



# Kingdom of Cambodia

## Nation Religion King

MINISTRY OF LABOUR  
AND VOCATIONAL TRAINING

N°: 814/23 M.L.V.T

### Open Letter to Brands and Buyers Sourcing from Thailand, and Consumers of Thai Products and Services Phnom Penh, 27 July 2025

Dear Brands and Buyers Sourcing from Thailand, and Consumers of Thai Products and Services,

The Ministry of Labour and Vocational Training of the Kingdom of Cambodia wishes to draw attention of brands and buyers sourcing from Thailand, and consumers of Thai products and services to the increasing numbers of violence and harassment against migrant workers in Thailand recently committed by Thai extremist group.

Video footages of multiple incidents, including assault and battery, allegedly perpetrated by non-state actor, including extremist group, have been circulated on social media. The victims in those attacks have been identified as migrant workers, with the majority being Cambodian nationals. These developments raise serious concerns about the safety and well-being of Cambodian citizens and migrant workers in Thailand, and highlight the risk posed by racially motivated hostility.

As Thailand is a member of the International Labour Organization (ILO) and the International Organization for Migration (IOM), the MLVT appeals to all brands and buyers sourcing from Thailand, and consumers of Thai products and services to play an active role in protecting the rights and well-being of migrant workers. We call for immediate intervention to promote safe and fair working conditions for all migrant worker in Thailand and to urge relevant authorities of the Kingdom of Thailand to uphold their obligation under bilateral agreements with Cambodia, international and regional legal instruments, ensuring the safety, dignity, and fair treatment of all migrant workers and their families, regardless of race or status.

Given Thailand's significant role as one of major exporters in the global supply chain and world tourist destination, we call on international brands, buyers, and consumers to closely monitor the evolving situation. We urge you to actively engage with your suppliers and stakeholders to help ensure that the principles of decent work, non-discrimination, and responsible business conduct are fully respected and upheld throughout your supply chains.

Yours sincerely,



**HENG Sour**  
Minister