

RMG SUSTAINABILITY COUNCIL (RSC)

MONTHLY REPORT



December 2023

Empowering all our customers with a comprehensive safety and compliance system driven by a customer-centric and solution-oriented approach, remaining relevant in an ever-evolving landscape through continuous improvement, transparency, and integrity.

CONTACT US

We value your feedback on this document.

Email: contact@rsc-bd.org

Phone: +88 02 226603540-3

Web: www.rsc-bd.org

LinkedIn: <https://www.linkedin.com/company/rmg-sustainability-council/>

Our Office Address:

Level-5, Shanta Forum East Tower, 187, 188/B, Bir Uttam Shawkat Sarak, Tejgaon, Dhaka-1208, Bangladesh.

Cover Photo: An image of a “Safety Committee Walk Through” at a RSC-covered factory.

RSC in brief

The RMG Sustainability Council (RSC) is a safety monitoring body in the RMG sector of Bangladesh. It is a private initiative of the Bangladesh Industry, global brands, and global and local trade unions. The operations of Bangladesh Accord were transitioned to the RSC. Our vision is to ensure workplace safety, enabling sustainable business and developing the supply chain.

Our expertise lies in:

- Fire, Electrical, Structural and Boiler associated hazards identification in accordance with local & international standards.
- Advise remediation plans to mitigate safety risks.
- Communication & follow up on the identified issues and implement a firm warning procedure to ensure the production facilities do not fall behind on remediation.
- Ensuring enough training and capacity development of the safety committee members in the production facilities to identify and manage workplace safety risks.
- Ensure an independent complaints mechanism that ensures the anonymity of the complainant and follow up on their right to a safe workplace. Going forward we will also have a wing where environmental sustainability will be monitored and assessed.

MONTHLY UPDATE ON INSPECTION PROGRAMME

STATUS OF INSPECTION PROGRAMME (AS OF DECEMBER 2023)

The RSC inspection programme consists of Structural, Electrical, Fire & Boiler safety inspections. This section of the report represents the total number of inspections the RSC has conducted since its inception. The RSC carried out **14,052** inspections since June 2020 till December 2023 (among a total of **59,885** inspections by the safety initiative since 2014).

- RSC engineers conducted **1380 (Covered and Non-Covered Factory)** initial inspections during the RSC period among the total of **7,782** initial inspections.
- RSC engineers conducted **12,672** follow-ups and other safety inspections during the RSC period, among the **52,103** follow-ups and other safety inspections.

Following the initial inspections, the factory and the Brands are tasked to develop a Corrective Action Plan (CAP), which details time-bound remedial actions (based on the severity of the findings) for completion. RSC regularly does follow-up with the factories on the outstanding CAP's, conducts follow-up inspections to monitor that the remediation processes are duly completed. Other safety inspection includes post-incident inspections, OSH complaints initial inspections, fire safety inspections, OSH complaints verification inspections, unannounced OSH complaint inspections, and inspections based on Safety Committee Walk Through. Each factory is inspected approximately once in every eight months. However, our goal is to minimize it to 4-5 months by March 2024.

FACTORY COVERAGE

- Covered factory account number: **1799**.
- **29** factories are "independent", that means these factories are listed on their own through the industry (BGMEA & BKMEA) for participating in the RSC's inspection and remediation programme.
- The number of factories awaiting initial assessments increased substantially in the month of **April 2023 & July 2023** when many factory extension buildings were listed as new accounts. As of December 2023, **93** factories were waiting for initial inspection.

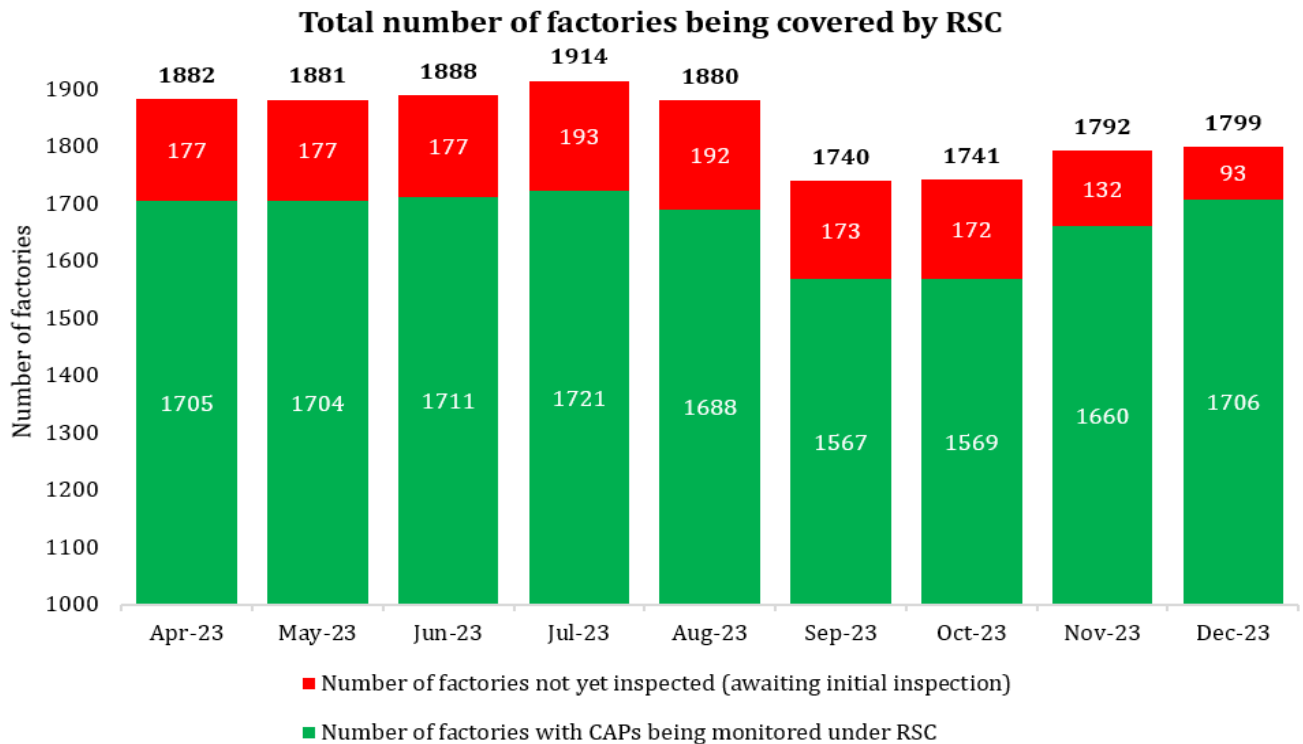


Figure 1: Number of factories covered by RSC

INSPECTIONS

- Total number of inspections: **686** in current month.
- Number of unique factories inspected: **405** in current month.
- The total inspection number is **1.694** than the number of unique factories covered indicating multiple types of inspections being conducted simultaneously.

Monthly Number of Inspections

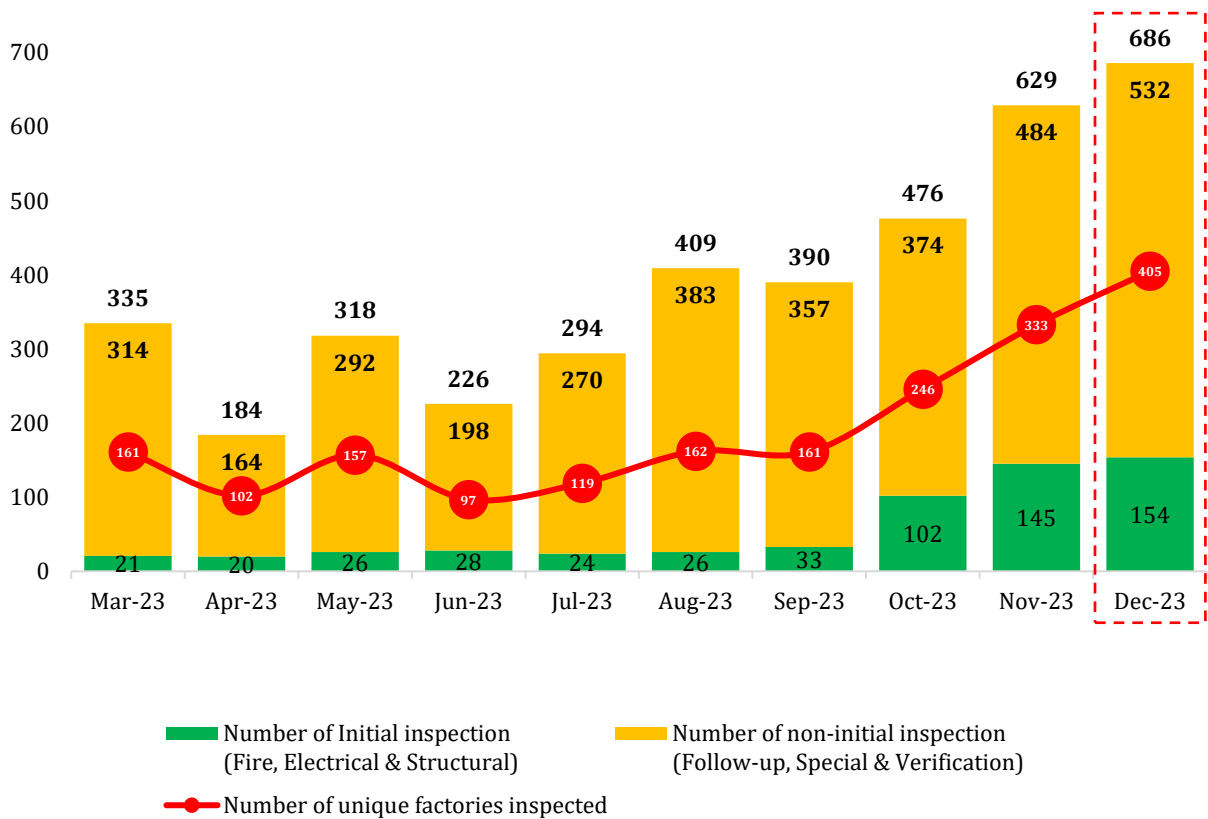


Figure 2: Number of Inspection conducted by the RSC

MONTHLY UPDATE ON SAFETY REMEDIATION

REMEDIATION PROGRESS ON INITIAL FINDINGS (AS OF DECEMBER 2023)

- Total number of factories with Letters of Recognition (for 100% completion of Initial findings): **548** out of **1799**.
- The number of 100% recognitions is limited by slow completion of initial Fire safety (Fire Alarm and Detection System-FADS & Suppression System-SUPS) items, which are still present a key challenge. To address this challenge T&C VI process has been updated with a logical sequence of activities followed in the T&C VI process and there are responsible processes allocated at each stage of the process.

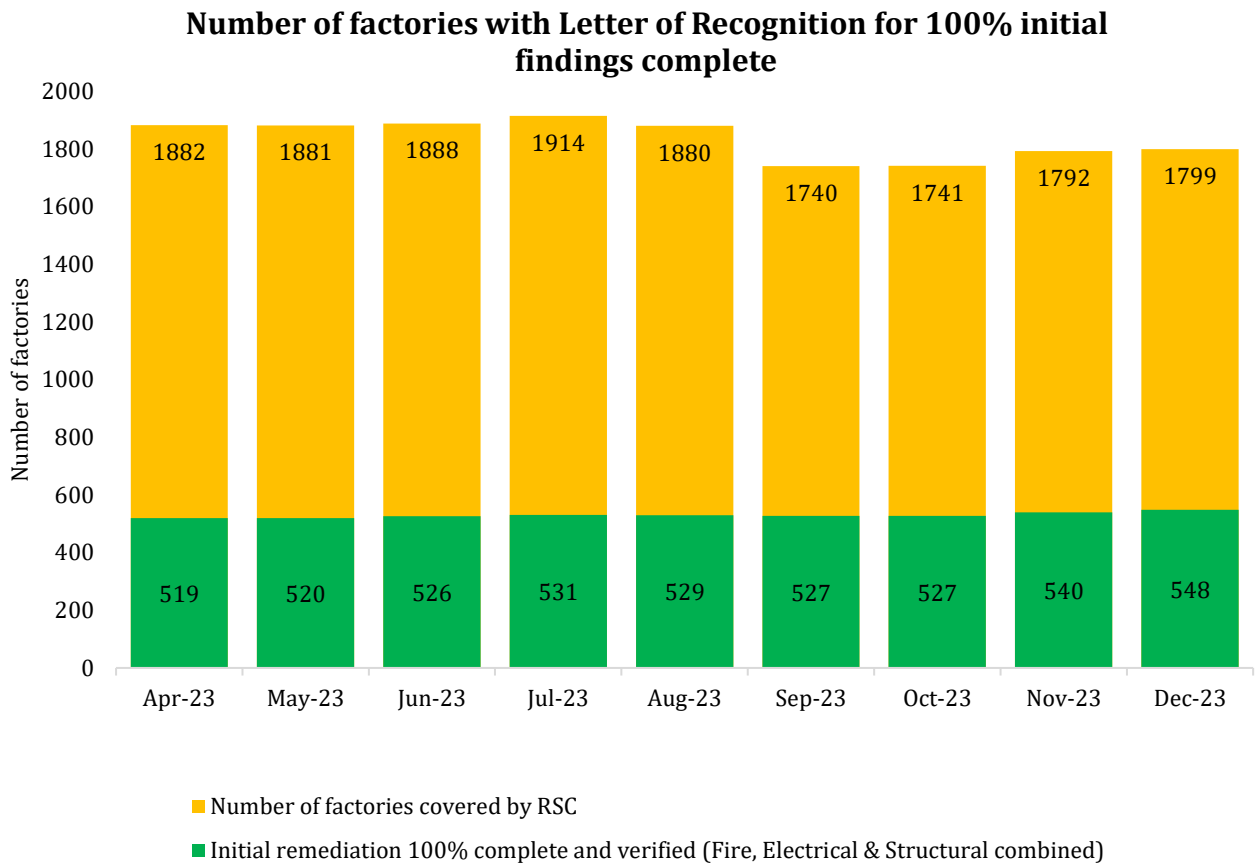


Figure 3: Number of Initial 100% remediated factories (combinedly recognized)

Number of factories with 100% Initial findings complete by scope (Fire, Electrical & Structural)

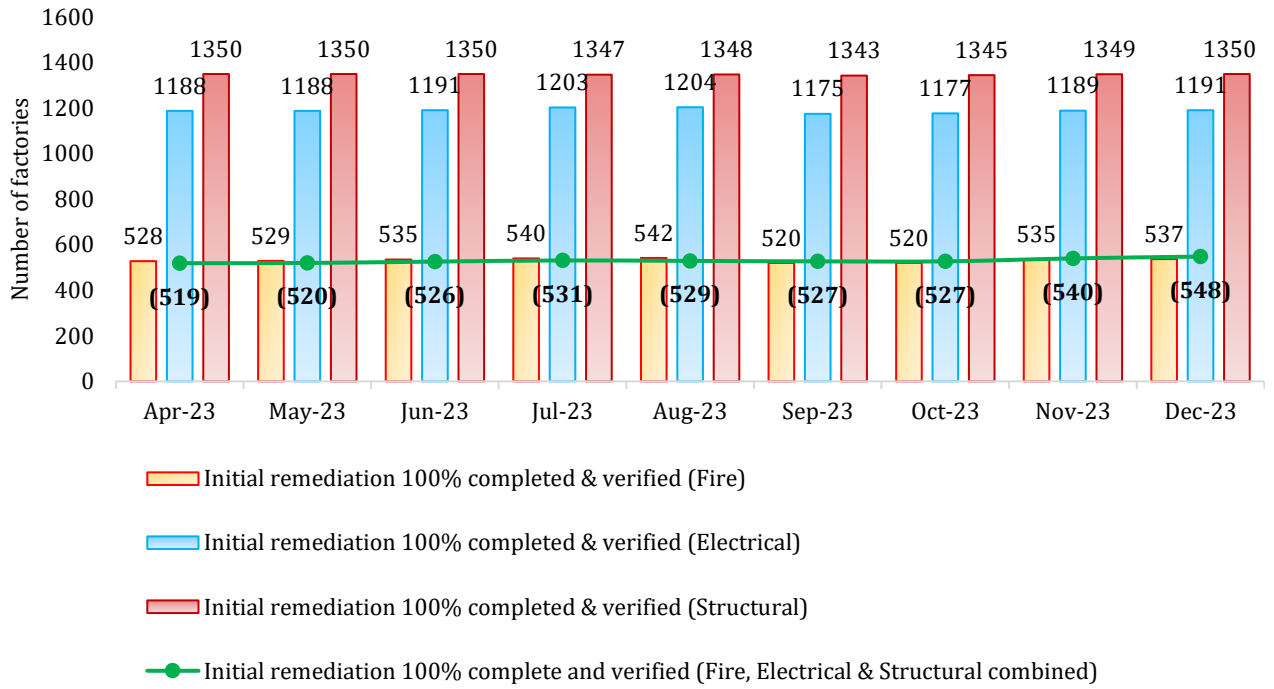


Figure 4: Number of Initial 100% remediated factories by scope (Fire, Electrical & Structural)

PROGRESS WITH REMEDIATION OF INITIAL FINDINGS (AS OF DECEMBER 2023)

Progress with remediation is recorded as being at one of the following three stages:

- **In progress:** This is the default status for an inspection finding. It means that remediation of the inspection finding is underway.
- **Pending verification:** The “Pending Verification” status refers to a process where a factory reports to RSC that the finding(s) is corrected but requires the RSC engineer’s verification through an inspection.
- **Corrected:** The finding has been verified as corrected by the RSC engineers through their follow-up verification inspection and/or testing visits.

The following graph shows the **812** factories that have recorded **100%** initial findings completed (includes Pending verification). From Figure 4 above it can be seen that **548** of these factories have received a Letter of Recognition as having **100%** initial findings verified (Corrected) by inspection.

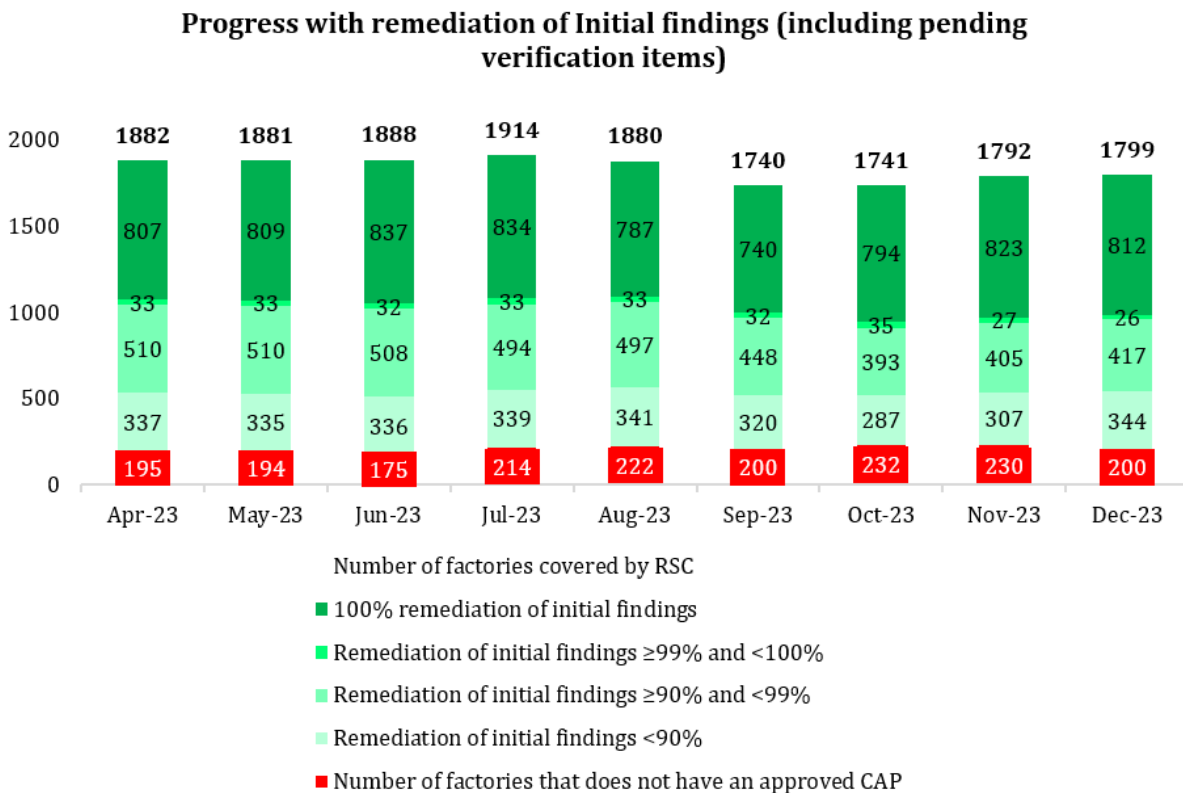


Figure 5: Initial remediation progress (%) considering pending verification items

PROGRESS RATE ON MAJOR ITEMS BY DISCIPLINE

Remediation Status of Fire Alarm and Detection Systems (AS OF DECEMBER 2023)

Figure 6 below demonstrates progress over the past 8 months with the three main stages for full testing and approvals of Fire Detection and Alarm Systems (FADS):

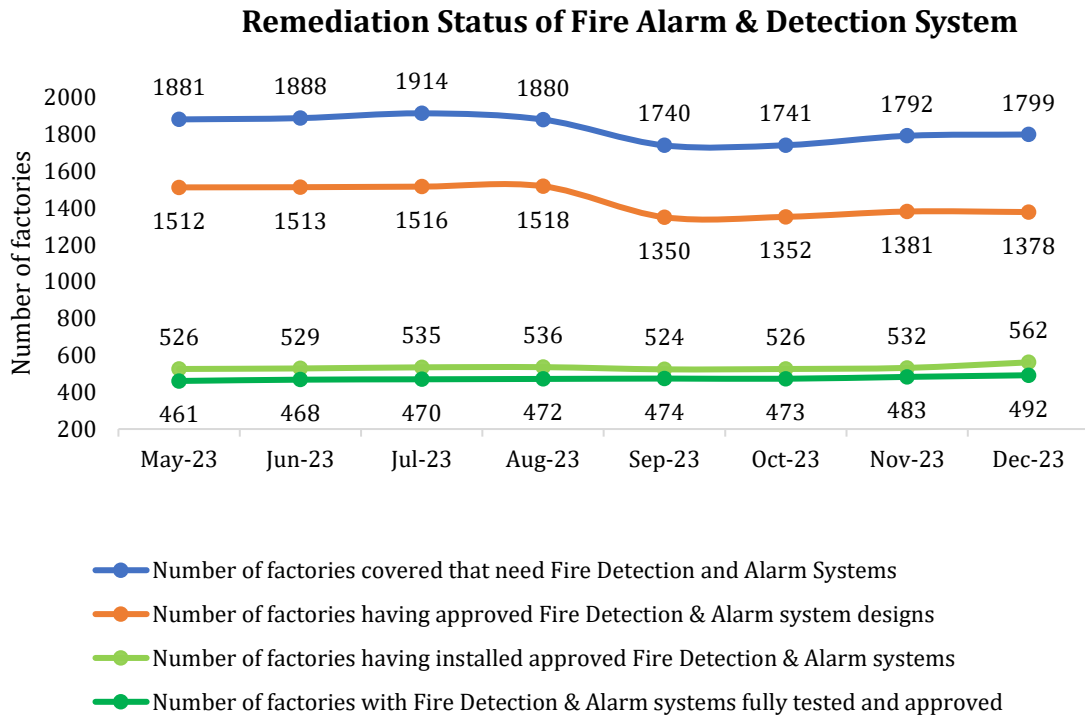


Figure 6: Remediation status of Fire Alarm and Detection System

Remediation Status of Fire Suppression Systems (AS OF DECEMBER 2023)

Figure 7 below demonstrates progress over the past 8 months with the three main stages for full testing and approvals of Fire Suppression Systems (SUPS):

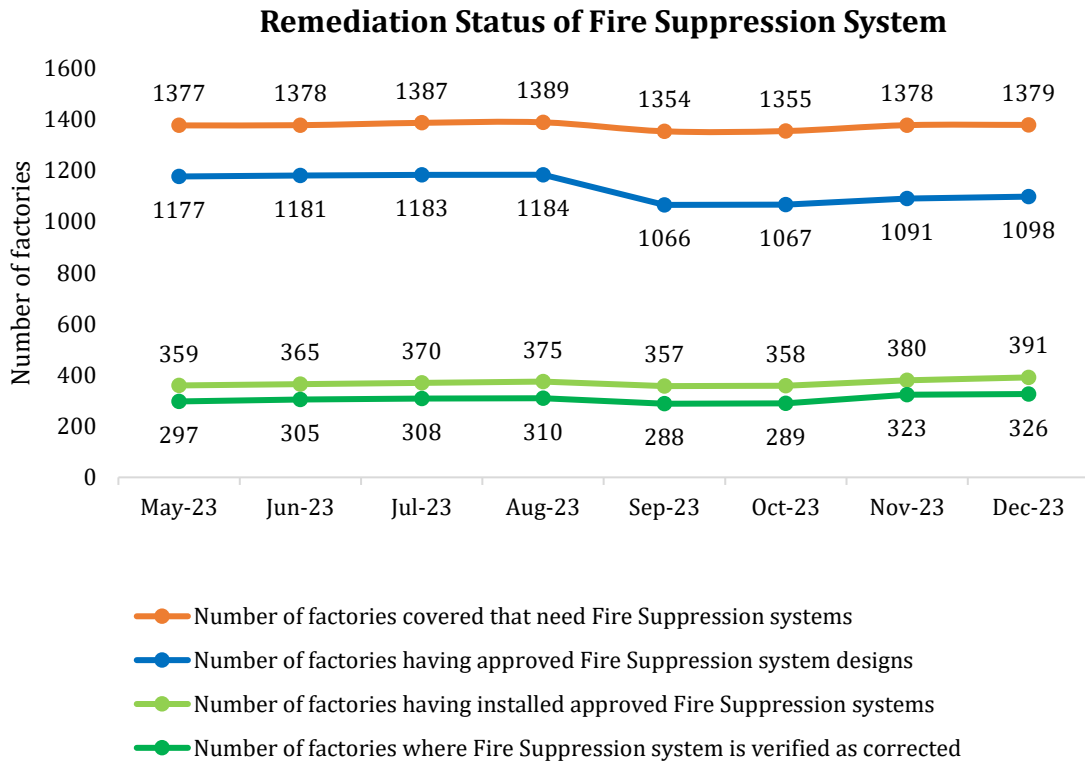


Figure 7: Remediation status of Fire Suppression System

Remediation Status of Structural Items: Detailed Engineering Assessment-(D)EA: (AS OF DECEMBER 2023)

- **Number of factories having accepted (D)EA: 1291.**
- **Number of factories completed the structural remediation: 840.**

The chart demonstrates the number of accepted (D)EAs, where there is a significant difference between desktop approval and the works onsite as verified by RSC.

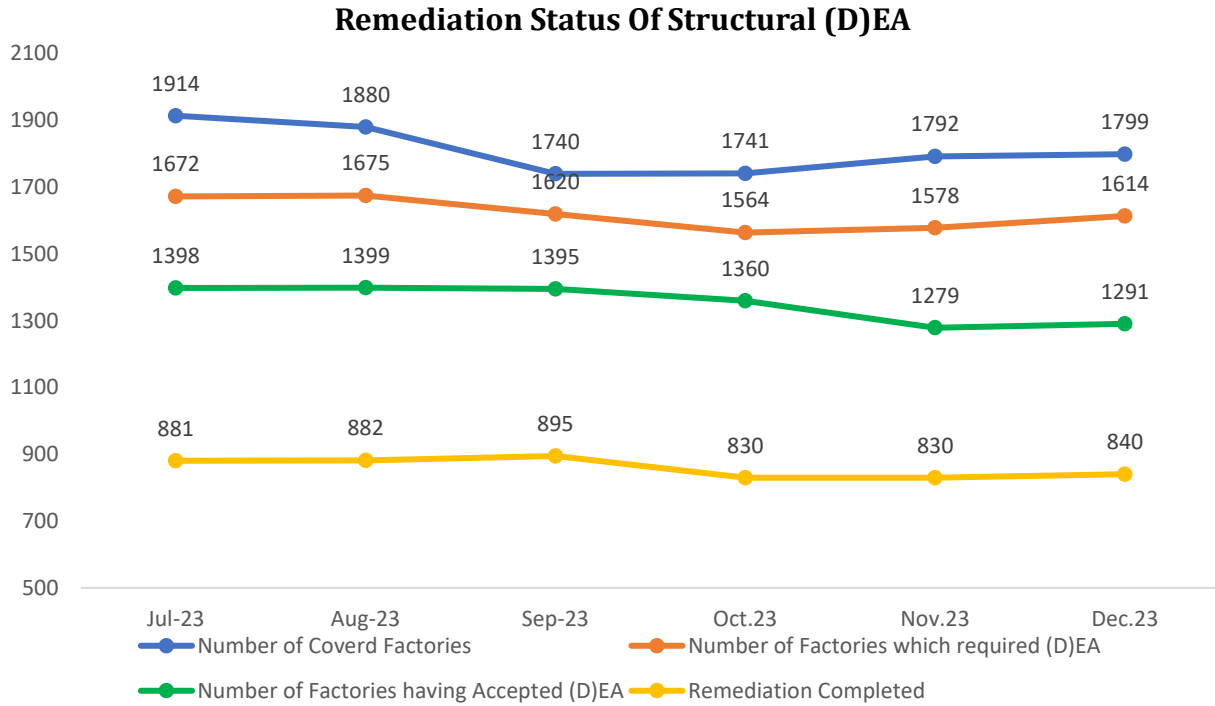


Figure 8: Remediation status of Structural (D)EA

FACTORY ESCALATION STATUS (AS OF DECEMBER 2023)

As of December 2023, a total of **328** factories have been escalated, **219** to Stage 1 and **109** to Stage 2. There are **436** factories that were de-escalated after the escalation items were verified by the RSC. Out of the total RSC covered factories, **1035** have never gone to the escalation process. The percentage of different escalation stages of the RSC covered (**1,799**) factories are shown in the pie chart below.

Different Escalation Stages of all RSC Covered Factories

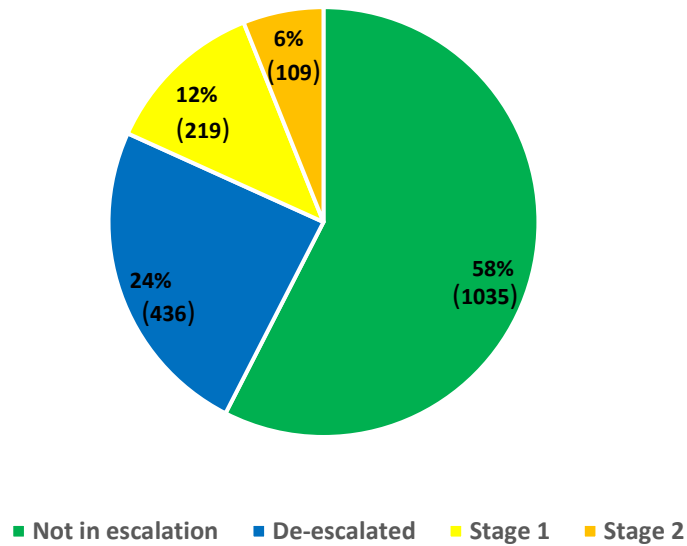


Figure 9: Escalation status of factories

LIST OF FACTORIES THAT RECEIVED STAGE 3 ESCALATION IN THE MONTH OF DECEMBER 2023

In the month of December 2023, no factories have been issued Stage 3 Escalation by the RSC.

LIST OF FACTORIES THAT RECEIVED RECOMMENDATION OF PARTIAL/ FULL EVACUATION IN THE MONTH OF DECEMBER 2023

During a structural assessment, or DEA review if the RSC engineer(s) find an immediate threat to the occupant of the factory building, then RSC could recommend immediate partial/full evacuation for the factory building. In the month of December 2023, the RSC recommended **One evacuation case listed in the following table.**

Account ID	Account Name	Date of Recommendation	Type of Evacuation
12561	Innovative Knitex Limited	10 Dec, 2023	Full Evacuation

REPORTED FACTORY INCIDENT(S) IN THE MONTH OF DECEMBER 2023

Where the RSC becomes aware of an incident in an RSC covered factory, such as a fire or other accident, that has caused death or injury or has potential safety implications for the occupants of the factory, then an incident inspection is carried out immediately to investigate.

A report of the incident is produced, and actions identified that the factory owner must implement to ensure an adequate level of safety is re-established in the building. **No incidents were reported in December 2023.**

MONTHLY UPDATE ON WORKPLACE SAFETY PROGRAMME

STATUS OF OCCUPATIONAL SAFETY AND HEALTH COMPLAINTS MECHANISM (AS OF DECEMBER 2023)

Workers at RSC-covered factories, and their representatives, have a right to raise complaints with the RSC Safety and Health Complaints Mechanism to remedy safety concerns that are not being effectively addressed at the factory level. Workers at covered factories, and their representatives, can raise concerns about safety and health risks safely, and if they so choose, confidentially, through the Safety and Health Complaints Mechanism. The Safety and Health Complaints Mechanism also protects complainants from reprisal, harassment, threat, or other retaliatory actions for exercising the right to file a complaint. This protection applies regardless of whether the complaint is determined to be OSH or non-OSH.

All complaints are assessed to determine if they fall under the occupational safety and health remit.

Occupational safety and health complaints are processed by RSC staff specialised in investigating and resolving complaints. RSC complaint specialists are responsible for verifying the delivery of the remedy of all complaints. Where complaints affect the safety of all workers/groups of workers, the RSC announces the findings and remediation requirements to all workers at the factory.

Complaints that fall outside of the remit of the Occupational Safety and Health Complaint Mechanism (i.e., non-OSH complaints) are forwarded to Factory Management, responsible brand, and labour signatories.

Complainants alleging issues at factories that are not covered by the RSC are provided with the contact information of the Government's Department of Inspection for Factories and Establishments (DIFE).

Total Complaints Received (1 June 2020 – 31 December 2023)

Since June 2020, the RSC has received **6,170** complaints out of which **1,572 (25.48%)** are Occupational Safety & Health (OSH) related complaints and **4,598 (74.52%)** are non-OSH related complaints.

Complaints Receiving Statistics According to RSC-Year

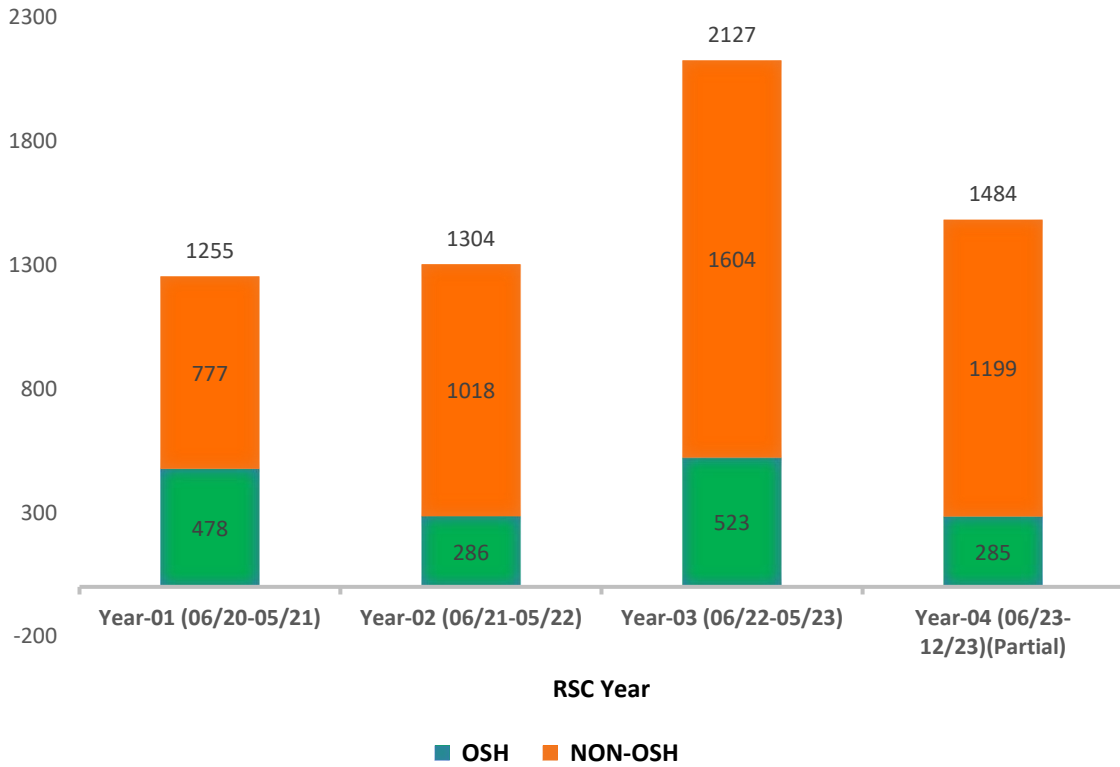


Figure 10: OSH Complaints RSC Period (June 2020 – December 2023)

NB.141 OSH cases and 39 NON-OSH cases inherited from ACCORD period to RSC period in year 01.

Complaints Closed/Forwarded Statistics According To RSC-Year

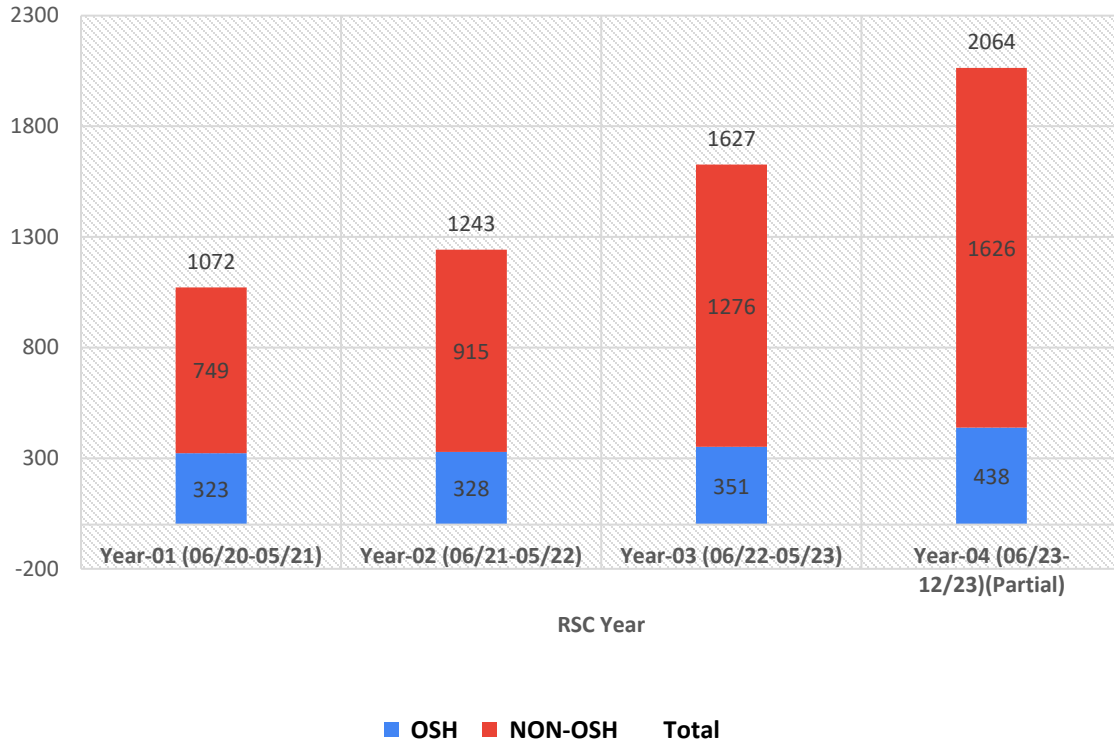


Figure 11: OSH Complaints RSC Period (June 2020 – December 2023)

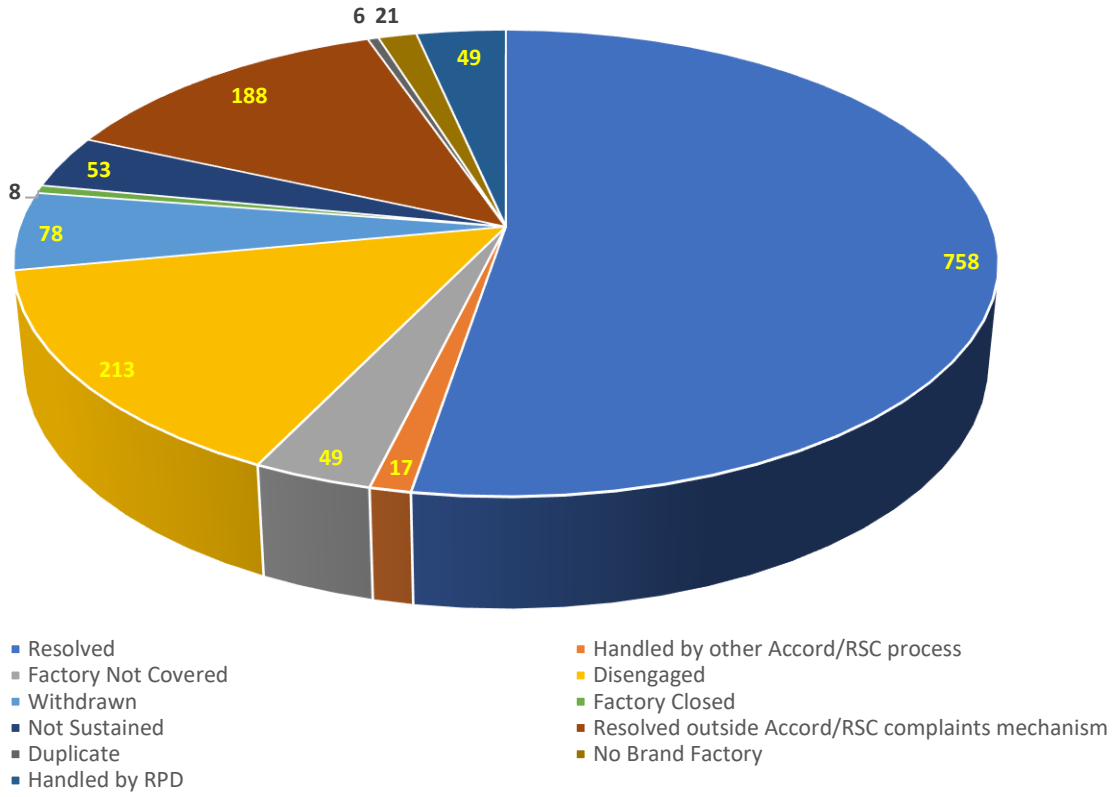
Total Complaints Closed/Forwarded

Period	Total OSH Closed	Total Non-OSH Communicated with stakeholders	Total (OSH+ Non-OSH)	Total Pending Complaints
RSC Period (06- 2020 to 12-2023)	1440	4566	6006	164



Resolved	758
Handled by other Accord/RSC process	17
Factory Not Covered	49
Disengaged	213
Withdrawn	78
Factory Closed	8
Not Sustained	53
Resolved Outside Accord Complaints Mechanism	188
Duplicate	6
No Brand Factory	21
Handled by RPD	49

Closed Status



STATUS OF OSH TRAINING PROGRAMME (AS OF DECEMBER 2023)

Key functions of the OSH Training Programme

Facilitation of Safety Training

- The RSC Safety Committee and Safety Training (SCST) Programme currently consists of 8 training modules conducted through 8 sessions for the members of the factory Safety Committee.
- As part of the training programme, the Safety Committee, and the RSC OSH Training Programme Specialist conduct Walk Through (WT) (a type of inspection) at the factory to identify actual or any potential safety and health hazards.

All Employee Meetings

- Following a preliminary consultation (Initial Meeting) with the factory management, the RSC OSH Training department schedules 3 “All Employee Meetings (AEM)” on the factory grounds, where all employees of the factory are invited to participate.

A factory receives a **Letter of Acknowledgement** (LoA) from RSC after participating all the activities designed under the Safety Committee and Safety Training (SCST) Programme.

Committee members and conduct investigation immediately after any accidents/incidents take place at any factory.

OSH Training Programme Update as of December 2023					
SL#	Particular (Number of)	For the month of December 2023	As of Today,		RSC Period
			Accord (As of 31st May 2020)	Work done by ACCORD+RSC to date	
1	Safety Committee established/enrolled	5	1279	1573	272
2	Safety Training Session Conducted	95	7825	18135	10195
3	Factories Completed of Safety Training Cycle	24	558	1328	754
4	SC Member Participated in Safety Training	681	10831	19192	8349
5	Factories Covered Through All Employee Meeting	52	1350	1505	142
6	Workers are informed about workplace safety through All Employee Meetings.	61652	1,905,681	2,303,557	372796
7	Walk Through conducted	51	2294	6245	3842
8	Walkthrough Findings	324	13047	33255	19545
10	Safety Committee Meeting	55	634	2731	2039
11	Factories received a Letter of Acknowledgement	0	530	1231	701
12	Factories Covered Through Focus Group Discussion (FGD)	13	0	13	13

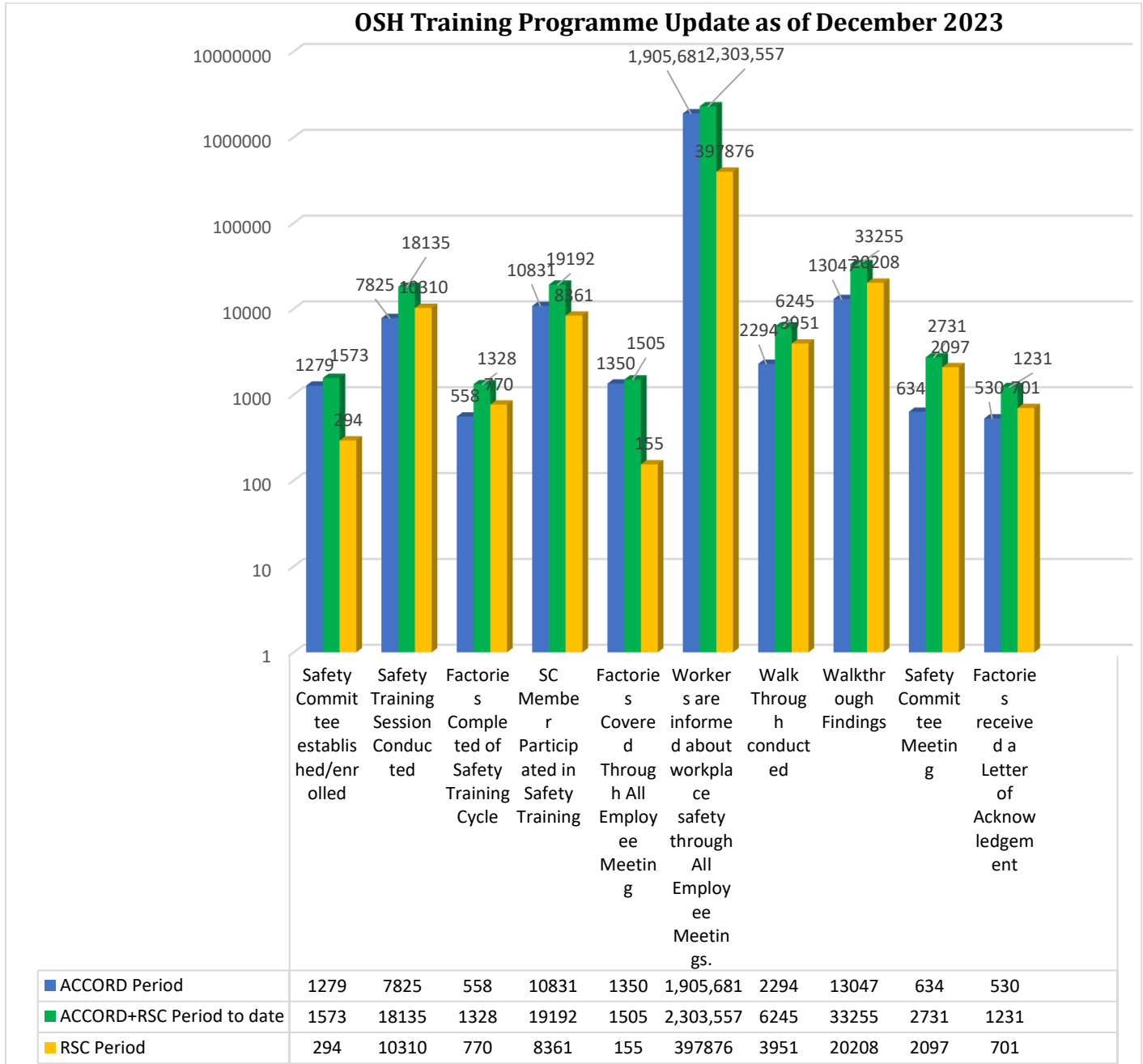


Figure 12: OSH Training Programme in December 2023