

Geneva, 5 October 2026

Mr. Todd M. Schneider
Chief Executive Officer

Cintas Corporation
6800 Cintas Boulevard
Mason, Ohio 45040
USA

Cc: D. Brock Denton, Executive Vice President, Secretary and General Counsel

IndustriALL raises serious concern over the circumstances surrounding UniFirst Nicaragua's application to dissolve the union

Dear Mr. Schneider,

On behalf of IndustriALL Global Union, which has 550 affiliates in 130 countries representing more than 50 million workers in the mining, energy and manufacturing sectors, I am writing to you regarding serious allegations of interference with workers' freedom of association at UniFirst Nicaragua and the company's subsequent legal action seeking the dissolution of the workplace union, which is affiliated to FESITEX, our Nicaraguan affiliate. In the context of Cintas's pending acquisition of UniFirst, we request your urgent attention to this matter and ask that it be addressed as part of Cintas's human rights and labour rights due diligence relating to the transaction.

On 9 September, IndustriALL wrote to UniFirst's President and CEO, Steven S. Sintros, concerning reports of pressure on workers to resign from the union, restrictions on union activities, and dismissals of workers who had signed collective bargaining demands. A copy of that letter is enclosed.

We have now been informed by FESITEX that UniFirst has initiated legal proceedings to dissolve the union on the grounds that its membership has fallen below the statutory minimum of 20 after 293 members resigned and a further five members were dismissed.

We recognize that Nicaraguan labour law provides for the dissolution of a trade union where its membership falls below the statutory minimum. That does not, however, resolve the central issue in this case: whether the dramatic fall in union membership resulted from workers making genuinely free decisions, or from the pressure, interference and dismissals previously reported to IndustriALL.

Workers are free to join or leave a union, but those decisions must be made without intimidation, retaliation or direct or indirect interference by the employer. Where alleged anti-union conduct is followed by mass resignations and then by an employer application to dissolve the union because membership has fallen below the legal threshold, the circumstances leading to that reduction in membership must be properly investigated.

The sequence of events therefore raises a serious concern that a legal mechanism for dissolution may be used to give effect to a situation created through alleged interference with freedom of association. It also risks creating the appearance that the union is being eliminated immediately ahead of Cintas's proposed acquisition of UniFirst.

Nicaragua has ratified ILO Conventions Nos. 87 and 98 on freedom of association and collective bargaining. The allegations, if confirmed, concern rights protected by these Conventions, including protection against anti-union discrimination and employer interference.

The situation also raises a clear human rights due diligence issue in the context of the acquisition. Under the UN Guiding Principles on Business and Human Rights, human rights due diligence should begin as early as possible in the development of a new activity or business relationship, including because human rights risks may be inherited through mergers and acquisitions. The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct also call on enterprises to carry out risk-based due diligence in relation to adverse impacts connected with their operations and business relationships, and to use their leverage to seek to prevent or mitigate such impacts.

We fully recognize that Cintas and UniFirst remain separate companies pending completion of the transaction and that Cintas does not currently control UniFirst's operations. We are therefore not asking Cintas to exercise control it does not have. We are asking Cintas to use all lawful leverage available to it and to ensure that this serious labour rights issue is addressed before it becomes an inherited problem following completion of the acquisition.

We therefore urge Cintas to raise this matter immediately with UniFirst's senior management and Board and, within the limits applicable before closing, use its influence to seek:

- the withdrawal, or at minimum suspension, of the application to dissolve the union pending a credible and independent examination of the circumstances that led to the mass resignations and dismissals;
- an independent investigation into the mass resignations, dismissals and alleged involvement of supervisors or other individuals linked to management, with appropriate consultation with FESITEX and the union;
- reinstatement and full redress for any workers found to have been dismissed because of their union membership or activities;
- a clear assurance to all workers that they may join, remain in or return to the union without retaliation or adverse consequences; and

- good-faith dialogue with the union and our affiliate FESITEX to address the collective bargaining demands and agree on effective remedies.

We also ask Cintas to ensure that these allegations, the dissolution proceedings and any resulting labour rights risks are fully examined in its due diligence and integration planning for the acquisition. Freedom of association should not be weakened as a consequence of this transaction.

Given the risk that dissolution of the union could cause irreversible harm to workers' freedom of association, we would appreciate an urgent written response setting out the steps Cintas intends to take.

Yours sincerely,



Atle Høie
General secretary

Enclosed: Letter to UniFirst dated 9 September 2026