



Monthly Report

August 2024

RMG Sustainability Council (RSC)

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.

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We value your feedback on this document.

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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 the Bangladesh Accord were transitioned to the RSC. Our vision is to empower 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.

Our expertise lies in:

- Fire, Electrical, Structural, and Boiler associated hazards identification by 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 follows 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 THE INSPECTION PROGRAMME

STATUS OF INSPECTION PROGRAMME (As of August 2024)

The RSC inspection programme consists of Structural, Electrical, Fire, and Boiler safety inspections. This section of the report represents the total number of inspections conducted by RSC since its inception¹. The RSC carried out **18,418** inspections from June 2020 to August 2024 (among a total of **64,245** inspections by the safety initiative since 2014).

- RSC engineers conducted **1,736 (covered and non-covered factory)** initial inspections in the RSC period among the total of **8,132** initial inspections.
- RSC engineers conducted **16,682** follow-ups and other safety inspections in the RSC period, among the **56,113** follow-up and other safety inspections.

Following the initial inspections, the factory and the brands are tasked to develop a Corrective Action Plan (CAP) that details the time-bound remedial action(s) for completion which is based on the severity of the findings. RSC regularly coordinates with the factories to ensure that the outstanding CAPs are being completed and conducts follow-up inspections to monitor that the remediation processes are duly implemented. Other safety inspections include post-incident inspections, OSH complaints initial inspections, fire safety inspections, OSH complaints verification inspections, unannounced OSH complaint inspections, and inspections based on the Safety Committee Walk Through. Factories are now being inspected within 4 – 5 months' interval which was 8 months before.

¹ RSC commenced its inspection and remediation programme in June 2020.

FACTORY COVERAGE (As of August 2024)

- Covered factory account number: **1,821**
- **6** new “Independent factories” were listed through the industry (BGMEA, BKMEA) for participating in the RSC’s inspection and remediation programme.
- As of August 2024, **88** factories were waiting for initial inspection.

The following graph shows the total factories being covered by RSC from December 2023 to August 2024.

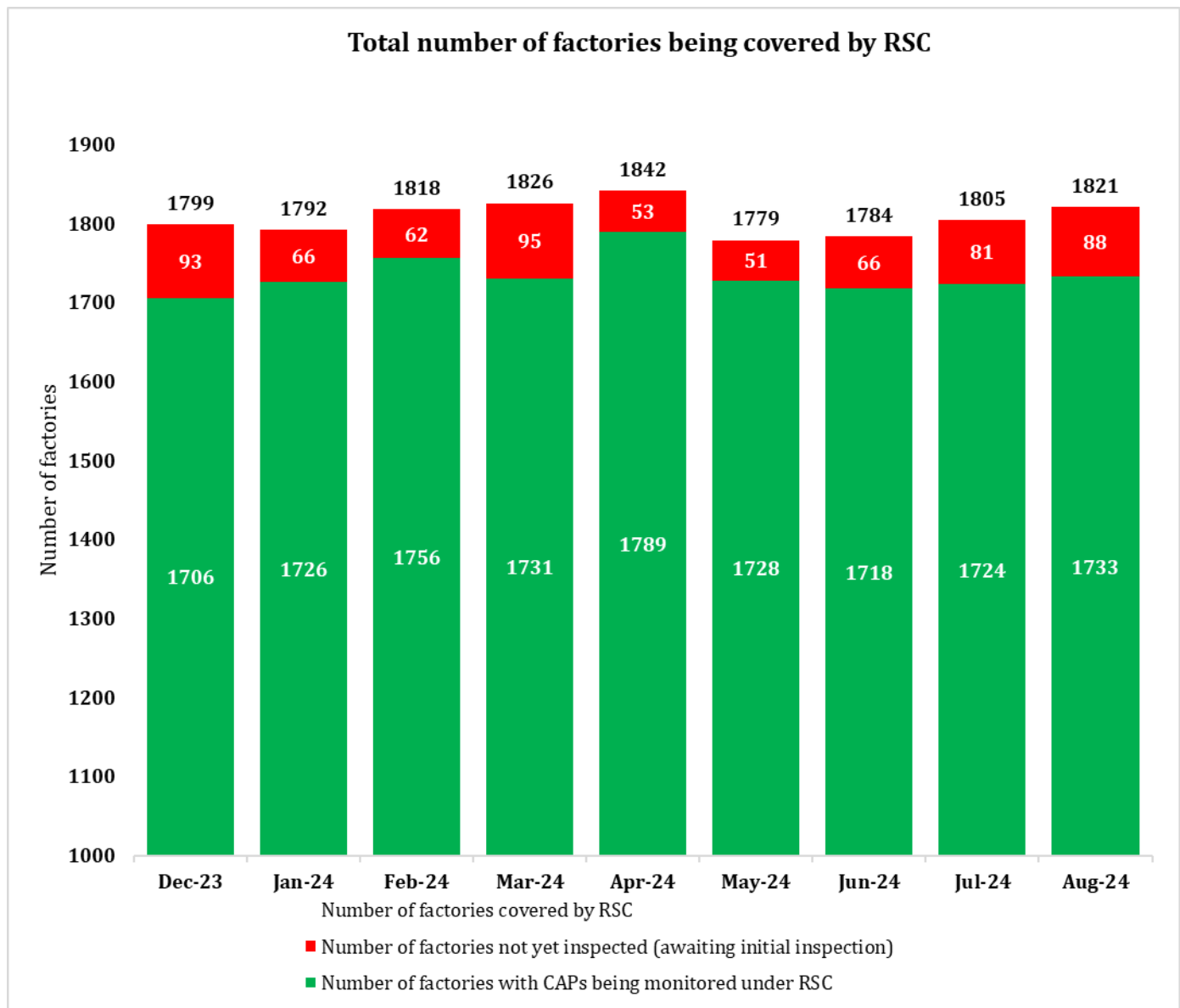


Figure 1: Number of factories covered by RSC

INSPECTIONS HIGHLIGHTS

- Total number of inspections: **329** in August.
- Number of unique factories inspected: **246** in August.
- The total inspection number is **1.34** more than the number of unique factories covered, indicating multiple inspections conducted simultaneously.
- In August the total Initial and Follow-up Inspections decreased from last month due to nationwide unrest.

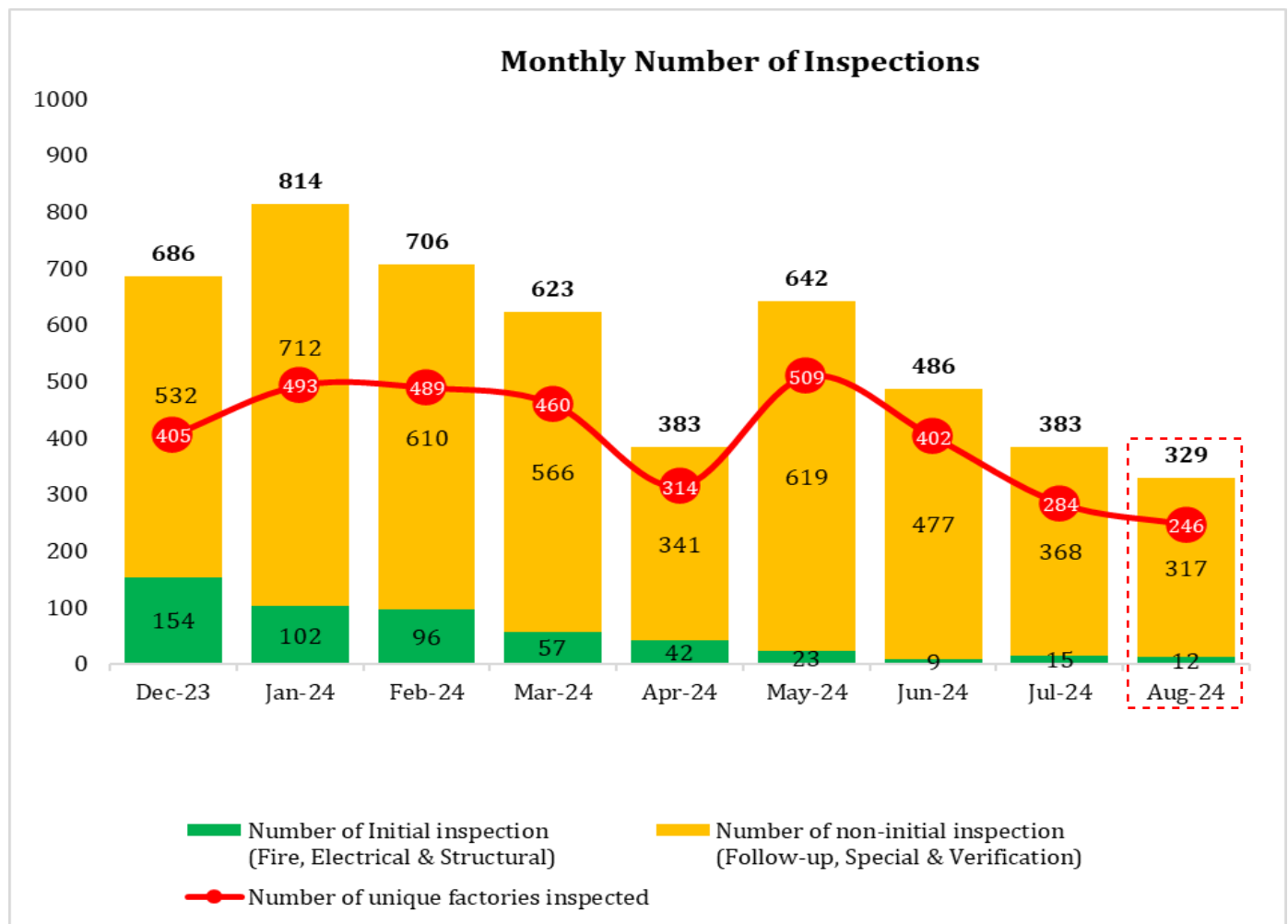


Figure 2: Number of Inspection conducted by the RSC

MONTHLY UPDATE ON SAFETY REMEDIATION

REMEDIATION PROGRESS ON INITIAL FINDINGS (As of August 2024)

- Out of 1,821 covered factories, 587 received Letter of Recognition (LOR) for 100% completion of Initial findings).
- Complete remediation of CAP items by the factories (100% completion) is often slow because of the initial fire safety items (Fire Alarm and Detection System-FADS & Suppression System-SUPS) which is a challenge for the factories.
- To address this challenge, RSC updated the T&CVI² process that includes a logical sequence of activities with the allocation of responsibilities at each stage.

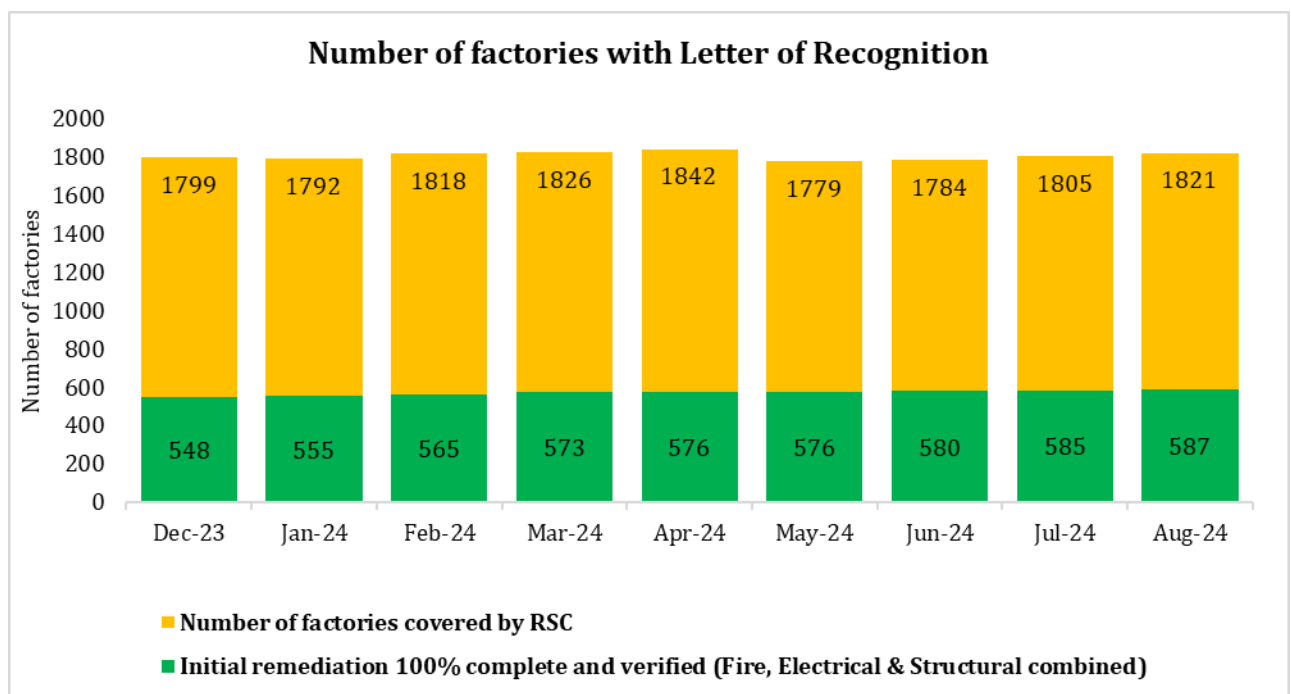


Figure 3: Number of Initial 100% remediate factories (combinedly recognized)

² T&C VI: Testing and Commissioning Verification Inspection

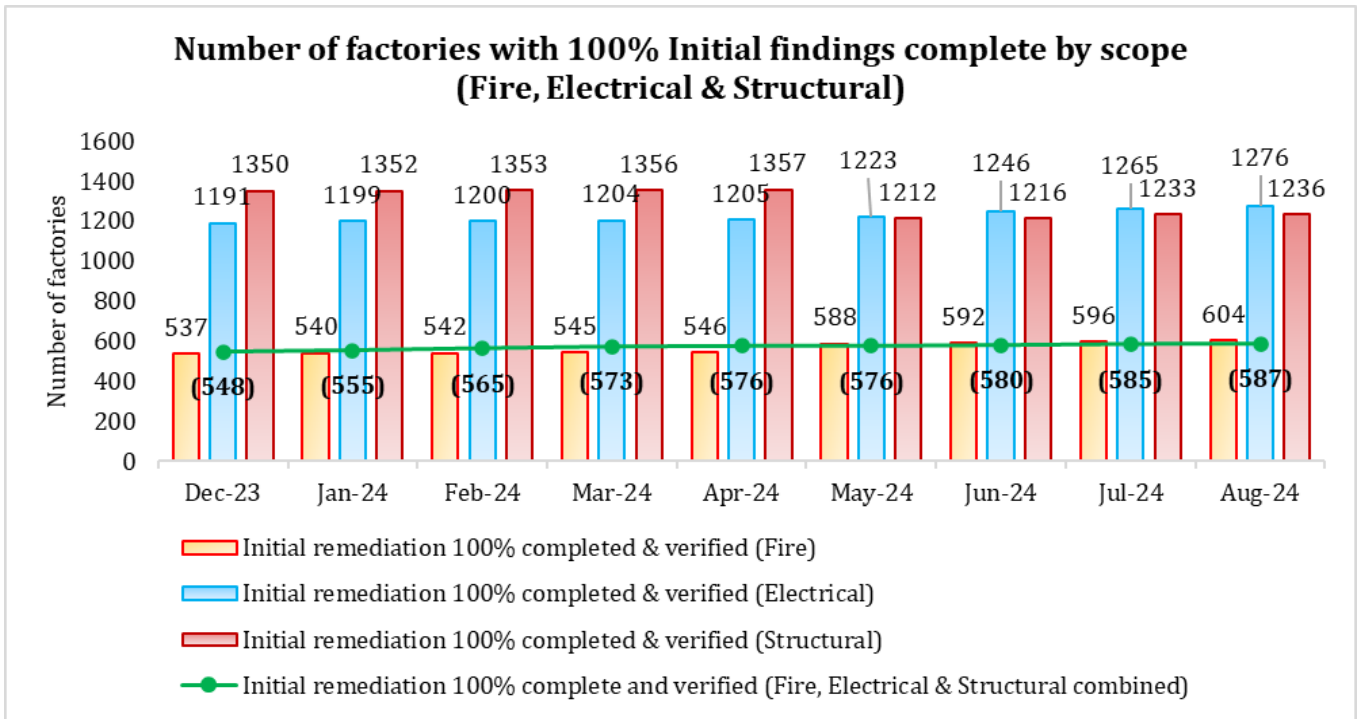


Figure 4: Number of Initial 100% remediate factories by scope (Fire, Electrical & Structural)

PROGRESS WITH REMEDIATION OF INITIAL FINDINGS (As of August 2024)

Progress with remediation is recorded following the three stages as mentioned below:

- **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/are corrected but requires the RSC engineers’ verification through an inspection.
- **Corrected:** The finding has been verified as ‘corrected’ by the RSC engineers through the follow-up verification inspection and/or testing visits.

The following graph shows the **736** factories that have recorded **100%** of initial findings completed (including Pending verification). Out of these factories, **587** have received the Letter of Recognition (LoRs) as shown in Figure 4.

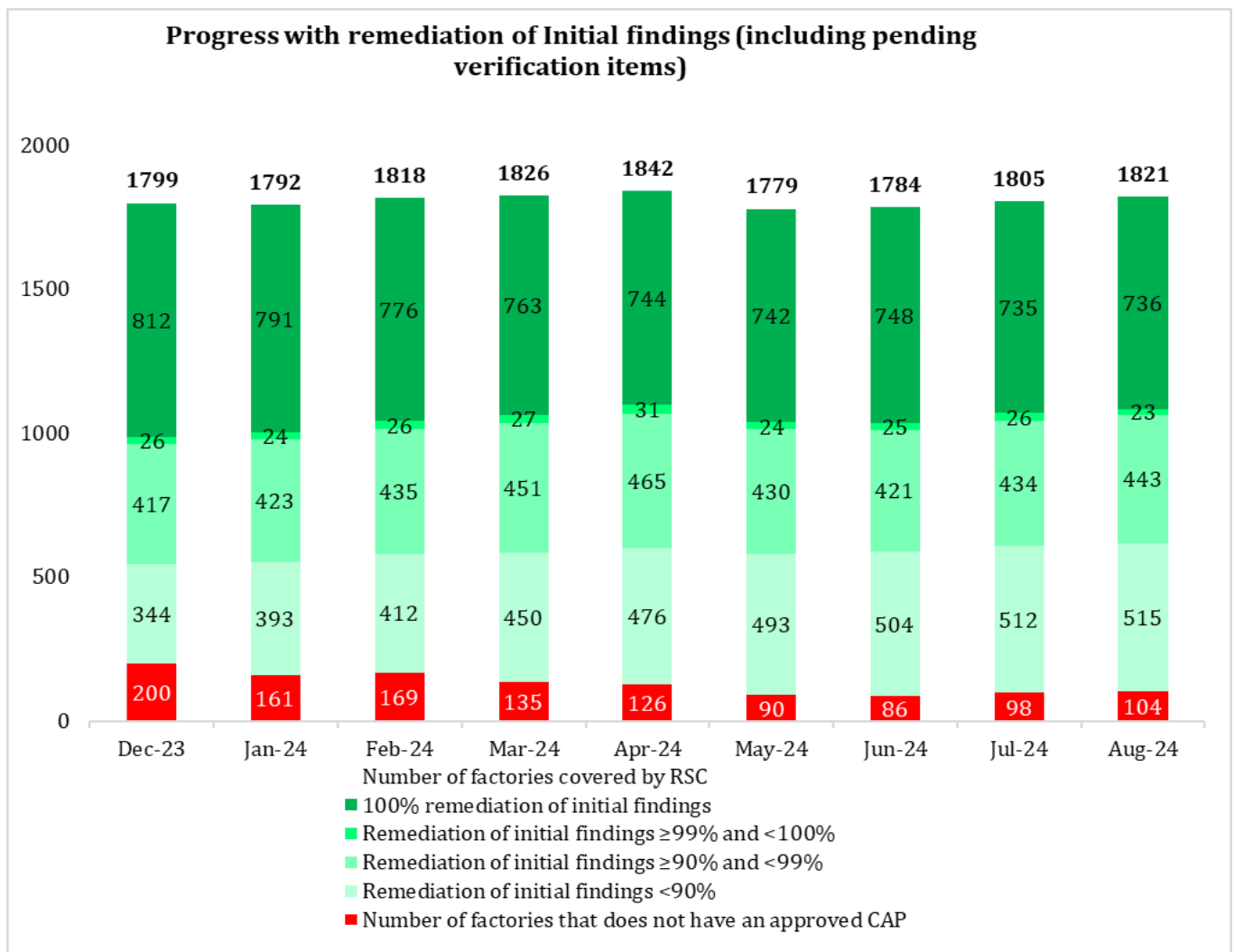


Figure 5: Initial remediation progress (%) considering pending verification

PROGRESS RATE ON MAJOR ITEMS BY DISCIPLINE

i. Remediation Status of Fire Alarm and Detection Systems (As of August 2024)

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):

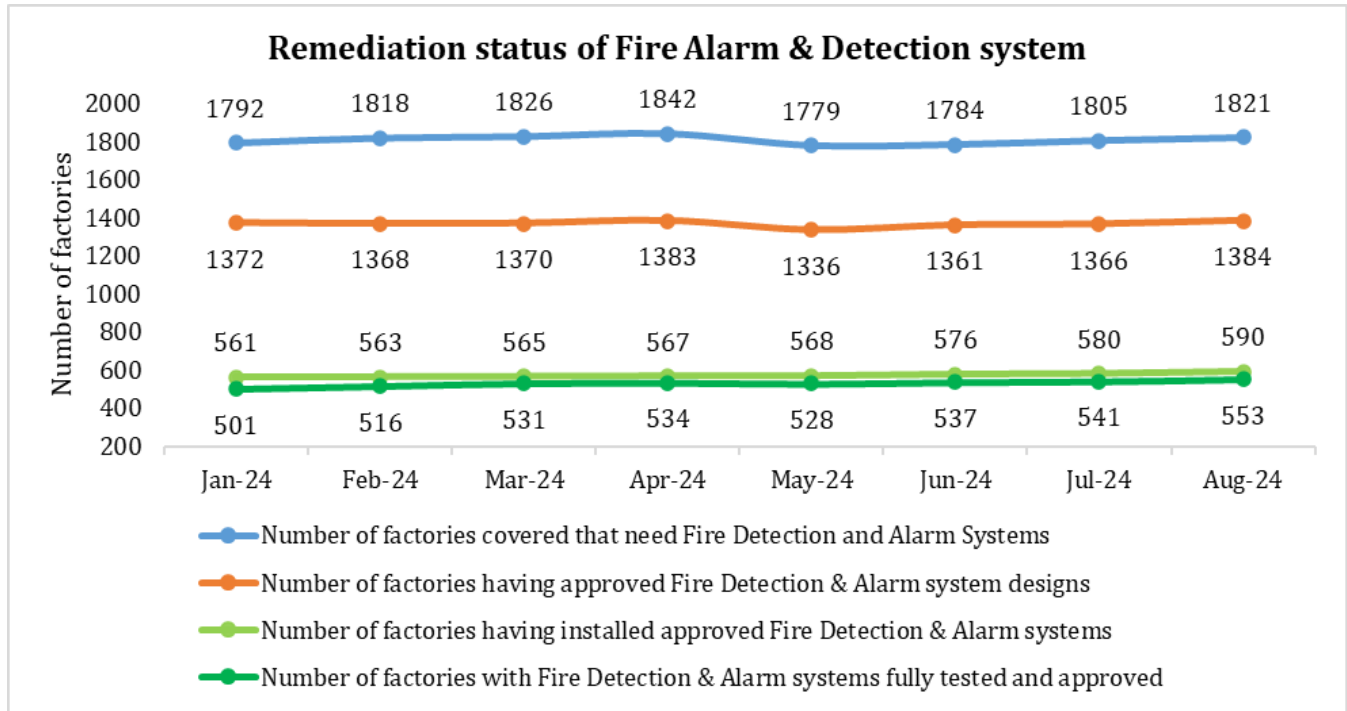


Figure 6: Remediation status of Fire Alarm and Detection System

Remediation Status of Fire Suppression Systems (As of August 2024)

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):

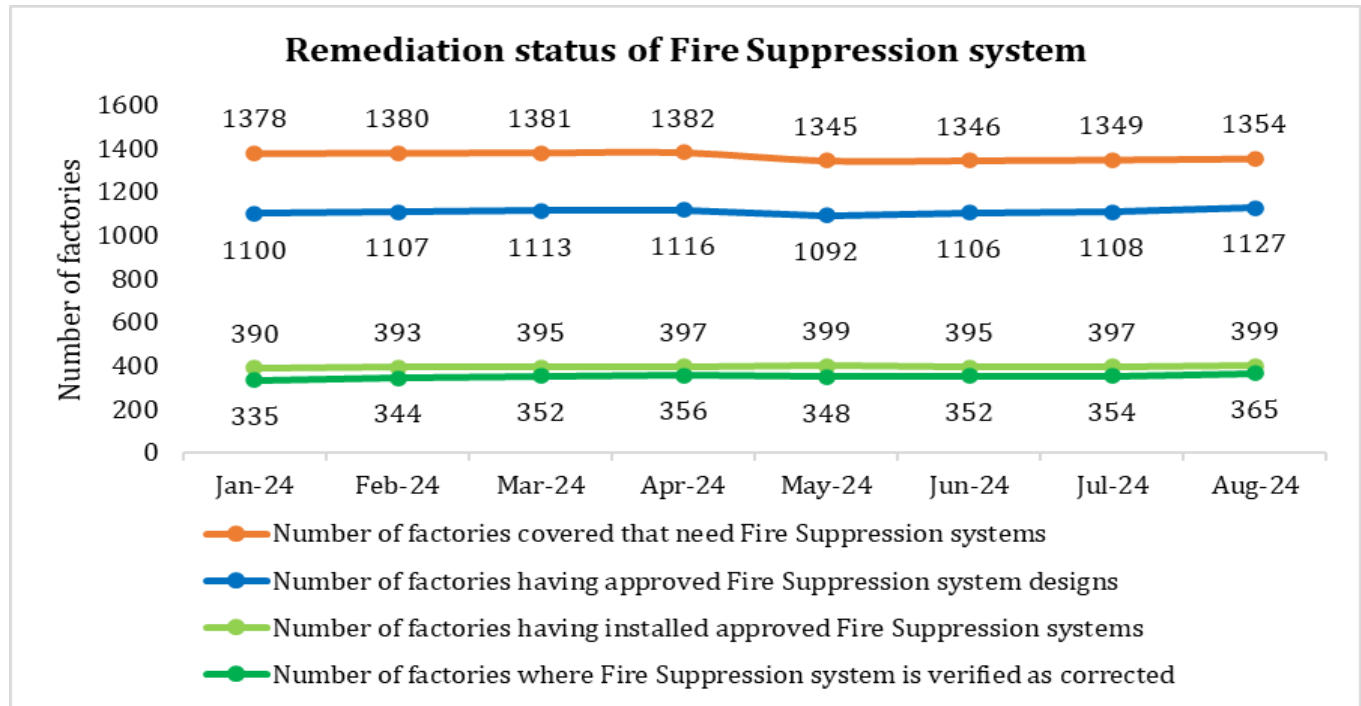


Figure 7: Remediation status of Fire Suppression System

Remediation Status of Structural Items: Detailed Engineering Assessment-(D) EA: (As of August 2024)

- **Number of factories having accepted (D)EA: 1264.**
- **Number of factories that completed the structural remediation: 834.**

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

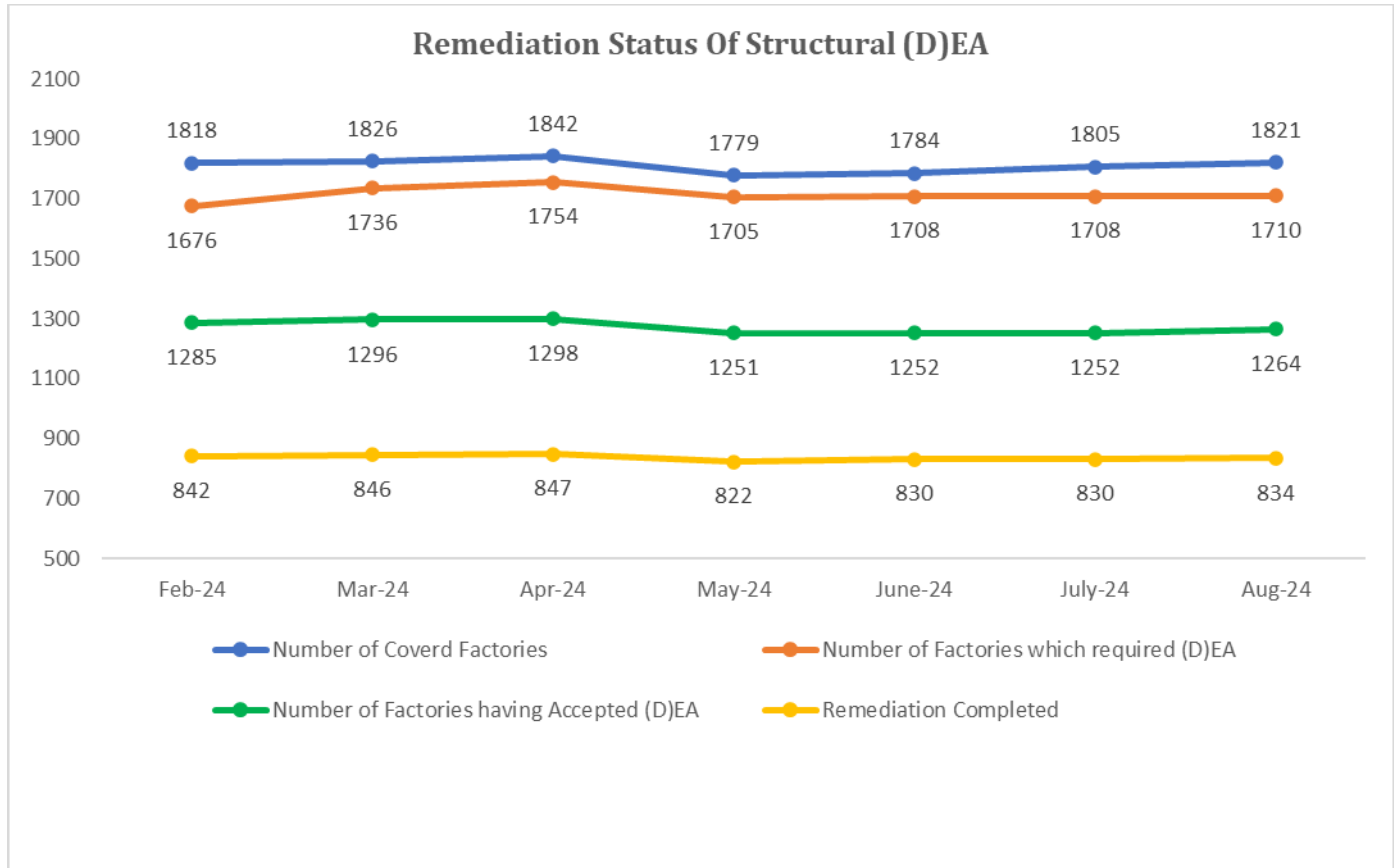


Figure 8: Remediation status of Structural (D)EA

MONTHLY UPDATE ON THE BOILER SAFETY PROGRAMME

As boiler safety is an integral part of the RSC's mandate, we are currently conducting safety assessments of the boilers at our covered factories. In August 2024, we conducted different types of boiler safety inspections at the factories. The following figure represents the data of our boiler safety inspections conducted in August.

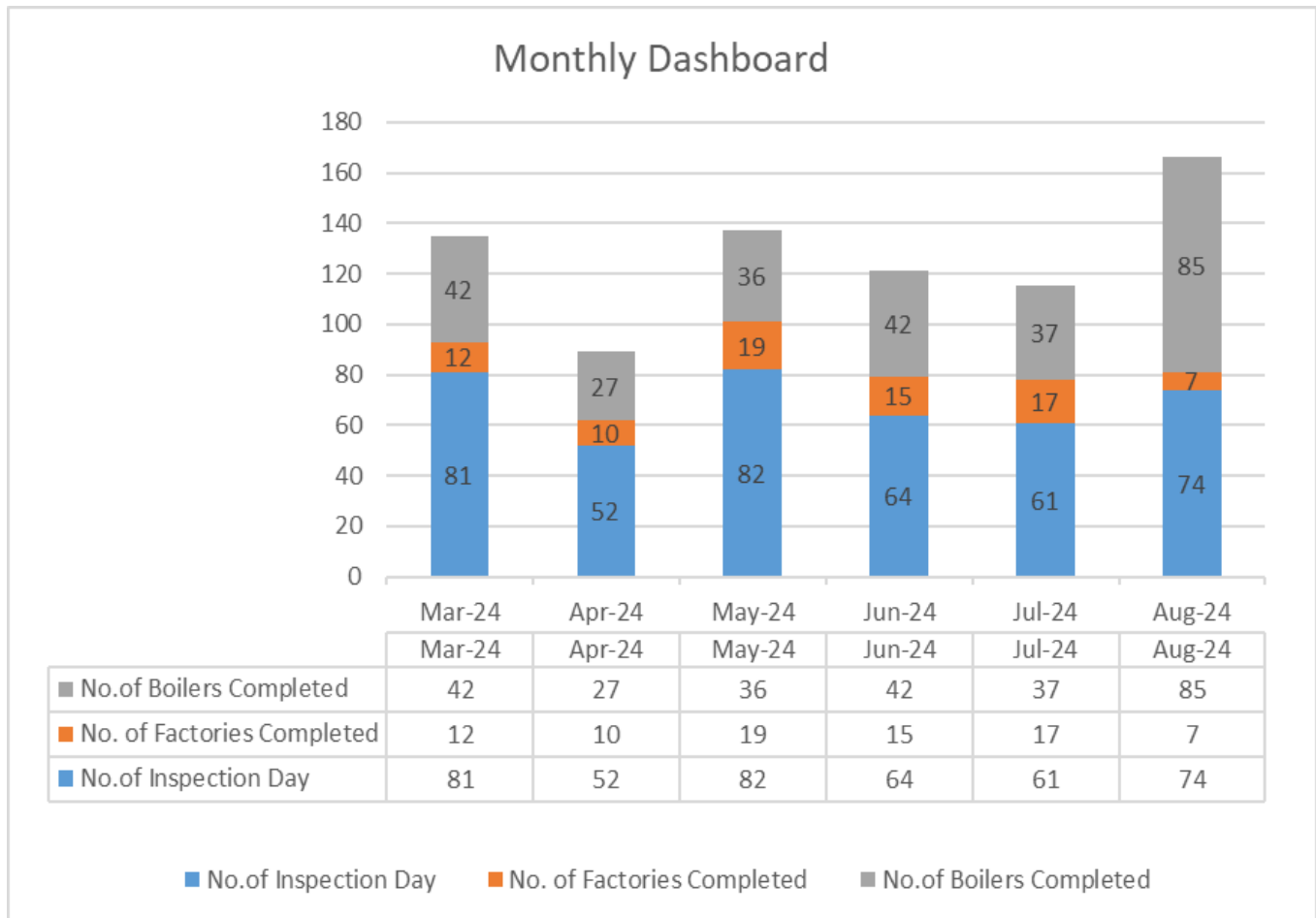


Figure 9: Monthly Dashboard of Boiler Safety

FACTORY ESCALATION STATUS (As of August 2024)

As of August 2024, **289** factories are in different stages of the escalation process, 200 of which are in Stage 1 and 89 in Stage 2. It is to be noted that a total of **479** factories have been de-escalated after the escalation items were verified by the RSC up to this time. Out of the total RSC-covered factories, **1,053** have never gone through any escalation process. The percentage of different escalation stages of the RSC-covered factories (**1,821**) is shown in the pie chart below.

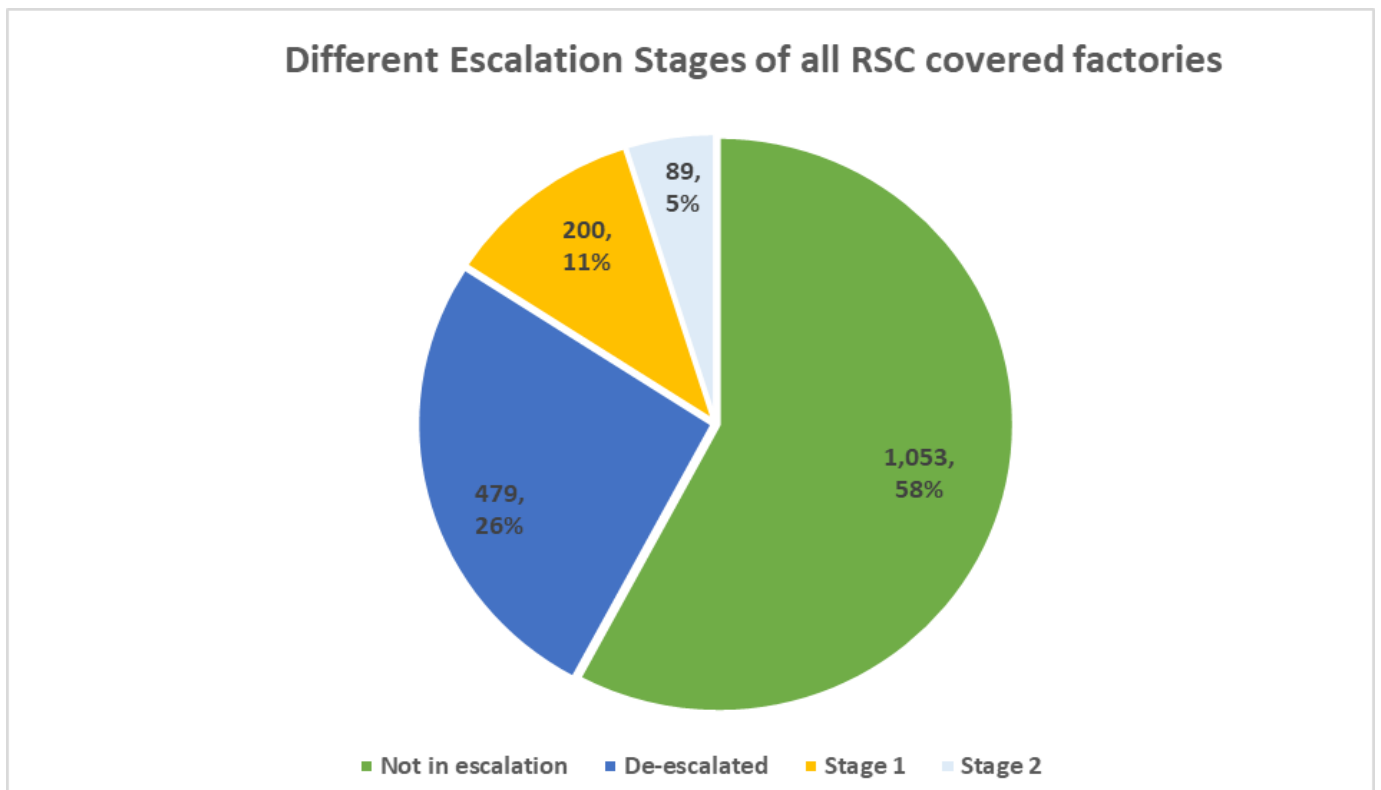


Figure 10: Escalation status of factories

LIST OF FACTORIES THAT RECEIVED STAGE 3 ESCALATION IN THE MONTH OF AUGUST 2024

In August 2024, **no factories issued Stage 3 Escalation by the RSC.**

LIST OF FACTORIES THAT RECEIVED RECOMMENDATION OF PARTIAL/FULL EVACUATION IN THE MONTH OF AUGUST 2024

During a structural assessment, or DEA review if 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 August 2024, the RSC didn't recommend partial or full evacuation to any of its covered factories.**

REPORTED FACTORY INCIDENT(S) IN THE MONTH OF AUGUST 2024

When the RSC becomes aware of an incident in any RSC-covered factory, such as a fire or other accident that has caused death or injury or has potential safety implications for the factory's occupants, a post-incident inspection is carried out immediately.

A report of such inspection is produced and shared with designated parties following the protocol. Any action(s)/recommendation mentioned in the report is/are implemented by the factory owner to ensure that adequate safety is re-established in the building.

However, **there was no reported incident at the RSC-covered factory in August 2024.**

MONTHLY UPDATE ON OCCUPATIONAL SAFETY AND HEALTH COMPLAINTS MECHANISM (August 1, 2024 – August 31, 2024)

Key Functions of the Occupational Safety and Health Complaints Mechanism

Workers at RSC-covered factories and their representatives have the right to lodge complaints at the RSC Safety and Health Complaints Mechanism remedial of any safety concerns that are not being effectively addressed at the factory level. They can raise concerns about safety and health risks without any fear and due confidentiality. 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 (Occupational Safety & Health) or non-OSH. All complaints are assessed to determine if they fall under occupational safety and health safety.

RSC has recently launched the Comprehensive Complaints Mechanism (CCM) a NON-OSH pilot program, started on March 11th, 2024, and concluded on August 11th, 2024. This initiative covers concerns such as Freedom of Association (FoA), child labour, forced labour, discrimination, minimum wages, benefits, leave, unfair employment contracts, separation, and environmental complaints. In this pilot, RSC has selected 100 brands and their 503 associated sourcing factories. The resolution protocol for Non-OSH Pilot (CCM) complaints mirrors that of OSH. However, if necessary, the protocol will be revised considering the pilot program observation, if required.

Occupational safety and health complaints and Non-OSH Pilot (CCM) covered complaints are processed by RSC staff specialized 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 and CCM (i.e., other 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 Department of Inspection for Factories and Establishments (DIFE).

Total Complaints Received (1 August 2024 – 31 August 2024)

The RSC received 103 complaints during the reporting period mentioned. Of these, 38 (37%) are Occupational Safety & Health (OSH) related complaints, and 65 (63%) are other non-OSH related complaints. There are 31 complaints recorded under the CCM pilot program by August 2024. In total, we received 377 complaints, of which 139 were fully resolved, 46 were partially resolved, and 12 were resolved outside the program. Additionally, we currently have 133 complaints in progress, which have already been forwarded to the respective brands for further action.

Monthly Update, Complaints Mechanism, RSC (August 2024)

Complaints Receiving Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
Aug-24	38	65	103	37%	63%
RSC Period	1735	5535	7270	24%	76%
ACCORD Period	1190	1089	2279	52%	48%
Total Period	2925	6624	9549		

Complaints Closing Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
Aug-24	26	50	76	34%	66%
RSC Period	1744	5527	7271	24%	76%
ACCORD Period	1049	1050	2099	50%	50%
Total Period	2793	6577	9370		

Complaints In-Progress/ Pending Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
Aug-24	131	47	178	74%	26%
RSC Period	131	47	178	74%	26%
ACCORD Period	1	0	1	100%	0%
Total Period	132	47	179		

Monthly Closing Status- OSH Complaints		
SL	Category	Quantity
1	Resolved	16
2	Disengaged	3
3	Withdrawn	1
4	Factory Not Covered	3
5	Handled by another RSC department	2
6	Resolved Outside RSC complaint Mechanism	1
OSH		26

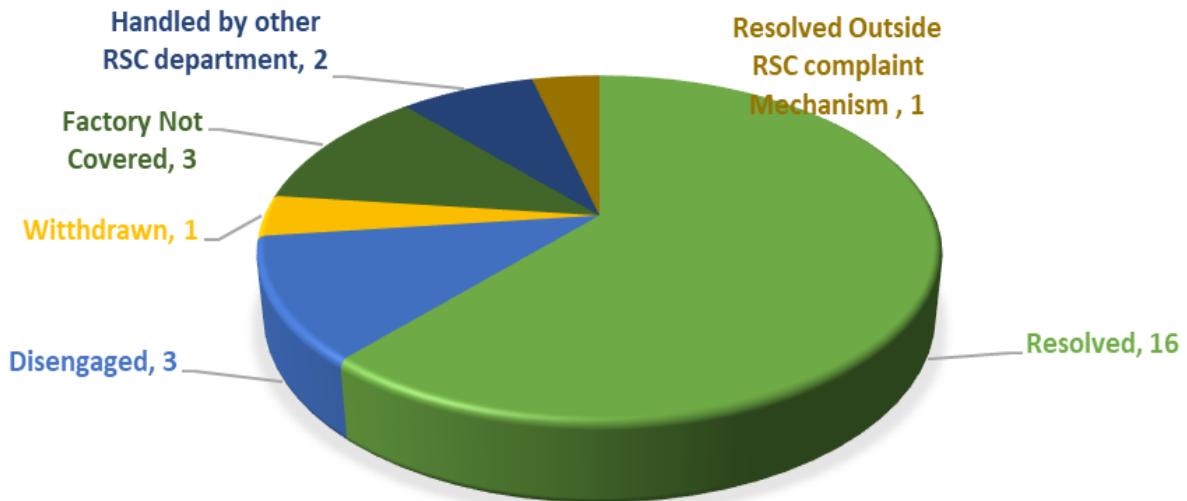


Figure 11: Monthly Closing Status of OSH Complaints

NB: OSH & NON-OSH data final status may vary based on assessment.

* August - 24 (1 August – 31 August 2024), RSC period (1 June 2020 – 31 August 2024), Accord Period (1 August 2014 – 31 May 2020), Total period 1 August 2014- 31 August 2024

Monthly Update, CCM Complaints- August 2024

CCM Complaints Statistics

Duration	Opening Balance	Received in August	Total Open	Closed in August	Total Pending
Aug-24	205	31	236	103	133

Status of Closed CCM Complaints	Count
Resolved	38
Partially resolved	46
Factory not covered	3
Not Sustained	14
Disengaged	2
Total	103

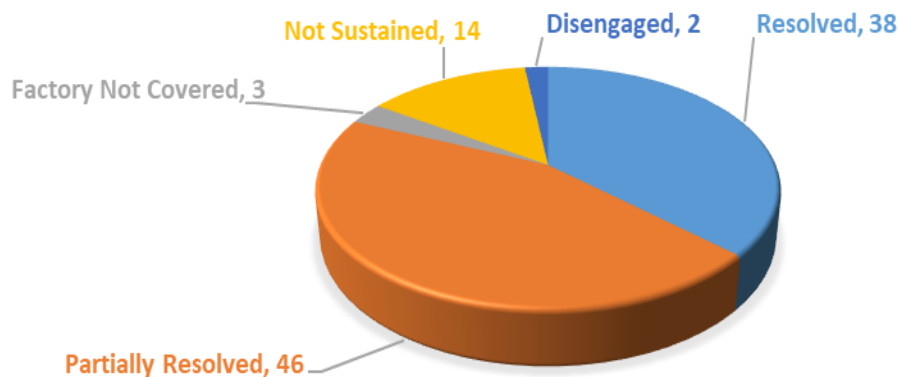


Figure 12: Monthly Closing Status of Non-OSH Pilot (CCM) Complaints

Since the pilot ended in August 2024, the final status of CCM (Non-OSH Pilot) complaints is detailed below:

Non-OSH Pilot Update [Duration (11 March-11 Aug)]

Total Complaints received	377
Total number of eligible complaints	330
- Complaints Resolved	139
- Partial Resolved	46
- Resolved Outside RSC Complaints Mechanism	12
- In Progress (Handover to Lead Brands)	133

MONTHLY UPDATE OF OSH TRAINING PROGRAMME (As of August 2024)

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)” at 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 in all the activities designed under the Safety Committee and Safety Training (SCST) Programme. The Safety Committee members conduct investigations immediately after any accidents/incidents take place at any factory.

OSH Training Programme Monthly Report August -2024

Sl	Particular (Number of)	For August 2024	As of 31 August -2024		
			Accord (Until 31st May 2020)	Work done by Accord & RSC	RSC Period
1	Safety Committee Enrolled.	28	1,279	1,631	352
2	OSH Training Session Conducted (1-8)	57	7,825	18,788	10,963
3	Factories Completed OSH Training Full Cycle (Regular)	0	558	1,353	795
4	Factories Completed OSH Training Full Cycle (Resumption)	2	0	811	811
5	SC Member Participated in OSH Training	458	10,831	19,796	8,965
6	Factories Covered Through All Employee Meetings	25	1,350	1,587	237
7	Workers are reached through All Employee Meetings.	38460	1,905,681	2,457,747	552,066
8	Walk Through conducted	99	2,294	7,081	4,787
9	Walk through Findings	540	13,047	38,601	25,554
10	Safety Committee Meeting	51	634	3,358	2,724
11	Factories received a Letter of Acknowledgement	0	530	1,238	708

* The number of SC members who participated in training module 1, to avoid repeated counting of the SC members.

** Number of factories where at least one AEM is conducted.

*** Maximum number of workers participated in at least one of the 3 AEMs.

OSH Training Program Update as of August 2024

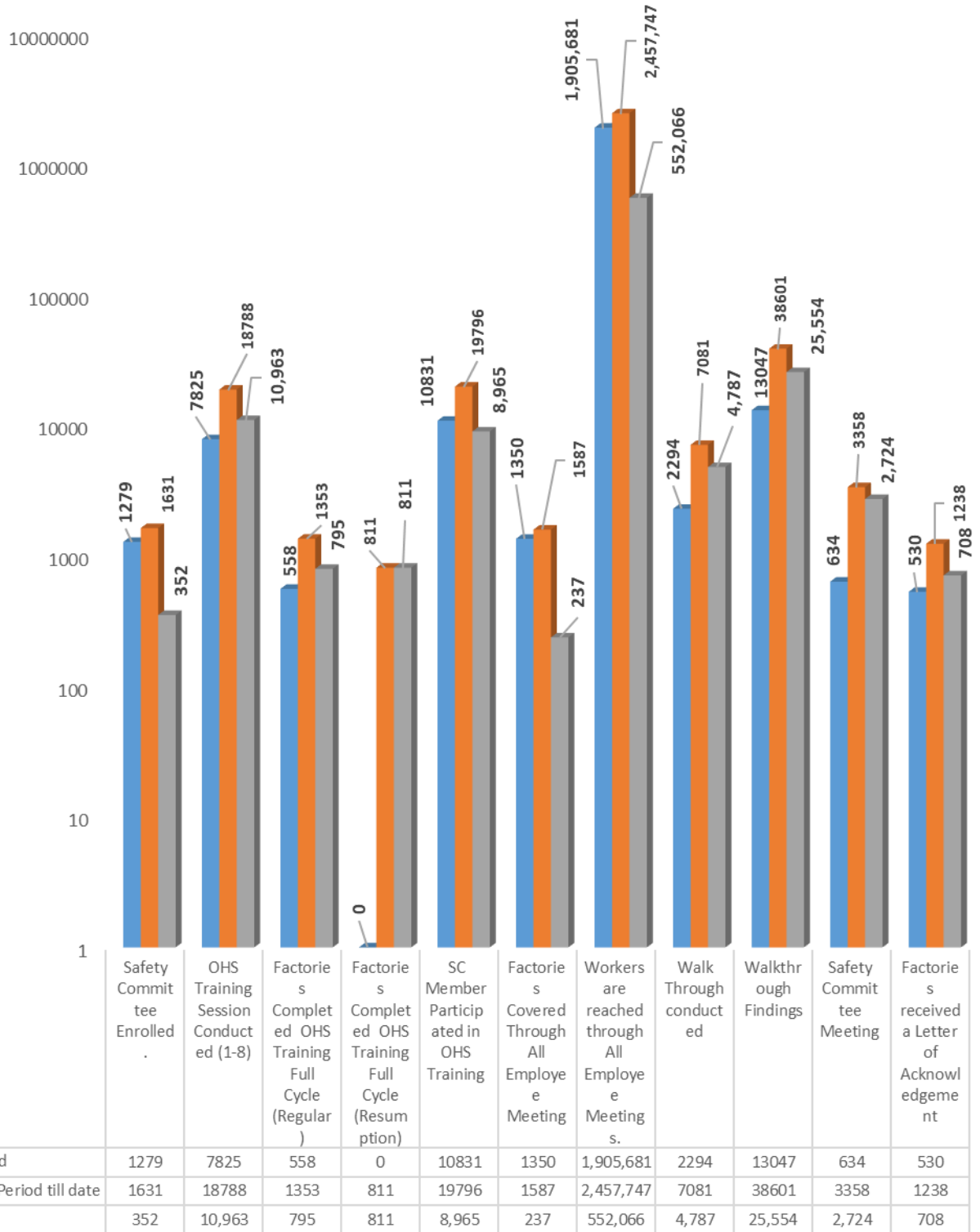


Figure 13: OSH Training Program Monthly Report August - 2024