

KiK Textilien und Non-Food GmbH • Postfach 1243 • 59194 Bönen

To the
**Pakistan Institute of Labour Education and Research
(PILER)**
Karachi, Pakistan

Agreement

between the

Pakistan Institute for Labour Education and Research (Karachi, Pakistan)

- in the following referred to as “PILER”

and

KiK Textilien und Non-Food GmbH (Bönen, Germany)

- in the following referred to as “KiK”

-

jointly “the Parties”

concerning the compensation of the victims identified in the Baldia Factory Fire Commission of the Sindh High Court of August 28th, 2013 (herein after referred to as the “Victims”) of the “Ali Enterprise” Fire in 2012.

The parties have concluded a “Relief for the Victims of Ali Enterprises Fire Case” agreement dated December 21st, 2012 (herein after referred to as the “PILER Agreement”).

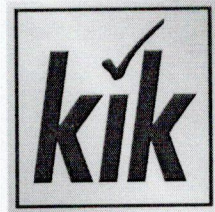
KiK intends to enter into an agreement with Stichting Clean Clothes Campaign (Amsterdam, The Netherlands), IndustriALL Global Union (Geneva, Switzerland) and the International Labour Organization represented by the International Labour Office (ILO, Geneva, Switzerland) (herein after referred to as the “ILO Agreement”), the current draft of which is enclosed as appendix A.

Under the condition precedent that the ILO Agreement is signed by KiK, Stichting Clean Clothes Campaign (Amsterdam, The Netherlands), IndustriALL Global Union (Geneva, Switzerland) and the International Labour Organization represented by the International Labour Office (ILO, Geneva, Switzerland) the Parties agree to the following:

1.

PILER declares and confirms hereby that the ILO Agreement represents the final compensation and relief package according to the “PILER Agreement” and satisfies and settles all respective obligations arising from the PILER Agreement.

KiK – with payment of the amount specified in the ILO Agreement (5.15 million USD) – is hereby fully and forever released and discharged from any and all claims, demands and liabilities arising from the PILER Agreement whether now known or unknown.



is made

2.

PILER assures, provided the payment of the amount specified in the ILO Agreement (5.15 million USD), not to file any legal proceedings in relation to the PILER Agreement or file any legal claim against KiK in relation to the Ali Enterprise (Baldia) fire in the future, and not to further support any claimant or legal proceedings against KiK in relation to the Ali Enterprise (Baldia) fire.

This agreement is governed by German law.

8th September 2016.

Pakistan Institute of Labour Education
and Research (PILER)

Authorized Representative
of PILER

KiK Textilien und Non-Food GmbH

Patrick Zahn
CEO

Ansgar Lohmann
Head of CSR