COVID infections on 14 April 2021 until 19 May 2021. Nothing received from Ministry yet.	\$226	\$3,907,819
27	GDM Enterprise Co., Ltd.	Veng Sreng, Ouksahakam Vattanak Phum, Chaom Chau 1 Commune, Pur SenChey District, Phnum Penh,	1000	Levi's	\$262	3	No wages yet paid for April. Company said they will pay on 17 May, but not yet clear how much (did not work from 10 April). Wages for May not yet paid, will be paid on 10 June 2021. Return to work on 27 May 2021. Company had workers stop work because of COVID infections from 10 April until 26 May. Nothing received from Ministry yet.	\$295	\$557,432
28	Gold Star Enterprises (Cambodia) Limited	ភូមិកំពង់ព្រីង សង្កាត់សិគ្ប ក្រុងតាខ្មៅ ខេត្តកណ្តាល	5000	unknown	\$262	3	Normal wages paid in first half + \$40 paid in second half	\$112	\$1,870,000
29	Grand Textiles (Cambodia) Co., Ltd.	Veng Sreng Street, Soun Ouksahakam Vattana	2000	Target, JJ's Mae, Tchibo	\$262	3	April wages paid on 10 May, \$40. Company said that they pay according to the number of working days (from 1st to 10th April). Return to work on 10 May.	\$208	\$939,484

30	Grand Twins International (Cambodia) Plc.	Trapangpo Phum, Chaom Chau 3 Commune, Pur SenChey District, Phnum Penh, Cambodia.	4626	Adidas, New Balance, Puma, VF	\$262	3	100% of wages paid for April	\$0	\$1,212,012
31	Green Summit (Cambodia) Limited	ភូមិព្រឿង ឃុំបីត្រាង ស្រុកព្រៃនប់ ខេត្តព្រះសីហនុ	1600	Weldas	\$262	2	\$192 for April, \$100 for May, nothing from Ministry	\$92	\$566,400
32	Greenfield (Cambodia) Industry	ផ្លូវជាតិលេខ៤ ភូមិតល់ សង្កាត់កន្ទោក ខណ្ឌកំបូល រាជធានីភ្នំពេញ	600	(Dunnes Stores)	\$262	3	1-13th = normal wages; 14th - 30th = 0	\$218	\$287,760
33	GUO TAI HUA SHENG XIN FENG JING CAMBODIA GARMENT	Trea Phum, Stueng Mean chey Commune, Mean Chey District, Phnum Penh, Cambodia.	300	C&A, Debenhams, Li & Fung, Lidl, Mag Brands	\$262	4	100 [USD paid]	\$184	\$133,800
34	Hai Tan HB (Cambodia) Co., Ltd.	ភូមិទួលសង្កែ ទី១ សង្កាត់ទួលសង្កែ ខណ្ឌបូស្សីកែវ រាជធានីភ្នំពេញ	2000	Bestseller	\$262	3	100% of wages paid	\$0	\$524,000
35	Haitan Garment (Cambodia) Co., Ltd.	សង្កាត់ទួលសង្កែ ទី២ ខណ្ឌបូស្សីកែវ	500	Destination Maternity	\$262	3	From 1 to 14 April, \$95, from 15th to 30th \$40	\$114	\$188,000
36	Helios Garment (Cambodia) Co., Ltd.	Veng Sreng, Domnak Thom Phum, Chaom Chau 1 Commune, Pur SenChey District, Phnum	295	NTD Apparel	\$262	3	Paid 13 days wages on 13 May	\$218	\$141,482
37	Hongdou International Garment Co., Ltd.	ភូមិព្រឿង ឃុំបីត្រាង ស្រុកព្រៃនប់ ខេត្តព្រះសីហនុ	950	C&A, Mango, WE Europe	\$262	2	\$192 for April, \$100 for May, nothing from Ministry	\$92	\$336,300

38	Hongs One (Cambodia) Garment	Veng Sreng, Tropaing Tleung Phum, Chaom Chau 1 Commune, Pur SenChey District	772	Debenhams, L Brands	\$262	3	First batch of April wages paid on 30 April, \$80 and second batch on 10 May, \$120, in total \$200 (through Wing). Company suspended employment from 10 April, don't yet know when they will go back to work.	\$0	\$202,264
39	HOYEAR (CAMBODIA) GARMENT LIMITED	ភូមិតាឡុង សង្កាត់ចាក់អង្រែលើ ខណ្ឌមានជ័យ ភ្នំពេញ	800	Desigual, Western Glove Works	\$262	3	April wages paid on 14 May 2021, \$100, workers' numbers given to the Ministry already. Return to work on 10 May 2021.	\$148	\$327,794
40	HUA WU GARMENT(CAMBODIA) CO., LTD	ភូមិទ្រុងមាន់ Prey Sa, Brokar, Prey Sa Commune, Dangkao District, Phnum Penh City, Cambodia.	200	Kiabi, Lands' End, New Look	\$262	3	April wages paid on 10 May, \$128 or according to number of working days. Stop work from 10 April until 6 May.	\$101	\$72,632
41	Hulu Garment Co., Ltd.	Chak Chhruk Phum, Chaom Chau 1 Commune, Pur SenChey District, Phnum Penh, Cambodia.	1200	Amazon	\$262	3	\$160 paid in April wages	\$64	\$391,200
42	HUNG WAH (CAMBODIA) GARMENT MANUFACTURING LIMITED 1	ភូមិទួលពង្រ សង្កាត់ចោមចៅ ខណ្ឌដង្កោ រាជធានីភ្នំពេញ	4452	Abercrombie & Fitch, C&A, H&M, Morrisons	\$262	3	April wages paid on 13 May, \$100. Company suspended work from 11 April until 13 May except for workers in red zones.	\$173	\$1,934,466
43	HUNG WAH (CAMBODIA) GARMENT MANUFACTURING LIMITED 2	ភូមិត្រពាំងក្លឹង១ សង្កាត់ចោមចៅ ខណ្ឌពោធិ៍សែនជ័យ	1000	H&M	\$262	3	April wages paid on 13 May, \$100. Company suspended employment from 11 April until 9 May, but not yet clear.	\$148	\$409,742
44	I APPAREL LTD (IA)	ទួលត្រីលេខ ២១, ផ្ទះស្រែង, Phum Damnak Thum, Stung Mean Chey, Mean Chey, Phnom Penh	900	Loblaw	\$262	3	April wages paid on 10 May according to number of working days (from 1 to 10 April), each worker received approximately \$85. Return to work on 12 May.	\$175	\$393,416

46	In Fong (Cambodia) Co., Ltd.	ភូមិត្រពាំងថ្លឹង សង្កាត់ចោមចៅ ទី១ ខណ្ឌពោធិ៍សែន ជ័យ រាជធានីភ្នំពេញ	700	unknown	\$262	4	Normal wages + 50% of attendance bonus paid for 1st - 13th. Don't know for second half of April	\$218	\$335,720
47	J.A.W Co., Ltd.	Phum Chomrov, Sangkat Kork Roka, Khan Prek Pnov, Phnom Penh	1044	Helly Hansen, Jack Wolfskin, Original Footwear	\$262	4	Wages only paid for working days, nothing paid during period of lockdown	\$192	\$473,976
48	J.M. Bag & Case (Cambodia) Co., Ltd.	Domnak Phum, Phnom Penh Thmei Commune, Saensokh District, Phnum Penh, Cambodia.	291	Primark	\$262	4	No Waged being paid during the lockown. The factory paid wages only during working day	\$192	\$132,114
49	JH GARMENT(Cambodia) Co.,Ltd	ភូមិដំណាក់ធំ សង ្កាត់ស្ទឹងមានជ័យ ភ្នំពេញ	1000	Carter's, Li & Fung, Lidl, Matalan, Tesco	\$262	3	At the start of May \$100 per person was paid, factory did not clearly confirm about wages for this month (May), only promised that when there was work they would give extra. The previous months received \$250 - \$260.	\$184	\$446,000
50	Jie Wei (Cambodia) Garment Factory Ltd	Veng Sreng, Dangkao Commune, Dangkao District, Phnum Penh	1306	Marks & Spencer, Primark, Target	\$262	3	50% of wages paid for April and return to work on 20 May 2021.	\$214	\$621,235
51	JIN HUI GARMENT	ភូមិថ្មី សង្កាត់ដង្កោ ខណ្ឌដង្កោ ភ្នំពេញ	700	unknown	\$262	3	May wages paid on 25 May 2021, \$50 and second lot to be paid on 10 June 2021. Return to work on 22 May 2021. Company had workers stop work because of COVID infections from 13 April until 6 May 2021. Nothing received from Ministry yet.	\$272	\$373,845
52	JIYI	ភូមិដំណាក់ធំ សង ្កាត់ស្ទឹងមានជ័យ	200	unknown	\$262	3	April wages paid on 6 May 2021, \$100, and a second batch of \$40 received on 12 May 2021, company did not give workers' numbers to the Ministry. Return to work on 20 May 2021.	\$170	\$86,335
53	JS LEATHER COLLECTION PHNOM PENH	Prey Langor, Chaom Chau 1 Commune, Pur SenChey District, Phnum Penh City, Cambodia.	1959	Coach Services, Guess	\$262	3	\$40 in April wages paid already, 50% from Ministry they don't know yet.	\$304	\$1,108,794

54	JUSTSTART (CAMBODIA) SILK FASHION LTD (JS)	ម៉ូស្កានដែក ខណ្ឌដង្កោ	4500	unknown	\$262	3	April wages calculated from 1 to 14 April approximately \$117. Return to work on 6 May. May wages paid on 25 May 2021, \$30, second batch on 10 June 2021. Return to work on 7 May 2021, some workers return on 17th May. Company had workers stop work because of COVID infections from 13 April 2021 until 6 May 2021, nothing received from Ministry yet.	\$143	\$1,823,081
55	Juststart(Cambodai Silk Fashion LTD	ភូមិឫស្សី សង ភ្នំពេញ	400	unknown	\$262	3	April wages paid on 15 May 2021, \$110. Some workers have not yet received April wages, only after they've been at work for a week will the company pay them. Return to work on 12 May 2021.	\$150	\$164,852
56	KANG DA GARMENT COL.,LTD (KD)	ភូមិឫស្សី២ សង្កាត់ស្ទឹងមាន ខណ្ឌមានជ័យ រាជធានីភ្នំពេញ	800	Li & Fung	\$262	2	April wages paid \$60 (calculated according to actual number of working days), stayed at home from 10 April until 12 May. May wages - \$50 for first half and the next half \$100. Workers return to work on 26 May, company has sent workers' numbers to the Ministry but nothing received yet.	\$174	\$348,800
57	KD Garment Co.,Ltd	ភូមិឫស្សី សង ភ្នំពេញ	500	unknown	\$262	3	April wages paid on 13 May 2021, \$80, don't yet know about allowances from the Ministry, company has only just sent workers' numbers to the Ministry. Return to work on 12 May.	\$180	\$221,065
58	Keptop Sporting Goods	ភូមិ៣ សង្កាត់១ ក្រុងព្រះសីហនុ ខេត្តព្រះសីហនុ	100	Benmex	\$262	3	\$192 for April, nothing from Ministry for April; \$30 from company for May, \$40 from Ministry for May	\$122	\$38,400
59	LEADING STAR (CAMBODIA) GARMENTS Co.,Ltd	Preysor Khang Lech Phum, Prey Sa Commune, Dangkao District, Phnum Penh, Cambodia.	939	L.L. Bean, Urban Outfitters	\$262	3	Wages being paid at the first week of May for \$100 for 14 days of working days and making to promise to pay workers during the lockdown.	\$184	\$418,794
60	Lim Line International (Cambodia) Garment Co., Ltd.	សង្កាត់ទួលសង្កែ ទី២ ខណ្ឌឫស្សីកែវ	900	Carter's	\$262	3	From 1 to 14 April, \$120 (calculated only actual working days)	\$144	\$365,400
61	Makalot Garments (Cambodia)	Veng Sreng, Vattanak Industrial park Phum, Stueng Mean chey Commune, Mean Chey District,	5157	Fast Retailing, H&M, Gap, Loblaw, Target	\$262	3	50% of wages paid for April, not yet told when they will return to work.	\$192	\$2,341,278

62	Man Ou Garment Co., Ltd.	ភូមិអូត្រាវ ឃុំអណ្តូងថ្ម ស្រុងព្រៃនប់ ខេត្តព្រះសីហនុ	1371	Reitmanns, WE Europe	\$262	3	\$192 for April, nothing from Ministry. Nothing yet paid for May.	\$192	\$622,434
63	Mastex Incam	ភូមិចំការឌីឡឹក ស ភ្នំតំកាតាបទី១ ខណ្ឌពោធិ៍សែន ជ័យ រាជធានីភ្នំពេញ	600	C&A, Zenana Outfitters	\$262	3	Normal wages paid in first half + \$20 paid in second half	\$152	\$248,400
64	Meng Da Footwear Industrial Co., Ltd.	ភូមិចោមចៅ សង្កាត់ចោមចៅ ទី១ ខណ្ឌពោធិ៍សែន ជ័យ រាជធានីភ្នំពេញ	300	Adidas	\$262	3	50% of wages paid for April and May	\$192	\$136,200
66	Moon Tai K J (Cambodia) Co., Ltd.	NR 2, Preak HoLek Phum, Prek Ho Commune, Ta Khmau District, Kandal, Cambodia.	1259	Abercrombie & Fitch, Bestseller, Pimkie, Sainsbury' s	\$262	3	Full wages paid from 1st to 19th of April. From 20th to 30th April, company has not yet paid anything, saying they do not have the capacity to pay. Workers return to work on 6 May. May wages not yet paid, company will pay on 10 June 2021. Return to work on 6 May 2021. Company had workers stop work from 13 April until 5 May, nothing received from Ministry yet.	\$101	\$457,480
67	Morning Glory Garment Enterprise Co., Ltd.	NaNR 4, Wilson Industry, Phum Phsar Kambol Phum, Kamboul Commune, Kamboul District, Phnum Penh,	1400	C&A, Gap, Kiabi	\$262	4	No Waged being paid during the lockown. The factory paid wages only during working day	\$192	\$635,600
68	Nasmi Industry Co., Ltd.	Trea, Stueng Mean chey Commune, Mean Chey District, Phnum Penh	332	Berion	\$262	3	April wages not yet paid but company let us loan \$50. April wages will be paid on 18 May (but not yet clear how much they will pay). Worked from 1 to 10 April. Return to work on 13 May. May wages not yet paid, company will pay wages for May on 10 June 2021. Return to work on 13 May 2021. Company had workers stop work from 13 April until 13 May because of COVID, nothing received from Ministry yet.	\$209	\$156,211

69	NEW HUA YU GARMENT ACCESSORY CO., LTD.	ផ្លូវ២០០៤ សង្កាត់ទឹកថ្លា ខណ្ឌសែនសុខ (Trapeang Lvea, Kakap, Por Sen Chey, Phnom Penh, Cambodia)	2500	(local)	\$262	3	April wages paid on 10 May, approximately \$90 or according to number of working days (from 1 April until 9 April). Return to work on 10 May.	\$158	\$1,049,355
70	New Orient (Cambodia) Garment Co., Ltd	No 17, Canadia Industrial Park, Chaom Chau 1 Commune, Pur SenChey District, Phnum Penh Cit	2098	Adidas, Arcadia, VF	\$262	4	When they stopped work, the heads told workers that the company would pay 50%, and workers said they each received around \$200 but we don't know how they calculated it, only that it's maybe not enough. But the company collected all workers' phone numbers, saying they would send them to the Ministry of Labour and for workers not to change their number. Called to the local CCAWU leader who confirmed that during the period of no work they received 50% of wages through Wing, but it's been complicated, some workers still haven't received the money. 50% of wages paid during lockdown, paid already with April wages on 10 May.	\$184	\$935,708
71	New Star Shoes Co., Ltd.	ផ្លូវជាតិលេខ៤ ក្រុងព្រះសីហនុ ខេត្តព្រះសីហនុ	3000	Lidl	\$262	4	50% of wages provided during lockdown. Attendance bonus + transportation maintained at 100%. \$30 from company for April, \$40 from Ministry; \$30 from company for May, \$40 from Ministry.	\$192	\$1,362,000
72	NEW WIDE GARMENT	ទួលពង្រ សង្កាត់ចោម ខណ្ឌពោធិ៍សែន ជ័យ ភ្នំពេញ	2000	Dick's Sporting Goods, PVH, Target, Tchibo	\$262	3	April wages paid on 1 May 2021, \$100, company did not send workers' numbers to the Ministry. Return to work on 20 May 2021.	\$210	\$943,355
73	Olive Apparel	ផ្លូវជាតិលេខ៣ សង្កាត់កន្ទោក ខណ្ឌកំបូល រាជធានីភ្នំពេញ	1100	Fanatics, Nike	\$262	3	100% of wages paid	\$0	\$288,200
74	PERFECT SEAMLESS GARMENTS	Veng Sreng	200	Dick's Sporting Goods	\$262	2	April wages paid 7 May, \$214 from company, company representative took workers' numbers to send to the Ministry but nothing received yet. Return to work on 1 June 2021. During 28 day lockdown company provided only \$50, paid already with April wages.	\$170	\$86,400
75	Pou Chen (Cambodia) Co., Ltd.	Kampot	3576	Amer Sports, Puma, Wolverine Worldwide	\$262	3	100% of wages paid for April and May	\$0	\$936,912
76	Propitious (Cambodia) Garment Ltd.	St.21, Phumi Thmei Phum, Ta Khmao Commune, Ta Khmau District, Kandal, Cambodia.	2490	unknown	\$262	3	April wages paid on 13 May 2021, \$100, workers' numbers given to the Ministry already. Return to work on 21 May 2021.	\$216	\$1,189,899

77	Quality Textiles Co., Ltd.	Veng Sreng, Trapeang Tleung, Chaom Chau 1 Commune, Pur SenChey District, Phnum Penh	5256	MGT Industries	\$262	3	\$50 in April wages paid already	\$284	\$2,869,776
78	Quantum Apparel (Cambodia) Ltd.	102cc, Toul Pongro Phum, Chaom Chau 1 Commune, Pur SenChey District, Phnum Penh,	1600	Lidl	\$262	3	100% of wages paid for the first half of the month and 25% of wages for the second half of the month along with attendance bonus, travel allowance and accommodation allowance.	\$144	\$649,600
79	Quantum Clothing (Cambodia) Ltd	ភូមិប្រៃសណីយ៍ សង្កាត់ចោមចៅ ទី២ ខណ្ឌពោធិ៍សែន ជ័យ រាជធានីភ្នំពេញ	1000	Lacoste, Marks & Spencer, Next	\$262	3	Normal wages paid for first half. For second half, attendance bonus maintained, + seniority + transportation + additional \$30	\$132	\$394,000
80	Quint Major Industrial Co., Ltd.	Kandal province's Ang Snuol district	4000	Jack Wolfskin, New Balance, Ralph Lauren, VF: OAR	\$262	3	Normal wages first half + \$7 accommodation allowance + \$10 regular attendance + \$10 + \$5. Suspended 3 days = 50%	\$91	\$1,411,355
81	Regence Footwear (Cambodia) Co., Ltd.	Phum andong, khum bekchan, srok angnuol, kandal province, cambodia.	1500	Helly Hansen, Keen, VF	\$262	4	No Wages being paid during the lockown. The factory paid wages only during working day	\$192	\$681,000
82	Roo Hsing Garment Co., Ltd.	Phum Russey Keo, Sangkat Tuol Sangke 1, Khan Russey Keo, Phnom Penh	2081	5.11, Levi's	\$262	3	13 days full wages + attendance + accommodation allowance 50%	\$192	\$944,774
83	S.L.J (CAMBODIA) APPAREL MANUFACTURING CO.,LTD.	ស្ពានដែលចំការ ដូង (Phum Ruessei, Stueng Mean Chey, Mean Chey, Phnom Penh)	700	unknown	\$262	3	April wages paid on 10 May, \$123 (workers worked from 1 to 14 April, company had them stay at home after that) and return to work on 6 May.	\$100	\$253,377
84	Sabrina (Cambodia) Garment Manufacturing Corp	ភូមិត្រពាំងឫស្សី ប៉ុស្តិ៍ប្រៃសណីយ៍ ស្រុកសំរោងទង ខេត្តកំពង់ស្ពឺ	6000	Asics, Hurley, Lululemon, Nike, VF	\$262	3	100% of wages paid	\$0	\$1,572,000
85	Samil Cambo Co., Ltd.	Bonla Sahith, Khmuonh Commune, Saensokh District, Phnum Penh City ,	758	Kayser Roth	\$262	3	50% of wages paid for April and return to work on 6 May 2021.	\$127	\$294,838

86	SANYUAN (OVERSEAS) CO., LTD	ភូមិទួលគោក សង្កាត់ទួលសង្កែ ទី២ ខណ្ឌឫស្សីកែវ រាជធានីភ្នំពេញ	600		\$262	3	Factory paid according to number of working days from 1st to 13th of April. Nothing was paid for Khmer New Year.	\$218	\$287,760
87	Seduno Investment Cambo Fashion Co., Ltd.	271, Kva Phum, Dangkao Commune, Dangkao District, Phnum Penh, Cambodia.	1200	H&M, Reitmans, Sainsbury's	\$262	3	April wages paid on 13 May 2021, \$130, don't yet know about allowances from Ministry, company has only just sent workers' numbers to the Ministry. Return to work on 13th May. 50% of wages paid for April, nothing yet from Ministry, company sent names to the Ministry already. Company had workers return to work on 13 May with overtime until 6 PM.	\$136	\$477,987
88	Seeds Garment (Cambodia) Co., Ltd.	Chom Chao (Veng Sreng), Damnak Thom II Phum, Stueng Mean chey Commune, Mean Chey	1489	Abercrombie & Fitch, American Eagle Outfitters, Debenhams, Gap, Reitmans	\$262	3	50% of wages paid for April	\$192	\$676,006
89	Shanghai Sunwin Firstex (Cambodia) Co., Ltd.	domnakthum Phum, Stueng, Mean chey Commune, Mean Chey District,,	169	Cosmic Pet	\$262	3	April wages were paid on 13 May 2021, \$130 equal to 100%	\$124	\$65,234
90	Shenzhou (Cambodia) Co., Ltd.	Vattanak industrial park, Stueng Mean chey Commune, Mean Chey District, Phnum Penh	5383	Nike, Puma, Ralph Lauren	\$262	3	100% of wages paid for April, company has not yet told workers what day they will return to work.	\$0	\$1,410,346
91	SHOE PREMIER II (CAMBODIA) CO., LTD	new road, sangkat tuol sagke, khan russey keo, phnom penh, cambodia.	2000	Clarks, Inditex, Marks & Spencer, Timberland, VF	\$262	3	April wages paid, \$170 (calculated according to actual number of working days), stayed at home from 14 April until 13 May.	\$103	\$729,032
92	SILVER AGE KNITTING CO.,LTD	សង្កាត់ស្វាយរលំ ក្រុងតាខ្មៅ ខេត្តកណ្តាល	600	Bestseller, H&M, Lindex, Urban Outfitters	\$262	3	April wages paid on 11 May 2021, \$130, workers' numbers given to the Ministry already. Return to work on 6 May 2021.	\$93	\$212,981
93	Sinoproud (Cambodia) Garment Co., Ltd	ភូមិព្រឿង ឃុំបឹងត្រាង ស្រុកព្រៃនប់ ខេត្តព្រះសីហនុ	1000	Arcadia, Bestseller, Next	\$262	2	\$30 for April + \$100 for May, nothing from Ministry	\$254	\$516,000
94	Sixplus Industry Co., Ltd.	NR 6A, Kandal Phum, Preaek Anhchanh Commune, Mukh Kampul District, Kandal, Cambodia.	1791	Adidas, VF	\$262	4	50% paid wages during the lockdown period	\$192	\$813,114

95	SKY WORLD FASHION (CAMBODIA) Co.,LTD	ភូមិដំណាក់ធំ២ សង្កាត់ស្ទឹងមានជ័យ ភ្នំពេញ	800	unknown	\$262	3	April wages paid on 10 May 2021, \$99, company gave workers' numbers to the Ministry already. Return to work on 17 May 2021.	\$192	\$363,277
96	Splendid Chance International Ltd.	New Road, Tuol Sangke 1 Commune, Russey Keo District, Phnum Penh, Cambodia.	1616	unknown	\$262	3	From 1 to 14 April, \$150 (calculated only actual working days). May wages not yet paid, company will pay May wages on 10 June 2021.	\$84	\$559,136
97	Suntex Pte Ltd. គេហទំព័រ: (VTI.)	8, St Chom Chao, Chaom Chau 1 Commune, Pur SenChey District, Phnum Penh Cit	4030	Adidas	\$262	3	April wages paid, \$160 (workers worked from 1 to 12 April) and return to work on 19 May.	\$143	\$1,634,100
98	T&K Garment Industry Ltd	ភូមិទួលពង្រ សង្កាត់ចោមចៅ ៣ ខណ្ឌពោធិ៍សែនជ័យ រាជធានីភ្នំពេញ	1100	Gap	\$262	4	100% of wages paid first half of April, don't know about second half	\$192	\$499,400
99	Tae Young (Cambodia) Co., Ltd.	Phum Bekchan, Baek Chan Commune, Angk Snoul District, Kandal Province	805	Fruit of the Loom, George (By ASDA), Gottex, Novo Fashion, Target, Tesco	\$262	4	Nothing paid during lockdown or quarantine	\$192	\$365,470
100	THREE PLUS DEVELOPMENT (MFG) LIMITED	ចំការដូង, Phum Khva, Dangkao, Dangkao, Phnom Penh, 12401, Cambodia	300	Kontoor	\$262	3	April wages paid on 14 May, \$150 (workers worked from 1 to 14 May) and return to work on 17 May.	\$141	\$120,929
101	Tien Sung Garment (Cambodia) Co., Ltd.	Phum Prey Pring Khang Tboung, Sangkat Chom Chau 3, Khan Porsenchey, Phnom Penh	1100	New Balance, Puma	\$262	3	1st - 16th = normal wages; 17th - 31st = \$30	\$158	\$461,560
102	Top Summit Garment Inc	ផ្លូវជាតិលេខ៤ ភូមិត្រពាំងទួល សង្កាត់កំបូល ខណ្ឌកំបូល រាជធានីភ្នំពេញ	6000	Amer Sports, Fanatics, Lululemon, Nike,	\$262	3	100% of wages paid	\$0	\$1,572,000

103	Vantage River Textile Co., Ltd	ភូមិ១ សង្កាត់១ ក្រុងព្រះសីហនុ ខេត្តព្រះសីហនុ	600	Barco Uniforms, Dicksons	\$262	2	\$192 for April, \$100 for May, nothing from Ministry	\$92	\$212,400
104	W&D (CAMBODIA) CO.,LTD	ភូមិឫស្សី ស ង ភ្នំស្ទឹងមានជ័យ ភ្នំពេញ	800	O'Neill	\$262	3	April wages paid on 10 May 2021, \$110, don't yet know about allowances from the Ministry, company has only just sent workers' numbers to the Ministry. Return to work on 10 May. Middle of May company gave \$30. Middle of May company gave remaining \$100. Nothing paid for the five days before lockdown. Nothing yet from Ministry and the company has given documents to the Ministry already.	\$144	\$324,800
105	Wan He Da Manufacturing Company Limited	ភូមិអង្គ សង្កាត់ចោមចៅ ទី៣ ខណ្ឌពោធិ៍សែន ជ័យ រាជធានីភ្នំពេញ	2500	Puma	\$262	3	100% of base wage for first half + 50% for second half.	\$96	\$895,000
106	WAN HONG CO., LTD	ភូមិឫស្សី ស ង ភ្នំស្ទឹងមានជ័យ	200		\$262	3	Paid wages at the start of May, some workers received \$50-\$80, whilst in the previous months they received between \$200 - \$300. On the 14th of May will know clearly. May wages not yet paid, company will pay May wages on 10 June 2021. Return to work on 8 May 2021. Company had workers stop work because of COVID infections from 10 April until 8 May. Nothing yet received from Ministry.	\$170	\$86,471
108	Y&W GARMENT Co.,Ltd	ស្ពានព្រែកជ្រៃ សង្កាត់ដង្កោ ខណ្ឌដង្កោ	3500	George (by ASDA), Morrisons, Sainsbury's, Woolworths	\$262	3	From 1 - 14 April full wages paid, from 15 to 30 April nothing paid. No wages paid for Khmer New Year (workers did not dare to protest)	\$205	\$1,633,800
109	Y.S.C YORKSON STAR (CAMBODIA) CO.,LTD	ភូមិឫស្សី ស ង ភ្នំស្ទឹងមានជ័យ ភ្នំពេញ	500	L Brands	\$262	4	April wages paid on 10th May 2021, \$100, don't yet know about allowances from Ministry, company has only just sent workers' numbers to the Ministry. Return to work on 10 May 2021. Middle of May company paid \$40, money from Ministry not yet paid, but workers' phone numbers have been sent to the Ministry. Return to work on 19 May with OT until 6 pm	\$244	\$253,000
111	Yi Da Manufacturer Co., Ltd.	Phum Russei Srok, Sangkat Chheu Teal, Khan Kien Svay, Phnom Penh	3643	Abercrombie & Fitch, Gap, Levi's, Target	\$262	3	People working received normal wages in first half. Those in lockdown/quarantine received 25% and 19 people received 50%.	\$144	\$1,479,058

112	Ying Yi Industry Co.,Ltd (យីងយី)	Tropeag Thleng Phum Chaom Chau 1 Commune Pur Senchey, District Phnom Penh. (ស្ថានីយស្បែកហាតិ ម្នាក់ណាខ្ញុំយ៉ា)	800	unknown	\$262	3	April wages paid on 13 May 2021, \$110, return to work at the end of May 2021.	\$237	\$399,071
113	Yong Sheng	ភូមិព្រែកដូង ឃុំកំពង់ស្វាយ ស្រុកកៀនស្វាយ ខេត្តកណ្តាល	400	H&M	\$262	3	100% of wages paid	\$0	\$104,800
114	YTC Corporation	Voar Sa Village, Voa Sar Commune, Samraong Tong District, Kampong Speu Province	2456	Gap, Walmart	\$262	3	50% of wages paid	\$192	\$1,115,024
115	YUN FENG GARMENT CAMBODIA LIMITED	ភូមិមីល សង្កាត់ដង្កោ ខណ្ឌដង្កោ ភ្នំពេញ	500	unknown	\$262	2	April wages paid on 17 May 2021, \$140, don't yet know about allowances from Ministry, company has only just sent workers' numbers to the Ministry. Return to work on 17 May 2021. Middle of May, company let workers borrow \$50, end of the month gave an additional \$40 with another \$40 of benefits, total of \$130 for the month. Nothing yet received from Ministry.	\$114	\$188,000
116	YUN WANG CAMBODIA GARMENT	Bonla Sahith Phum, Khmuonh Commune, Saensokh District, Phnum Penh, Cambodia.	400	unknown	\$262	3	\$50 paid in April already, nothing yet paid for May.	\$284	\$218,400
117	Zhen Tai (Cambodia) Co.,Ltd	#17, St. 600, Phnom Penh Thmei Commune, Saensokh District, Phnum Penh, Cambodia.	2067	C&A, Levi's	\$262	3	No Waged being paid during the lockown. The factory paid only during working day	\$192	\$938,418
118	ឌូរិន	ភូមិដំណាក់ដំ ពា ស ង ្កាត់ស្ទឹងមានជ័យ	600	unknown	\$262	3	April wages paid on 10 May 2021, \$150, company gave workers' numbers to the Ministry. Return to work on 13 May 2021.	\$116	\$226,994
119	រោងចក្រស្បែកជើង ចុងស៊ីង	នៅ ផ្លូវថ្មីគោល២ មុំវត្តអង្គតាមិញ	150	unknown	\$262	3	50% of wages paid for April, workers return to work on 17 May 2021	\$152	\$62,061

120	Zheng Yong Garment Factory Co., Ltd.	ទូលស៊ីង ខេនទ្រូប៊ីកែវ	1000	Centric Denim USA, Next	\$262	3	They pay minimum wage for 1st to 13th April, but no piece rate or overtime. From 14th to 30th nothing has been paid yet, only gave workers' phone numbers to the Ministry of Labour. May wages paid on 10 May 2021, \$129, second batch paid on 10 June. Return to work on 13 May 2021. Company had workers stop work because of COVID infections from 14 April 2021 until 30 April 2021. Nothing yet paid from Ministry.	\$109	\$370,800
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Notes:

(1) Factory names, addresses and data on workforce from trade unions or GMAC website, errors and translation mistakes cannot be discounted.

(2) Information on buyers sourcing from the factories was collected by trade unions as well as from public supplier disclosure lists of the brands, from Open Apparel Registry and import data. The collection was hindered by the lack of transparency of some companies; therefore, it is incomplete, and the possibility of errors cannot be discounted. Brands links in brackets could not be confirmed through a public source

(3) Estimates for the average wage gap from March 2020 through March 2021 was obtained from Clean Clothes Campaign research "Un(der)paid in the pandemic" (forthcoming July 2021).

(4) 1: complete wage gap assessment; 2: data on lockdown periods and payments, but no full assessment; 3: only partial data on payments and lockdown available, working with assumptions; 4: only scarce and very incomplete data, working with assumptions; 5: no or unclear data (excluded from list).

(5) The information was collected by Cambodian trade unions during May and June 2021. The collection was hindered by ongoing pandemic restrictions in Cambodia, by restricted access to manufacturers' wage payment data, and by the lack of transparency of some companies; therefore, it is incomplete, and the possibility of errors cannot be discounted.

(6) All factory and brand-specific figures are estimates, based on the information available to unions, and should not replace comprehensive detailed wage gap assessments conducted as part of the negotiation process for a binding agreement.