



“Deaths in Factory Fires in Pakistan up to 314” ABC News

“Pakistan factory fires kill 261” the guardian

“At least 289 killed as fire in Pakistani garment factory rages” CNN

“Death toll from Karachi factory fire soars” BBC News

All,

I am sure by now you have heard of the disaster that took place in the garment factory in Karachi and the shoe factory in Lahore. This tragedy has taken the lives of hundreds of factory workers. This tragedy could have easily been prevented if the factories had followed simple fire safety procedures. Now 300 people have needlessly lost their lives.

Imagine if something like this could happen to your facility. Any safety improvements are worth the time and cost to prevent your workers from being trampled and even trapped in a building like this.



Look at the results of ignoring simple safety requirements

- 100's of people needlessly lost their lives.
- Factory is destroyed
- Workers who survived are out of work
- Factory owner has lost a close relative in the fire
- Huge financial loss for the factory owner
- Reputation of any client doing business in this factory has to be damaged
- The entire country's garment industry will now come under severe criticism
- This is global news that will affect the entire garment industry

September 12, 2012



Knights Apparel takes pride in the fact that our factories are socially compliant and that workers in these factories are making a living in a safe working environment

We need each factory to immediately look at their own safety procedures, to ensure that your factory is safe for all of your employees. These are things that Knights Apparel already audits for, but due to the nature of the current situation, we need to check again and ensure the following:

- Make sure there are enough exits for all of the workers to get out safely in the case of a fire and that exits are not blocked
- Make sure fire extinguishers are accessible, functioning, and there are enough of them
- Make sure fire alarms and smoke detectors are working and there are enough of them
- Make sure sprinkler systems are functional
- Make sure employees know how they should exit the building in case of a fire
- Make sure fire training and fire drills are scheduled and are held regularly

Knights Apparel has a 0 tolerance for non-compliances that interfere with the safety of the factory workers. Some tragedies cannot be prevented, but all of these deaths could have been avoided if the factory had installed the fire safety measure to pass a basic social compliance audit.

"The safety of the people shall be the highest law." –Marcus Tullius Cicero

"Prepare and prevent, don't repair and repent"—Author Unknown

Sincerely,

A handwritten signature in blue ink, appearing to read 'Michael Hess', written over a horizontal line.

Michael Hess

VP of Product and Social Compliance

Two handwritten signatures in blue ink, one for Donnie Hodge and one for Joe Bozich, written over horizontal lines.

Donnie Hodge

President

Joe Bozich

CEO

By signing below, you confirm that your factory is currently compliant to the fire safety regulations defined by, Knights Apparel, local laws, national working standards, etc. Also, you are agreeing to continue to keep the working environment for your employees safe.

Signature

Date