

# RMG SUSTAINABILITY COUNCIL (RSC)

## MONTHLY REPORT



**February 2024**

*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](mailto:contact@rsc-bd.org)

**Phone:** +88 02 226603540-3

**Web:** [www.rsc-bd.org](http://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 February 2024)

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 **15,572** inspections since June 2020 till February 2024 (among a total of **61,399** inspections by the safety initiative since 2014).

- RSC engineers conducted **1,578 (Covered and Non-Covered Factory)** initial inspections during the RSC period among the total of **7,974** initial inspections.
- RSC engineers conducted **13,994** follow-ups and other safety inspections during the RSC period, among the **53,425** 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. Factories are now being inspected within 4 – 5 months interval which was 8 months before.

**FACTORY COVERAGE**

- Covered factory account number: **1818**.
- **1** factory is "independent", that means these factories are listed on their own through the industry (BGMEA) for participating in the RSC's inspection and remediation programme.
- The number of factories awaiting initial assessments increased substantially in the month of **July 2023** when many factory extension buildings were listed as new accounts. As of February 2024, **62** factories were waiting for initial inspection.

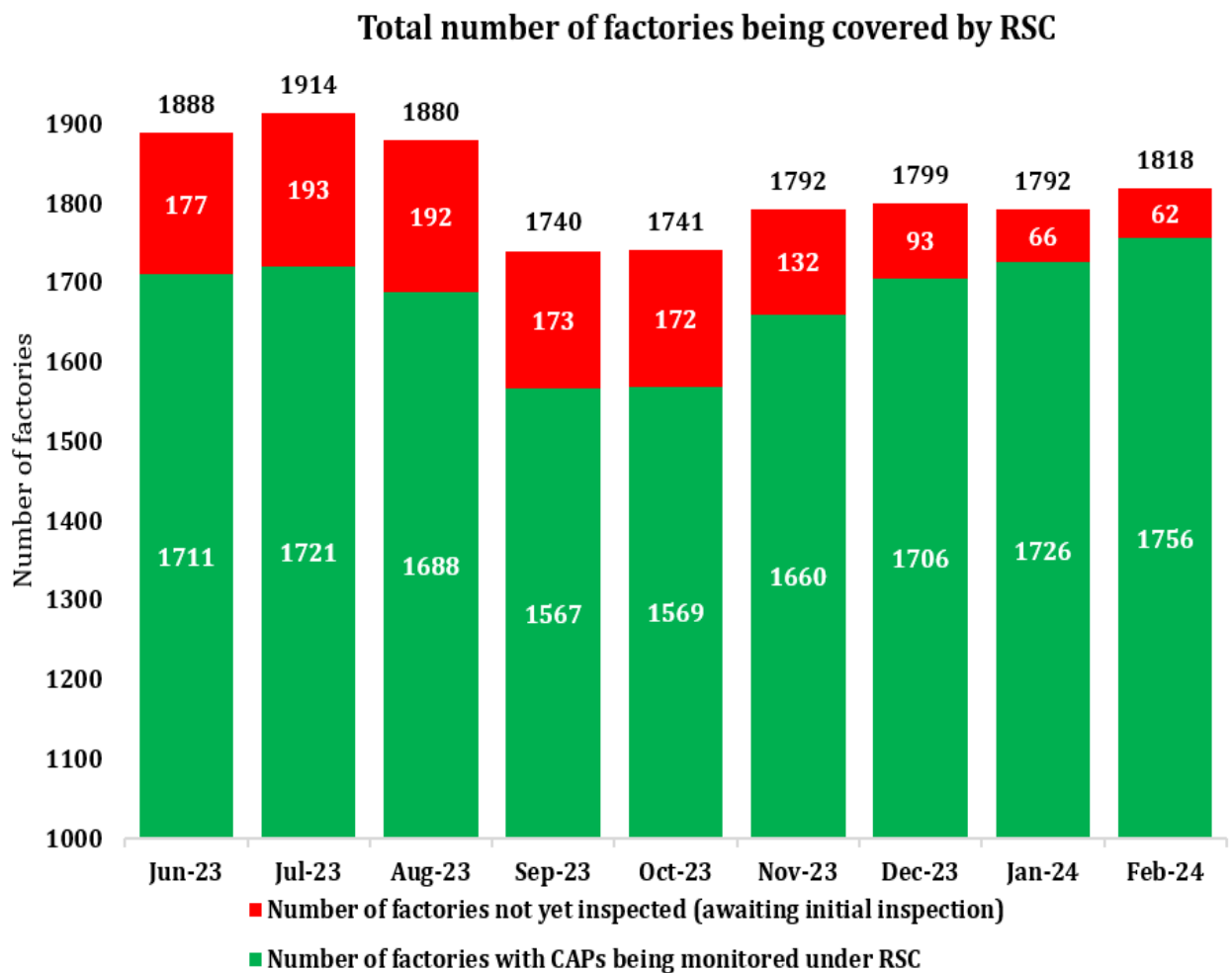


Figure 1: Number of factories covered by RSC

**INSPECTIONS**

- Total number of inspections: **706** in current month.
- Number of unique factories inspected: **489** in current month.
- The total inspection number is **1.44** than the number of unique factories covered indicating multiple types of inspections being conducted simultaneously.
- The Number of Initial and Follow-up Inspections decrease in February due to reduction in working days.

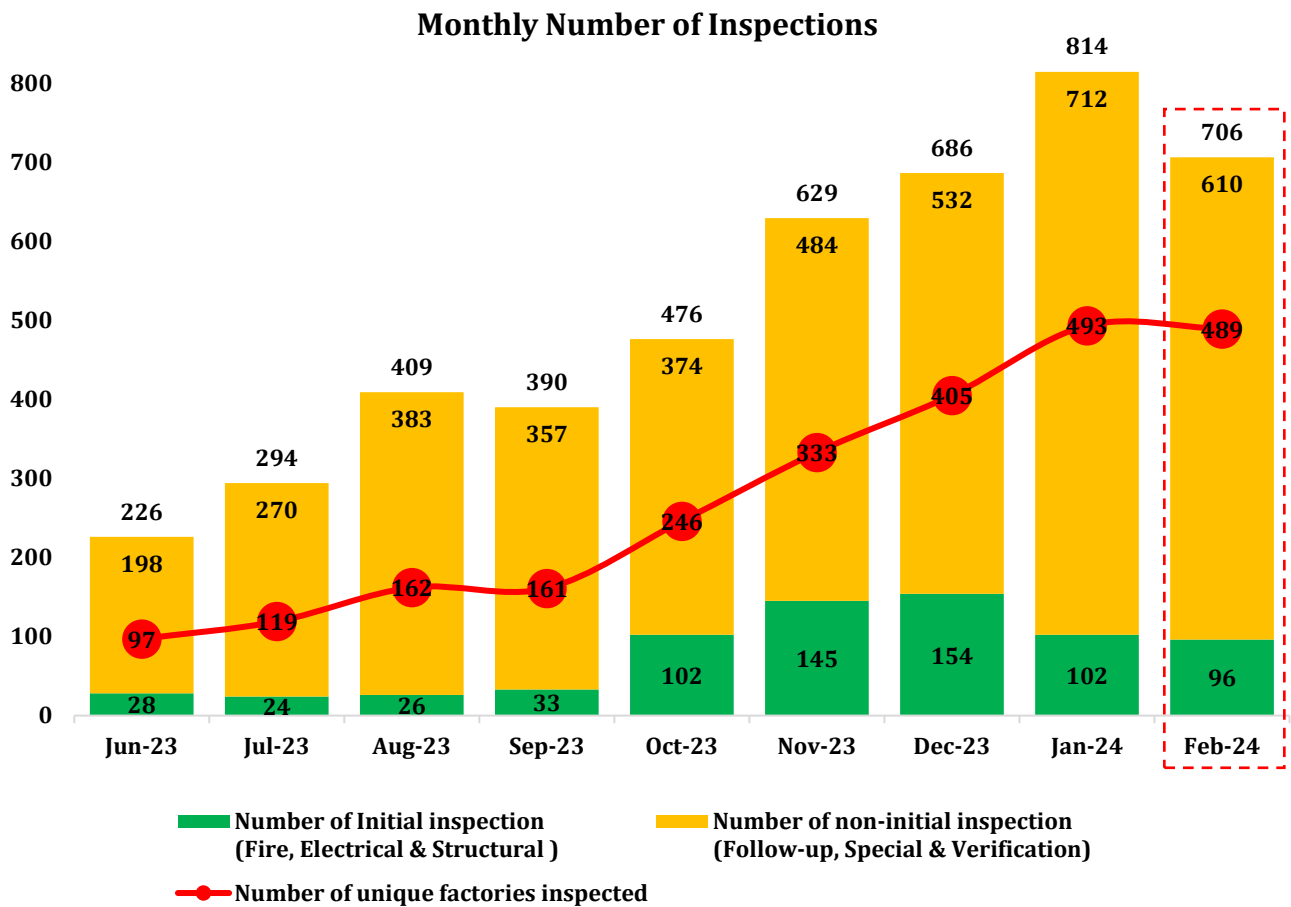


Figure 2: Number of Inspection conducted by the RSC

## MONTHLY UPDATE ON SAFETY REMEDIATION

### REMEDIATION PROGRESS ON INITIAL FINDINGS (AS OF FEBRUARY 2024)

- Total number of factories with Letters of Recognition (for 100% completion of Initial findings): **565** out of **1818**.
- 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.

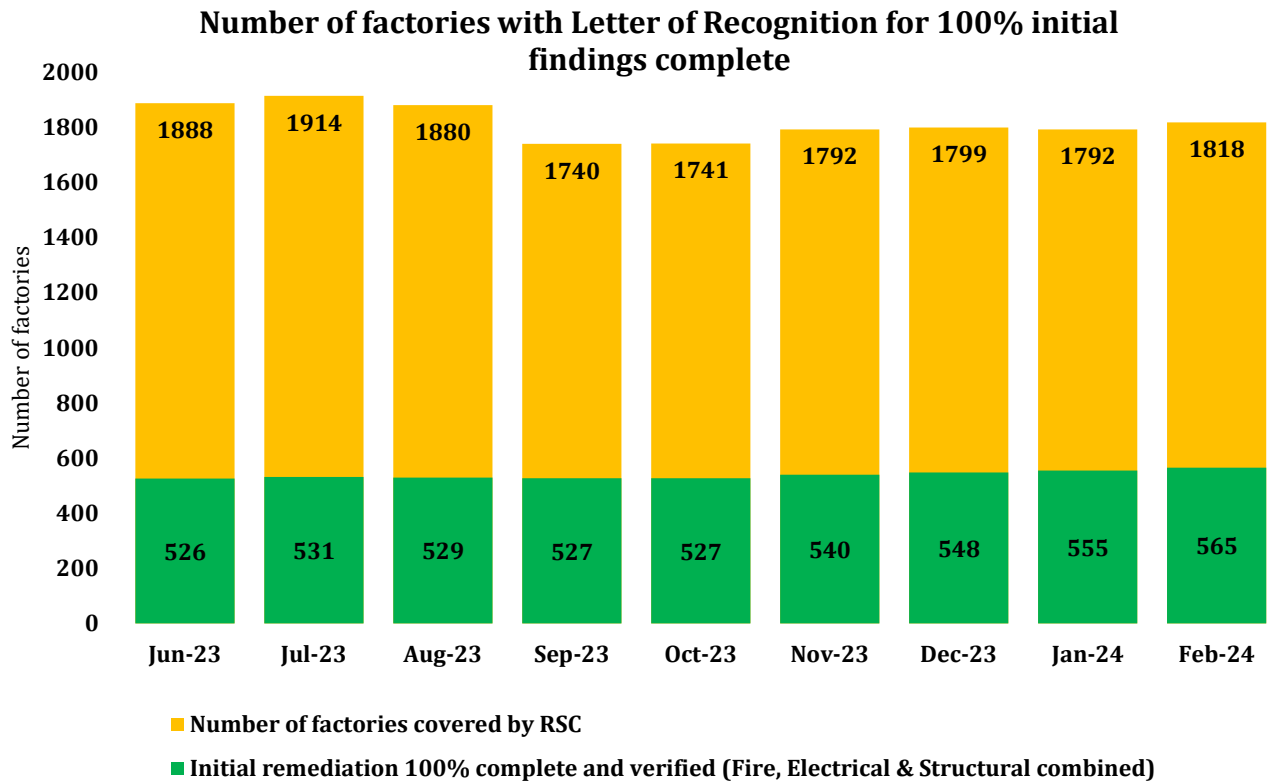


Figure 3: Number of Initial 100% remediated factories (combinedly recognized)

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

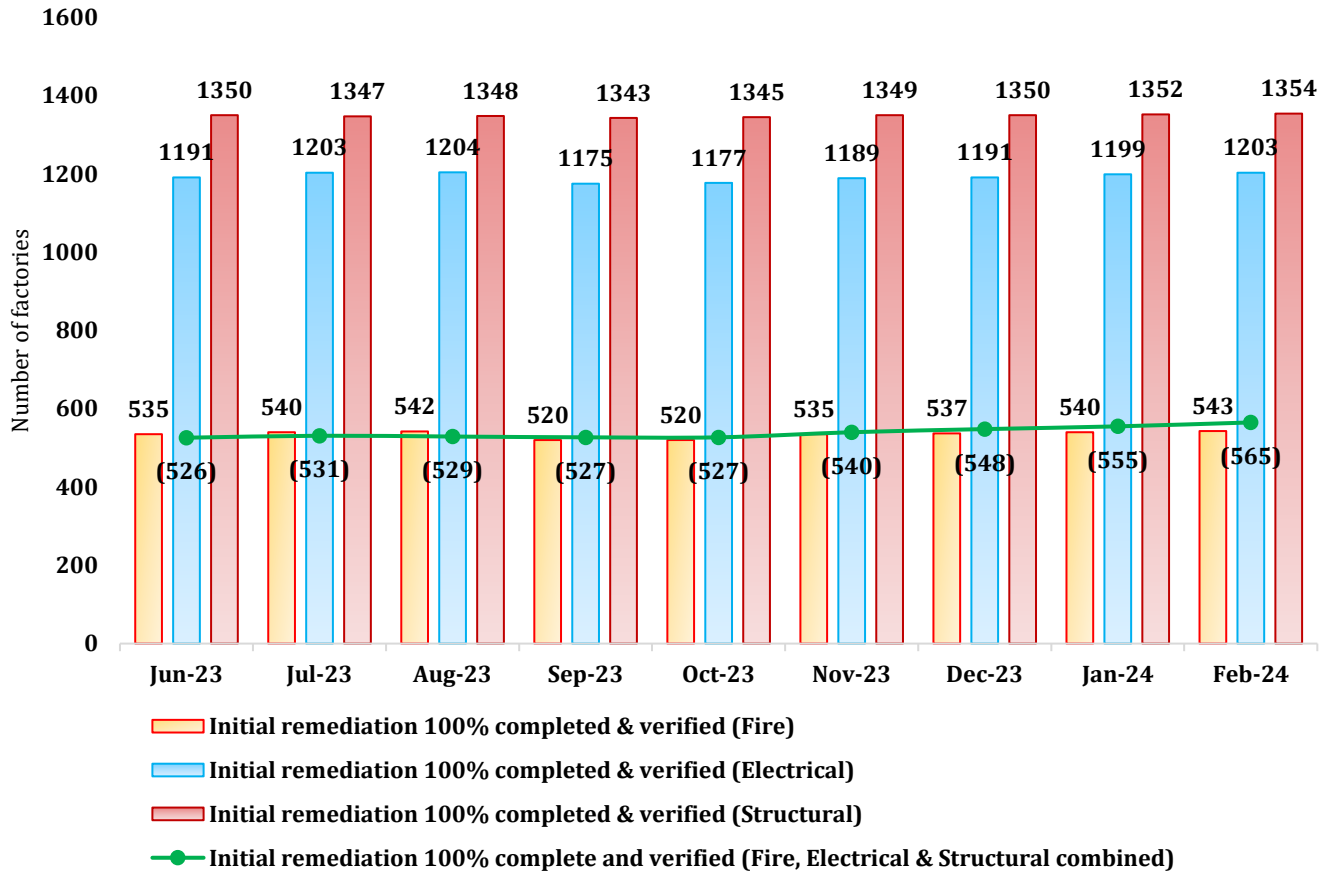


Figure 4: Number of Initial 100% remediated factories by scope (Fire, Electrical & Structural)



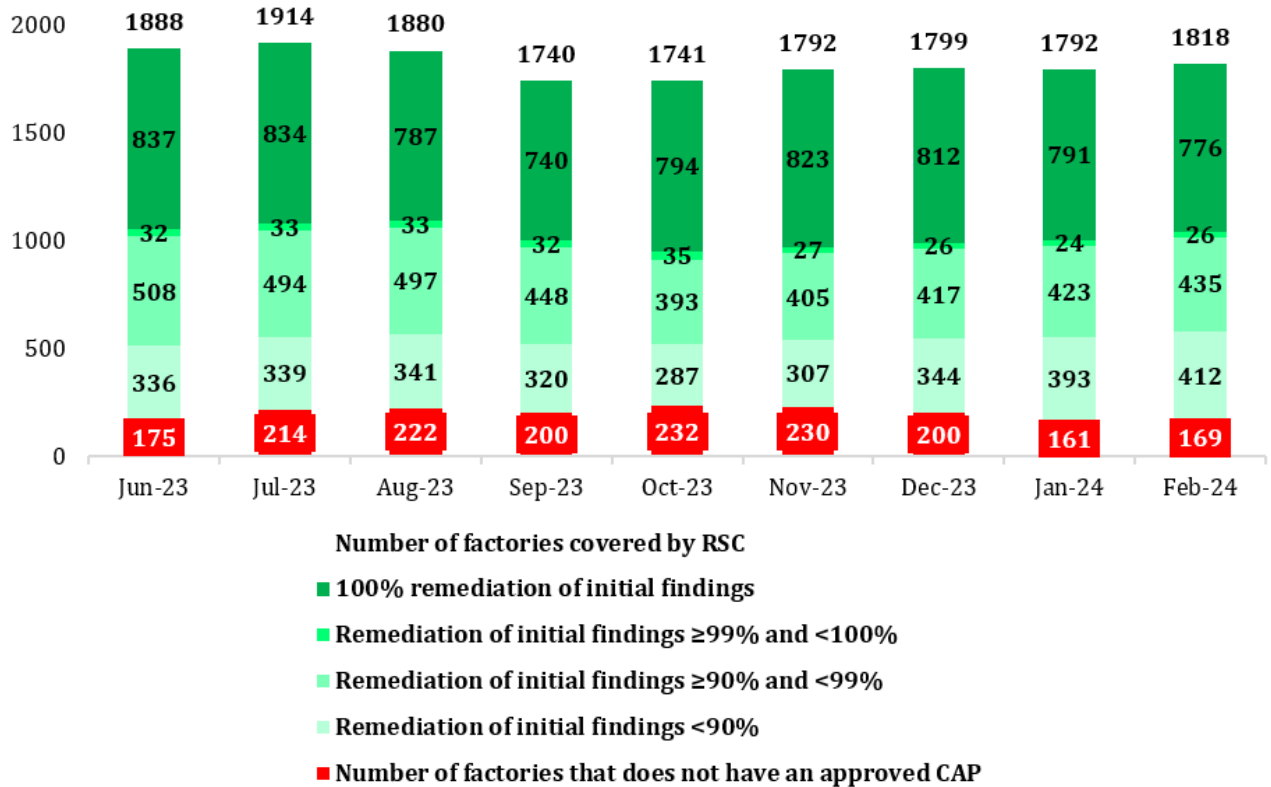
**PROGRESS WITH REMEDIATION OF INITIAL FINDINGS (AS OF FEBRUARY 2024)**

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 **776** factories that have recorded **100%** initial findings completed (includes Pending verification). From Figure 4 above it is seen that **565** of these factories have received a Letter of Recognition as having **100%** initial findings verified (Corrected) by inspection.

**Progress with remediation of Initial findings (including pending verification items)**

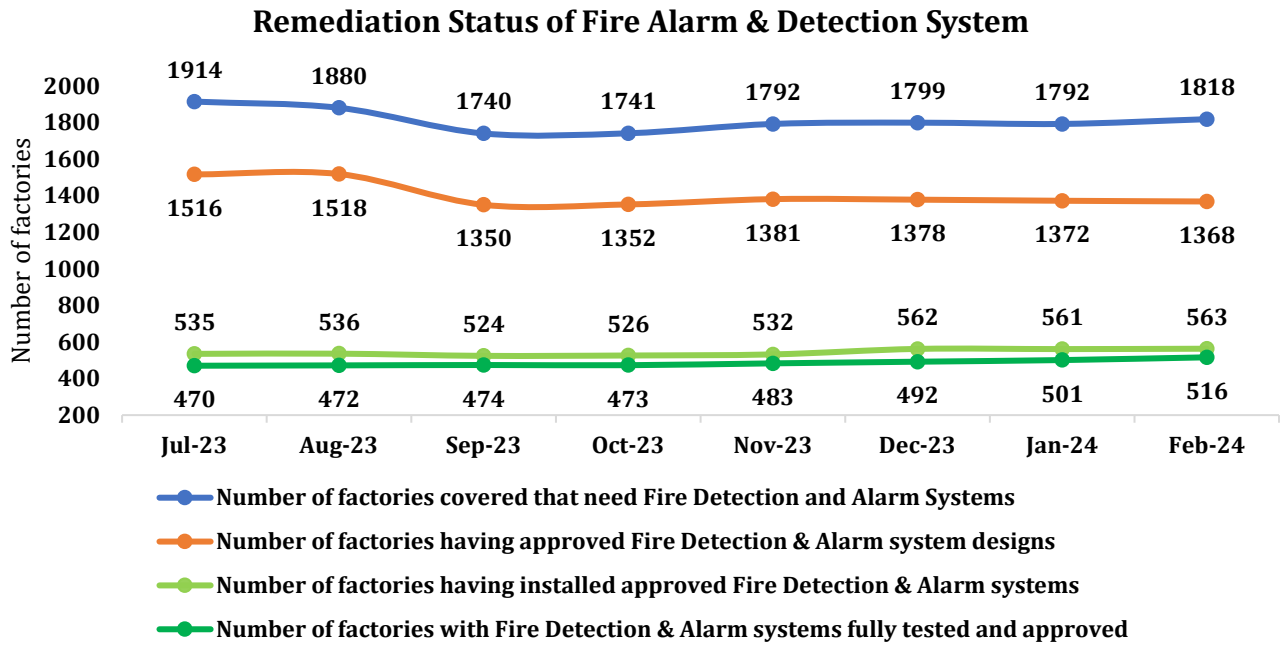


**Figure 5: Initial remediation progress (%) considering pending verification items**

**PROGRESS RATE ON MAJOR ITEMS BY DISCIPLINE**

**Remediation Status of Fire Alarm and Detection Systems (AS OF FEBRUARY 2024)**

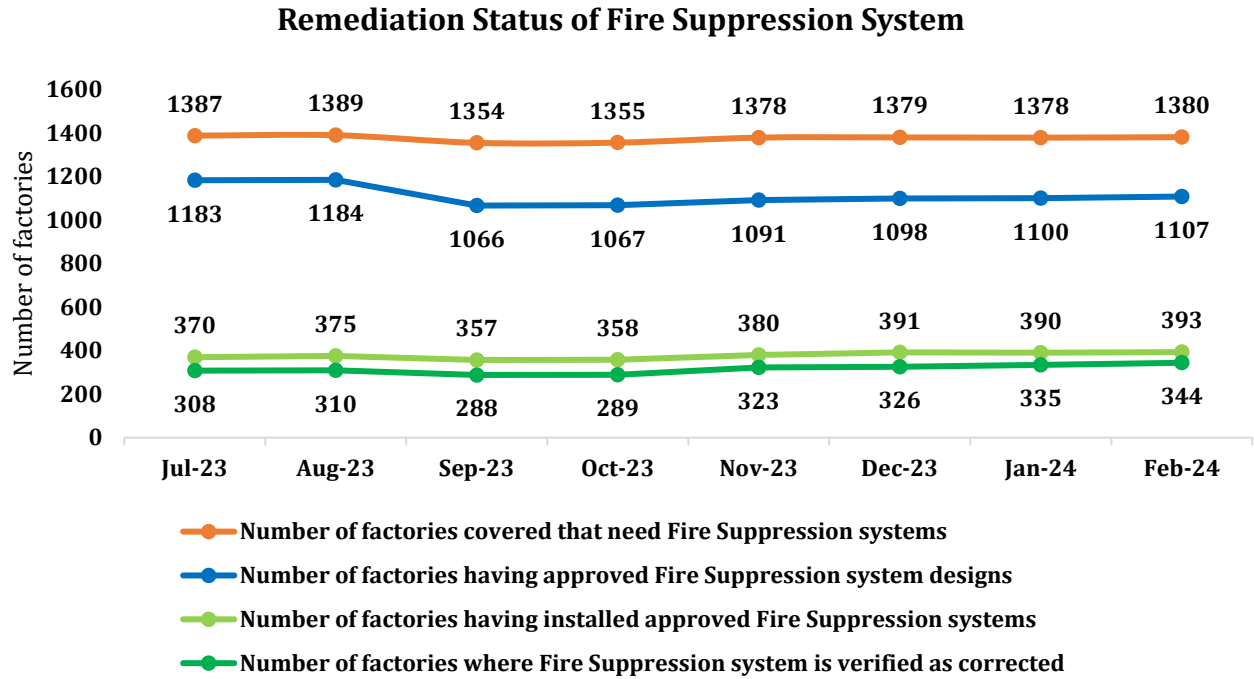
Figure 6 below demonstrates progress over the past 8 months with the three main stages for full testing and approvals of Fire Detection and Alarm Systems (FADS):



**Figure 6: Remediation status of Fire Alarm and Detection System**

**Remediation Status of Fire Suppression Systems (AS OF FEBRUARY 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):

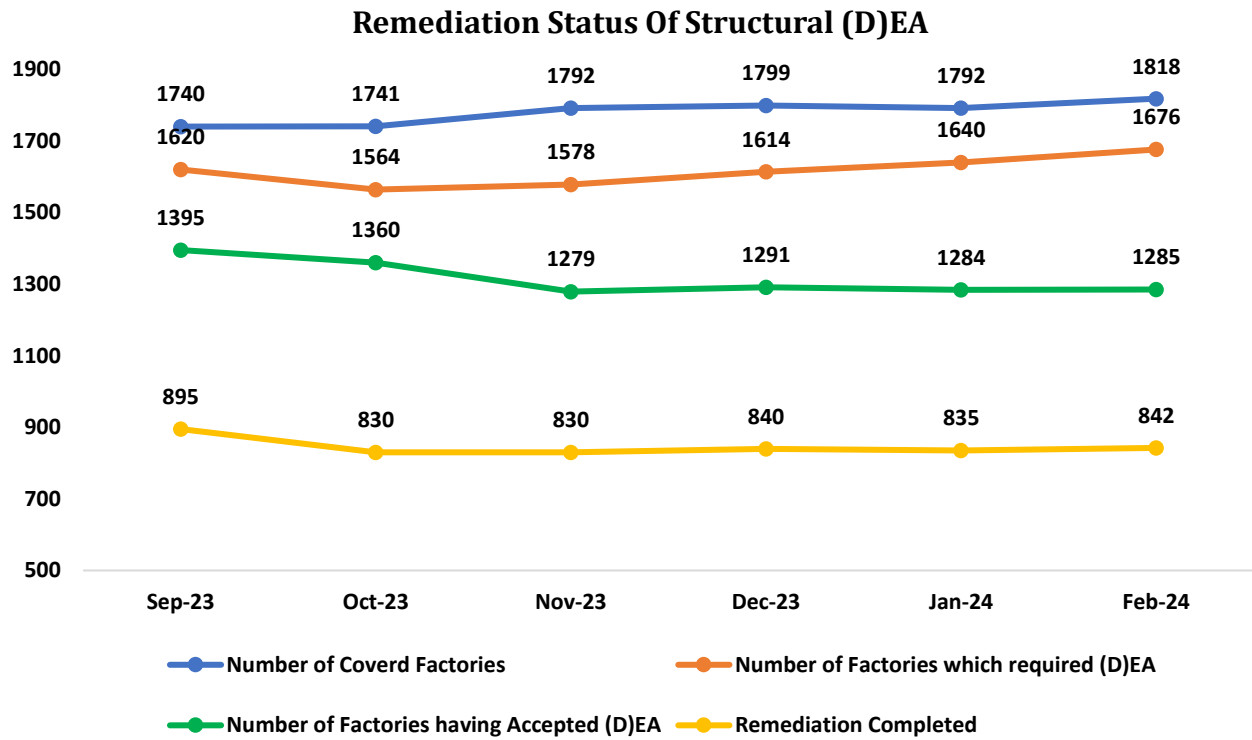


**Figure 7: Remediation status of Fire Suppression System**

**Remediation Status of Structural Items: Detailed Engineering Assessment-(D) EA: (AS OF FEBRUARY 2024)**

- **Number of factories having accepted (D)EA: 1285.**
- **Number of factories completed the structural remediation: 842.**

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**

**BOILER SAFETY**

As boiler safety is an integral part of the RSC’s mandate, we are currently conducting safety assessment of the boilers at our covered factories. In the month of February 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 February.

**Monthly Dashboard of Boiler Safety**



**Figure 9: Monthly Dashboard of Boiler Safety**

### FACTORY ESCALATION STATUS (AS OF FEBRUARY 2024)

As of February 2024, a total of **326** factories have been escalated, **221** to Stage 1 and **105** to Stage 2. There are **447** factories that were de-escalated after the escalation items were verified by the RSC. Out of the total RSC covered factories, **1,045** have never gone to the escalation process. The percentage of different escalation stages of the RSC covered (**1,818**) factories are shown in the pie chart below.

#### Different Escalation Stages of all RSC covered factories

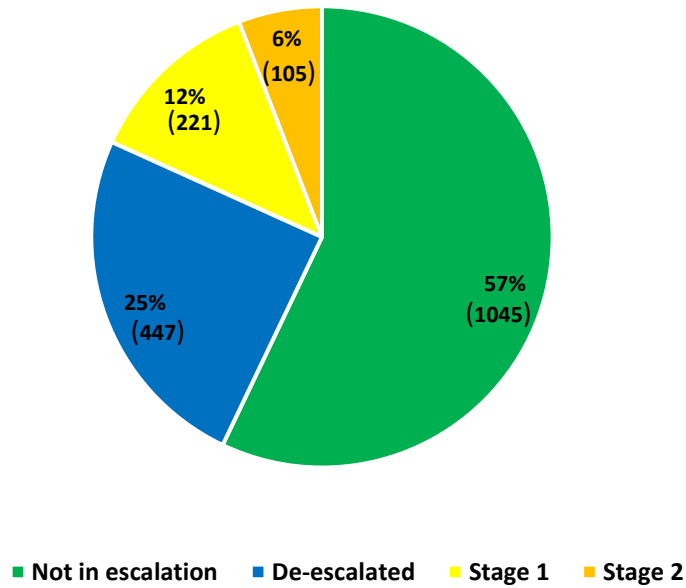


Figure 10: Escalation status of factories

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

In the month of February 2024, 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 FEBRUARY 2024

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 February 2024, the RSC didn't recommend partial or full evacuation to any of its covered factories.**

## REPORTED FACTORY INCIDENT(S) IN THE MONTH OF FEBRUARY 2024

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 February 2024.**

## MONTHLY UPDATE ON WORKPLACE SAFETY PROGRAMME

### STATUS OF OCCUPATIONAL SAFETY AND HEALTH COMPLAINTS MECHANISM (1 FEBRUARY 2024 – 29 FEBRUARY 2024)

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 February 2024 – 29 February 2024)

The RSC has received **245** complaints out of which **30 (12.24%)** are Occupational Safety & Health (OSH) related complaints and **215 (87.76%)** are non-OSH related complaints.



## Monthly Update, Complaints Mechanism, RSC

### Complaints Closing Statistics

Duration	OSH (Closed)	NON-OSH (Forwarded)	Total	OSH%	NON-OSH%
1 Feb 2024 to 29 Feb 2024	58	202	260	22%	78%

### Complaints Receiving Statistics

Duration	OSH	NON-OSH	Total	OSH%	NON-OSH%
1 Feb 2024 to 29 Feb 2024	30	215	245	12%	88%

### Complaints In-Progress/pending Statistics

Duration	OSH	NON-OSH	Total	OSH%	NON-OSH%
Total pending till 29 Feb 2024	92	57	149	62%	38%

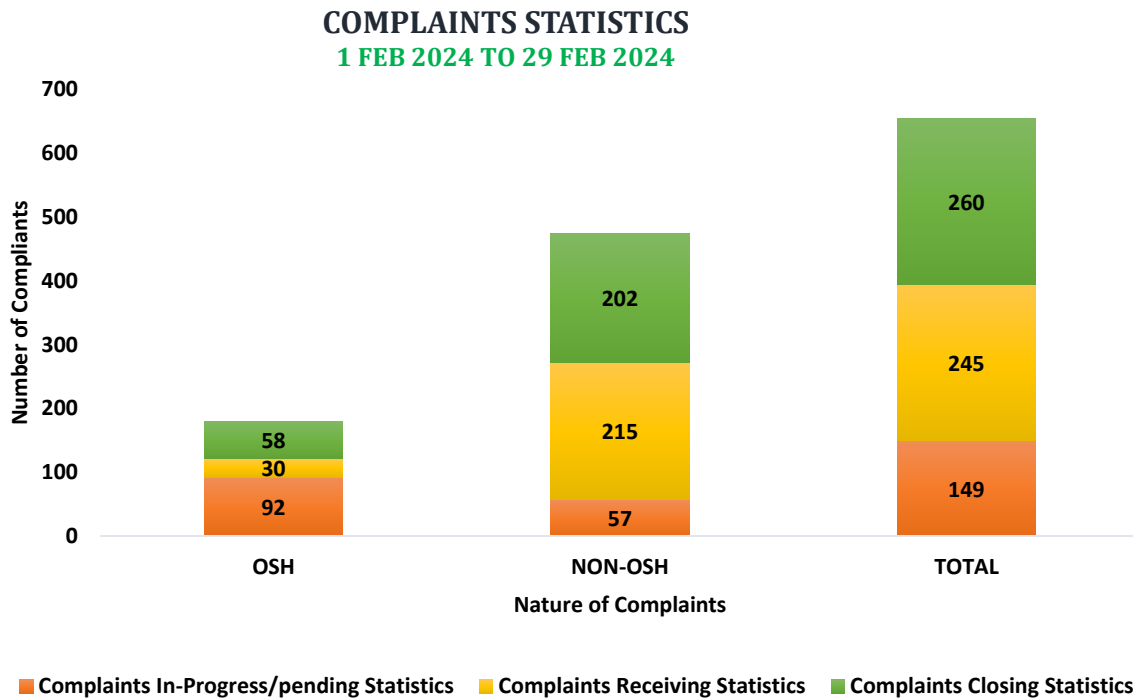
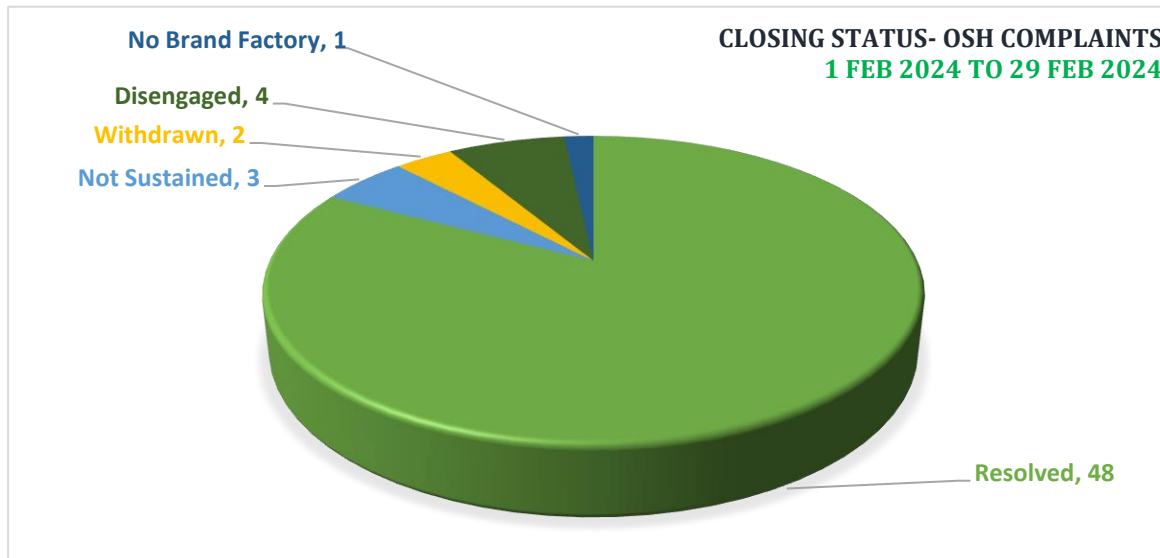


Figure 11: Complaints Statistics 1 Feb 2024 to 29 Feb 2024

**Closing Status-OSH Complaints**

SL	Category	Quantity
1	Resolved	48
2	Not Sustained	3
3	Withdrawn	2
4	Disengaged	4
5	No Brand Factory	1
<b>OSH (Closed)</b>		<b>58</b>

*NB: OSH & NON-OSH data are variable and final status may vary based on assessment.*



**Figure 12: Complaints closed status 1 Feb 2024 to 29 Feb 2024**

## STATUS OF OSH TRAINING PROGRAMME (AS OF FEBRUARY 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)” 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 conduct investigation immediately after any accidents/incidents take place at any factory.

OSH Training Programme Update as of February 2024					
SL#	Particular (Number of)	For the month of February 2024	As of Today,		RSC Period
			Accord (As of 31st May 2020)	Work done by ACCORD+RSC to date	
1	Safety Committee Enrolled Through Initial Meeting	0	1279	1574	295
2	OSH Training Session Conducted (1-8)	71	7825	18323	10,498
3	Factories Completed OSH Training Full Cycle (Regular)	8	558	1344	786
4	Factories Completed OSH Training Full Cycle (Resumption)	18	0	758	758
5	SC Member Participated in OSH Training	543	10831	19276	8,445
6	Factories Covered Through All Employee Meeting	41	1350	1558	208
7	Workers are informed about workplace safety through All Employee Meetings.	45209	1,905,681	2,385,532	479,851
8	Walk Through conducted	68	2294	6449	4,155
9	Walk through Findings	441	13047	34399	21,352
10	Safety Committee Meeting	63	634	2879	2,245
11	Factories received a Letter of Acknowledgement	0	530	1231	701

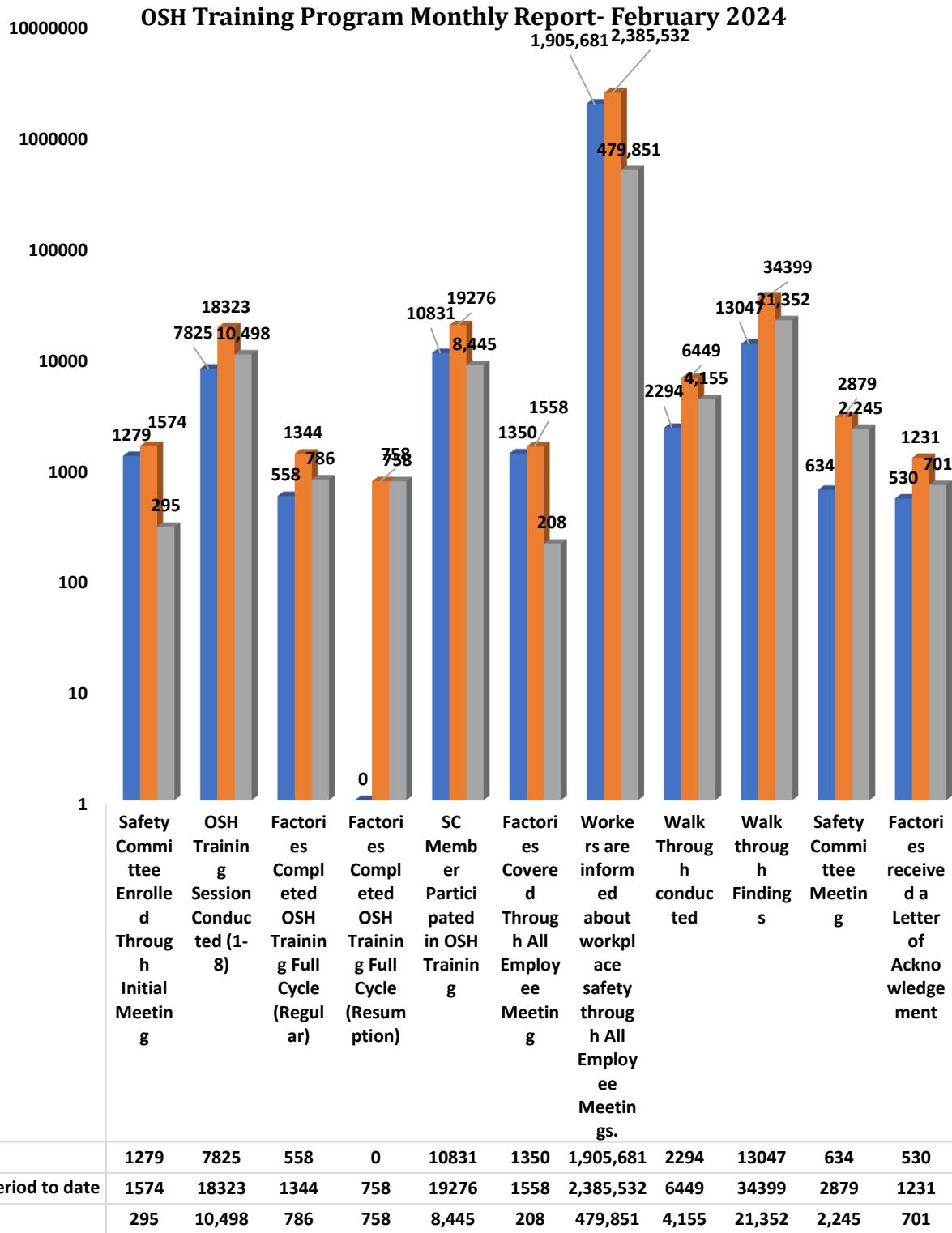


Figure 13: OSH Training Programme in February 2024