

July 17, 2009

Stan Glasgow, President and COO, SEL
Sony Electronics Inc
Sony Dr., Park Ridge, NJ 07565

Dear Mr. Glasgow:

I am writing on behalf of Coalition to Abolish Modern-day Slavery in Asia (CAMSA) to request your immediate attention to the plight of the 15 Vietnamese workers, all women, who had been hired by Sony EMCS in Malaysia through Joint Resources (JR) Holdings.

These women signed labor contracts with JR Holdings and Vietnamese labor export companies with the assurance of 27 months of work and was guaranteed a salary of 768.25 RM per month. These women incurred large debts in order to pay the service fees to Vietnamese and Malaysian brokers to get these jobs.

Before the contract ended, Sony returned these women to JR Holdings on the basis that Sony no longer had work for them. JR Holdings kept them at its holding center near Kuala Lumpur, and later sent them to work at various locations, including a local restaurant near the Sony plant, a hand gloves production plant, a frozen food company, a poultry farm, and a private home among others, none of which was part of their contract. Most of the time, the women were not paid for their hard labor.

Sony's supplier code of conduct dictates that "suppliers are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community." JR Holdings, Sony's main supplier of guest workers in Malaysia, has not only violated human rights; it has engaged in labor trafficking. JR Holdings confiscated their passports and confined them to their dormitories. They also threatened to beat up the workers for not following the rules. These actions would be considered labor trafficking.

With regard to the group of Vietnamese workers mentioned above, I strongly urge you to take immediate actions to ensure that:

- (1) JR Holdings pays the victims their back wages in full;
- (2) JR Holdings compensates the victims for the early termination of employment with Sony as spelled out in the contracts;
- (3) JR Holdings pays compensations for the physical, financial and emotional damages caused by long-term captivity, deprivation of food and supplies, humiliation, and other severe forms of human rights abuses;

- (4) JR Holdings provides legal aid and anti-trafficking agencies full access to the victims for the provision of assistance and for evidence gathering; and
- (5) JR Holdings returns all passports to the victims and extends their work visas to allow them to stay in Malaysia until the matter is satisfactorily resolved.

Sony Corporation should also scrutinize the conduct of JR Holdings and other labor suppliers in Malaysia to ensure that they cease all forms of labor trafficking and exploitation.

I look forward to hearing from you on this very serious matter.

Sincerely,

July 17, 2009

Rolf Schmidt-Holtz, Chief Executive Officer
Sony Music Entertainment Inc
400 North Woodbury Road, Pitman, NJ 08071

Dear Mr. Schmidt-Holtz:

I am writing on behalf of Coalition to Abolish Modern-day Slavery in Asia (CAMSA) to request your immediate attention to the plight of the 15 Vietnamese workers, all women, who had been hired by Sony EMCS in Malaysia through Joint Resources (JR) Holdings.

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Sir Howard Stringer
Chairman, CEO, and President
Sony Corp. of America,
550 Madison Avenue, New York, NY 10022

Dear Sir Howard:

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