

RMG SUSTAINABILITY COUNCIL (RSC)

MONTHLY REPORT



January 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.

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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 JANUARY 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 **14,866** inspections since June 2020 till January 2024 (among a total of **60,693** inspections by the safety initiative since 2014).

- RSC engineers conducted **1,482 (Covered and Non-Covered Factory)** initial inspections during the RSC period among the total of **7,878** initial inspections.
- RSC engineers conducted **13,384** follow-ups and other safety inspections during the RSC period, among the **52,815** 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: **1792**. (The drop from 1799 covered factories to 1792 factories in January 2024 is the outcome after the delisting, archiving and ineligibly).
- **2** factories are "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 January 2024, **66** factories were waiting for initial inspection.

Total number of factories being covered by RSC

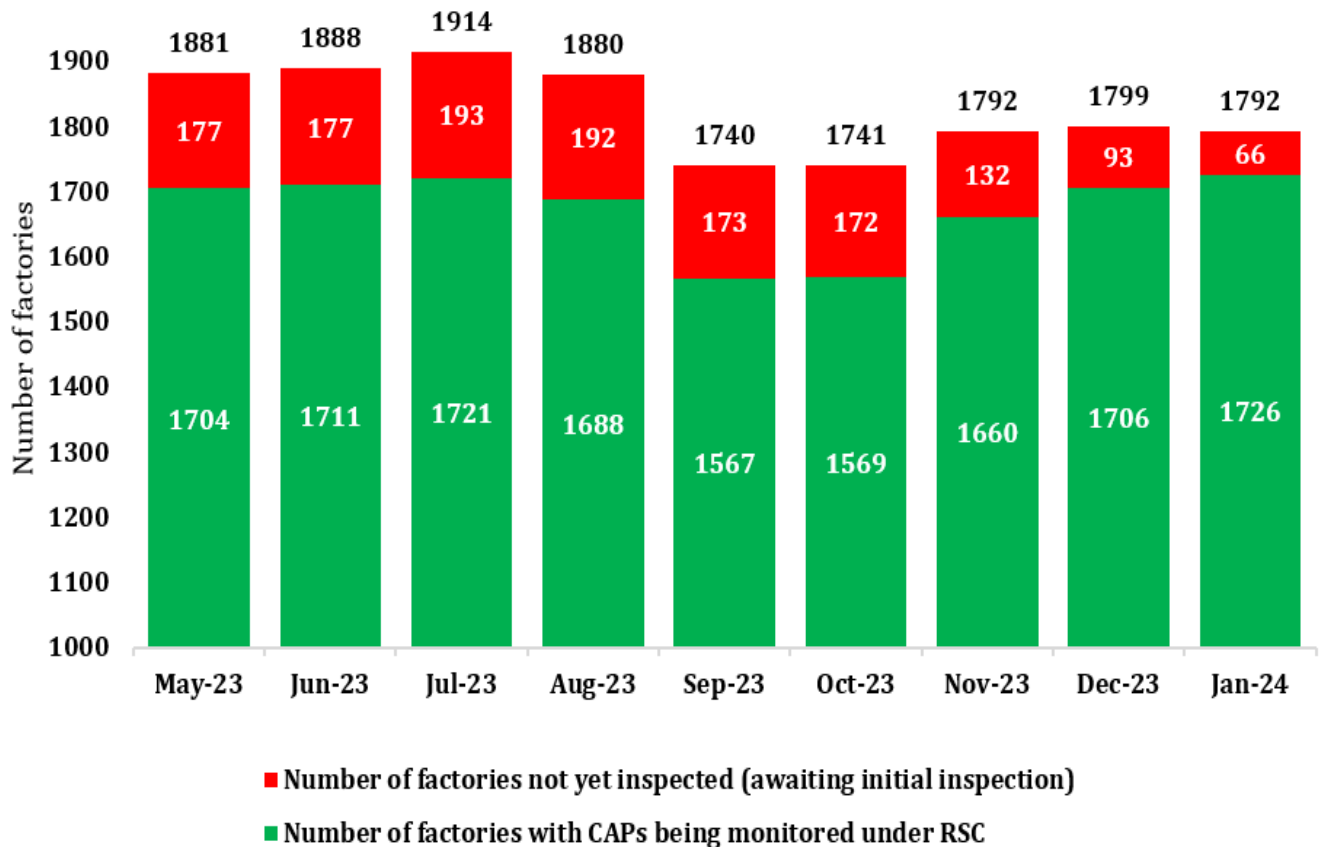


Figure 1: Number of factories covered by RSC

INSPECTIONS

- Total number of inspections: **814** in current month.
- Number of unique factories inspected: **493** in current month.
- The total inspection number is **1.651** than the number of unique factories covered indicating multiple types of inspections being conducted simultaneously.
- **The decrease in initial inspections from the previous month can be attributed to achieving the January target and clearing the backlog, while there has been an increase in the follow-up inspections.**

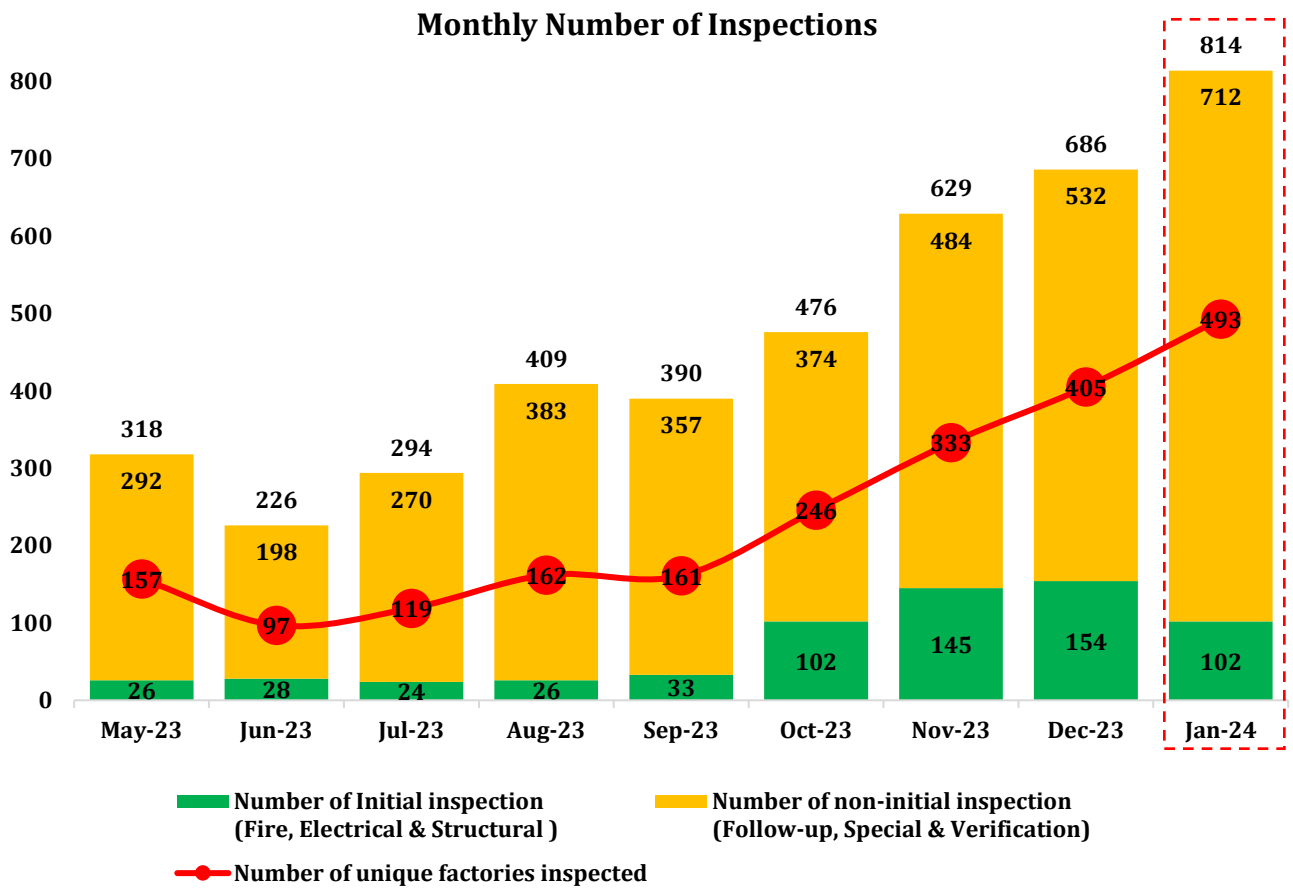


Figure 2: Number of Inspection conducted by the RSC

MONTHLY UPDATE ON SAFETY REMEDIATION

REMEDIATION PROGRESS ON INITIAL FINDINGS (AS OF JANUARY 2024)

- Total number of factories with Letters of Recognition (for 100% completion of Initial findings): **555** out of **1792**.
- 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.

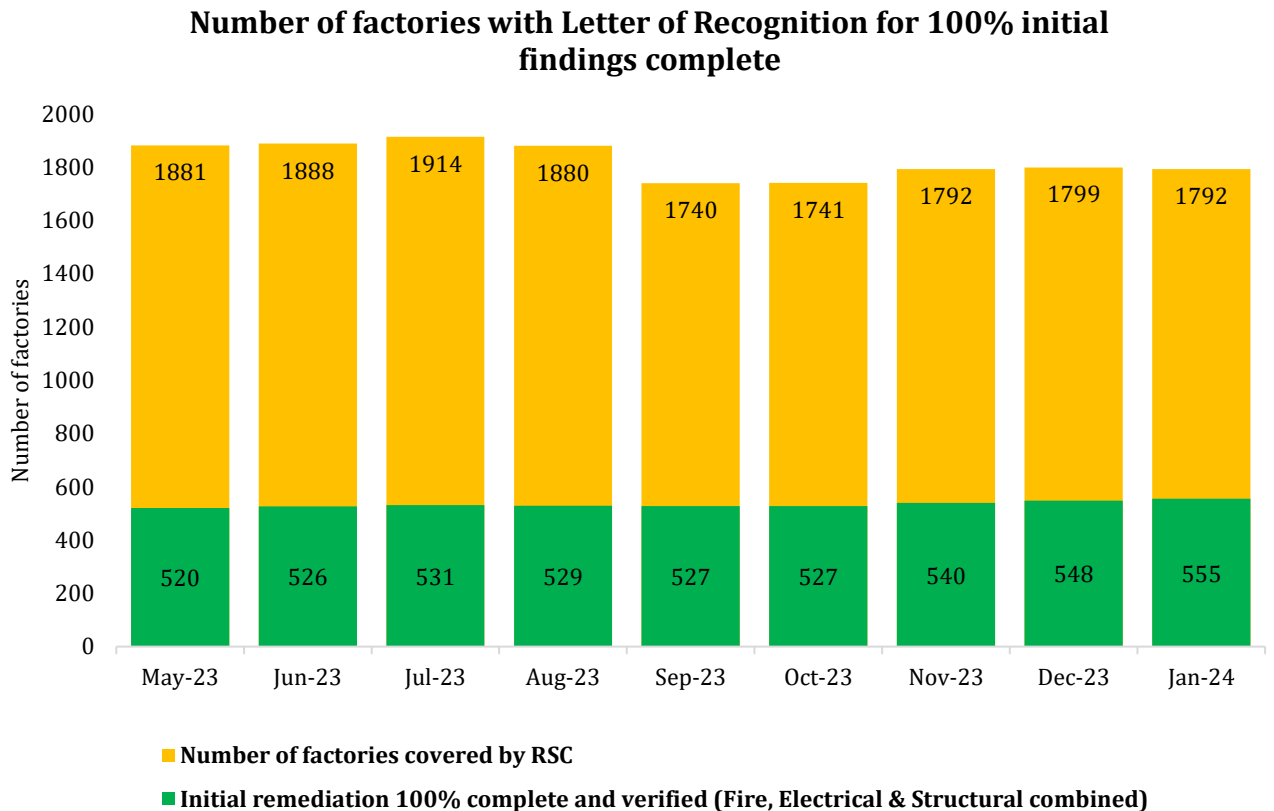


Figure 3: Number of Initial 100% remediated factories (combinedly recognized)

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

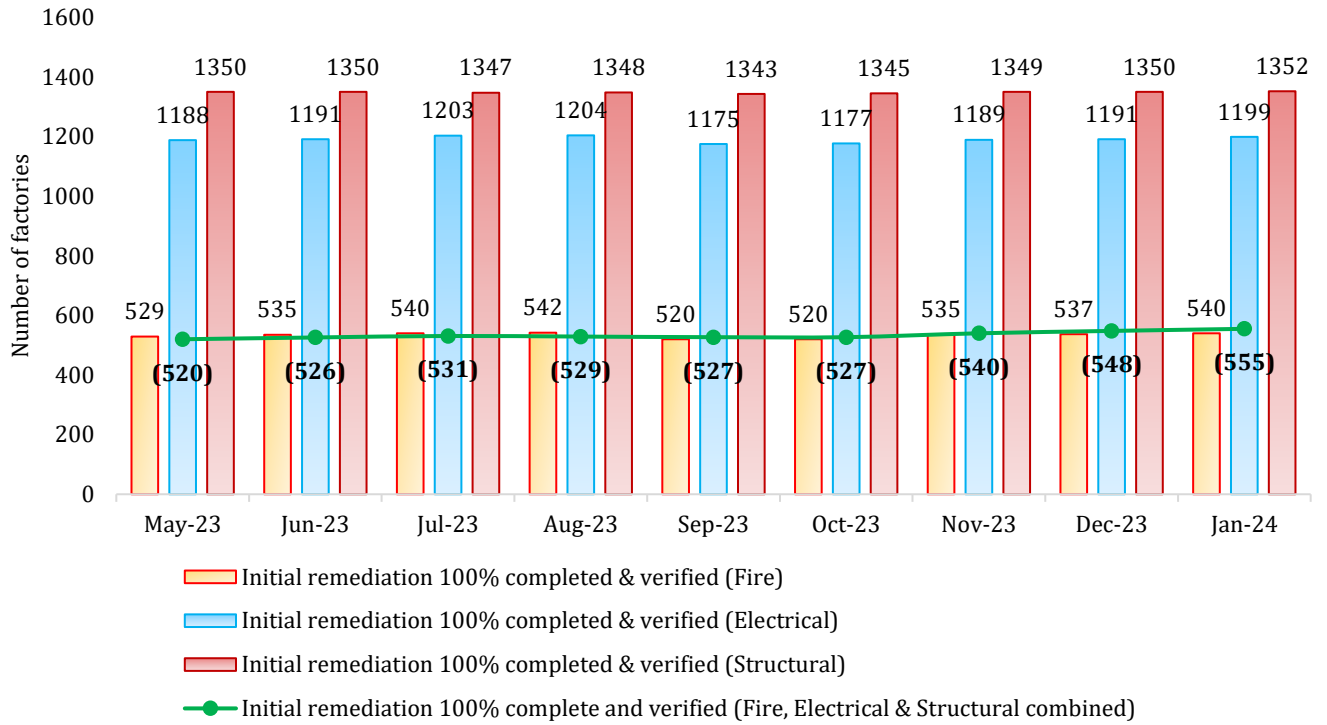


Figure 4: Number of Initial 100% remediated factories by scope (Fire, Electrical & Structural)

PROGRESS WITH REMEDIATION OF INITIAL FINDINGS (AS OF JANUARY 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 **791** factories that have recorded **100%** initial findings completed (includes Pending verification). From Figure 4 above it is seen that **555** 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)

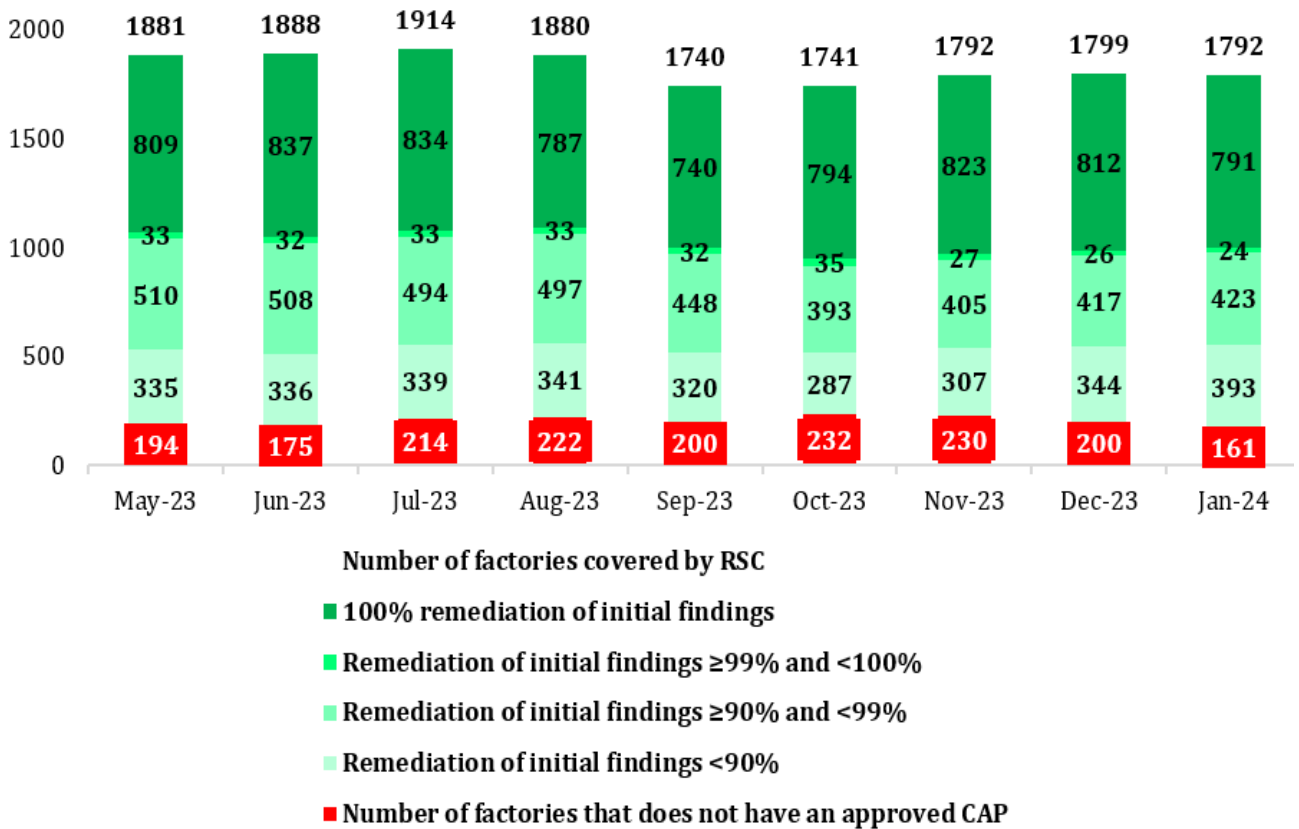


Figure 5: Initial remediation progress (%) considering pending verification items

PROGRESS RATE ON MAJOR ITEMS BY DISCIPLINE

Remediation Status of Fire Alarm and Detection Systems (AS OF JANUARY 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):

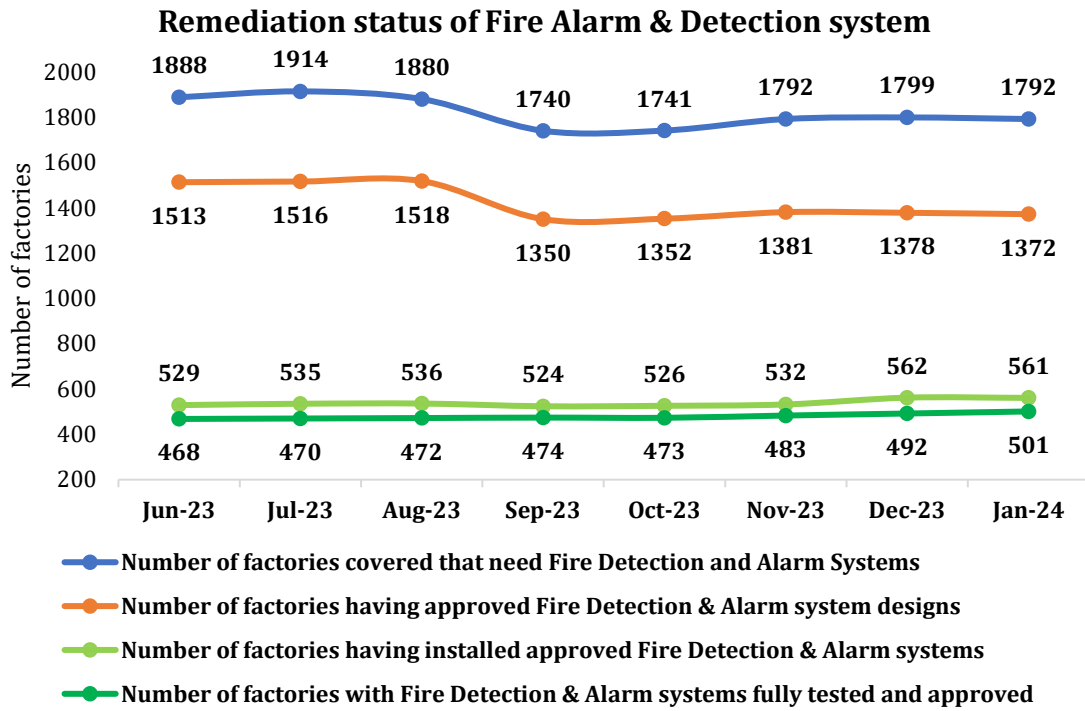


Figure 6: Remediation status of Fire Alarm and Detection System

Remediation Status of Fire Suppression Systems (AS OF JANUARY 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):

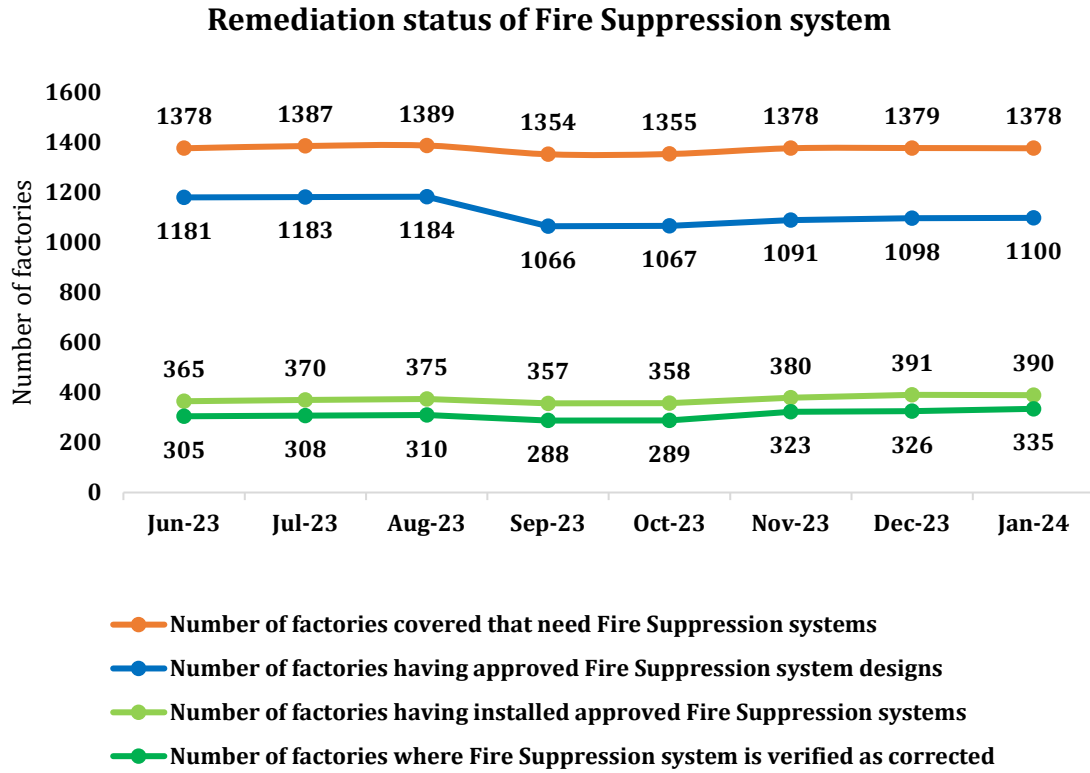


Figure 7: Remediation status of Fire Suppression System

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

- **Number of factories having accepted (D)EA: 1284.**
- **Number of factories completed the structural remediation: 835.**

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.

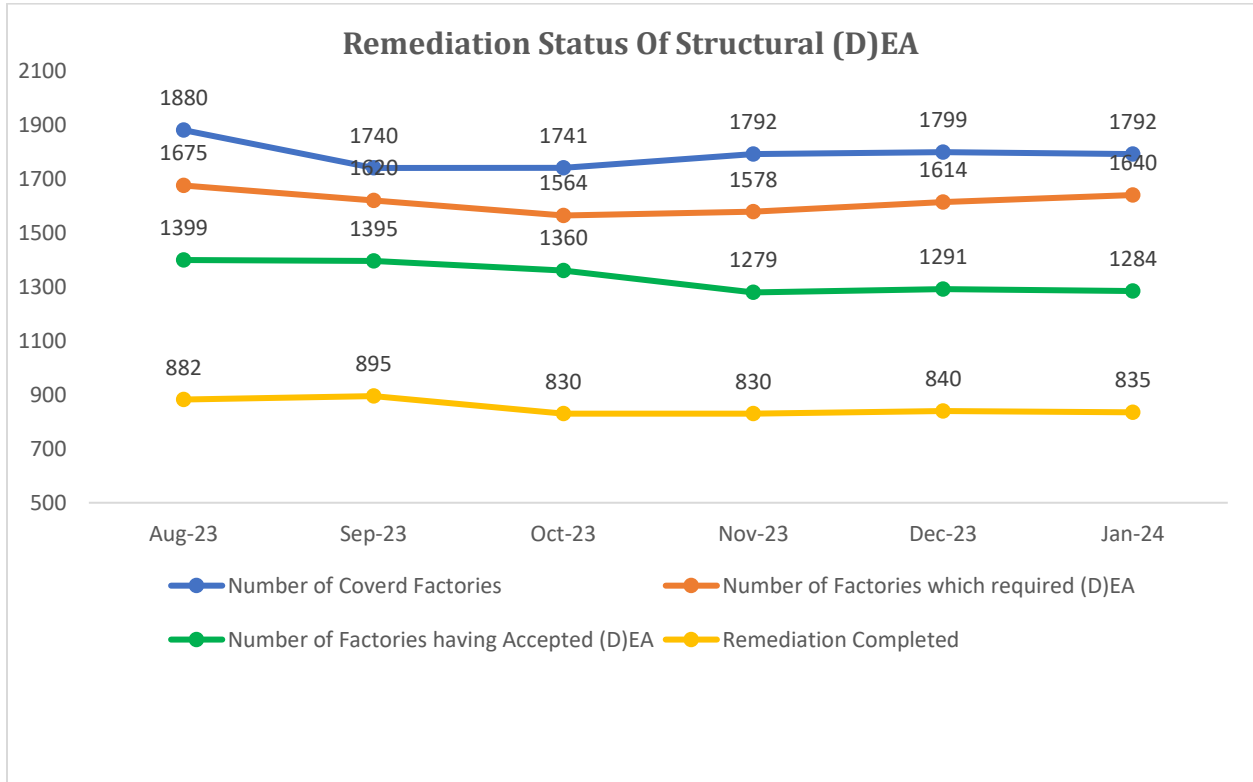


Figure 8: Remediation status of Structural (D)EA

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 January 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 January.

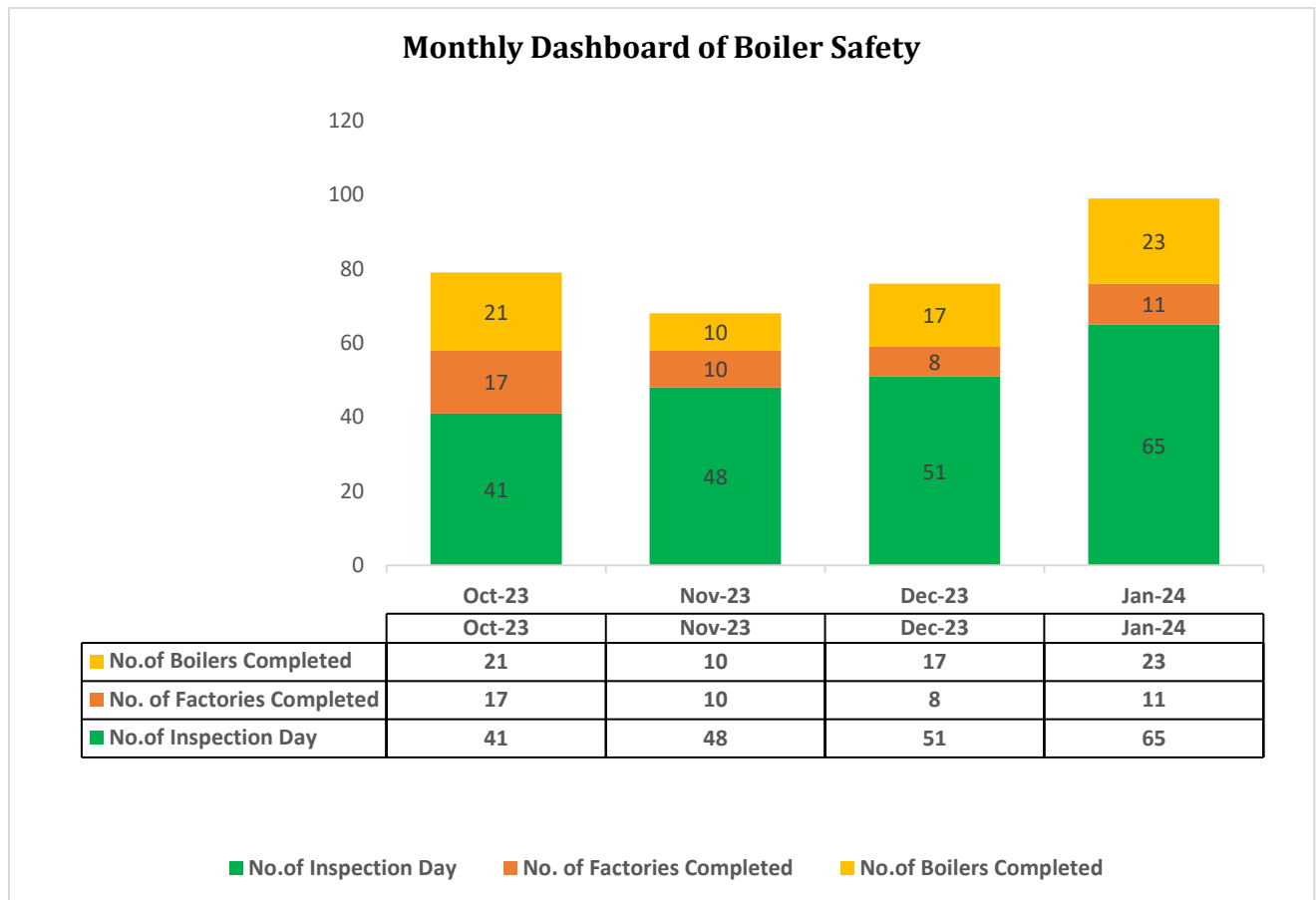


Figure 9: Monthly Dashboard of Boiler Safety

FACTORY ESCALATION STATUS (AS OF JANUARY 2024)

As of January 2024, a total of **327** factories have been escalated, **222** to Stage 1 and **105** to Stage 2. There are **442** factories that were de-escalated after the escalation items were verified by the RSC. Out of the total RSC covered factories, **1,023** have never gone to the escalation process. The percentage of different escalation stages of the RSC covered (**1,792**) factories are shown in the pie chart below.

Different Escalation Stages of all RSC covered factories

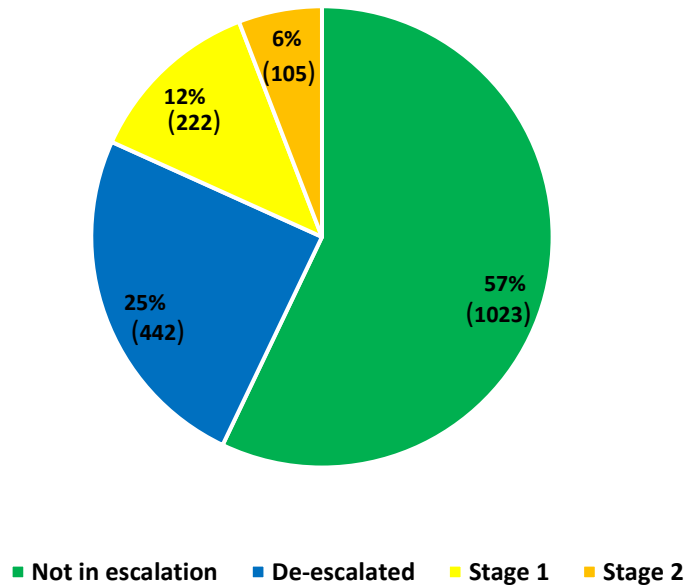


Figure 10: Escalation status of factories

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

The table below lists the name and account ID of the factory that was escalated to stage 3. These factory have been made ineligible for business with RSC participating Brands as a result of failure to participate in the RSC prescribed Safety Programme and have been transferred to DIFE.

ACCOUNT ID	ACCOUNT NAME	CURRENT ESCALATION STAGE	STAGE 3 ISSUED ON
12079	Silver Apparels Ltd.	Stage 3	25 January 2024

LIST OF FACTORIES THAT RECEIVED RECOMMENDATION OF PARTIAL/ FULL EVACUATION IN THE MONTH OF JANUARY 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 January 2024, the RSC didn't recommend partial or full evacuation to any of its covered factories.**

REPORTED FACTORY INCIDENT(S) IN THE MONTH OF JANUARY 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. **So, there are multiple events occurred at two factories at the RSC covered factory in the month of January 2024.**

ACCOUNT ID	ACCOUNT NAME	DATE OF THE INCIDENT	INCIDENT SUMMARY
9538	SQ Birichina Ltd.	(From 10 to 13) January 2024	Incident Summary (10th January 2024 - 16th January 2024) SQ Birichina Ltd (ID: 9538) 10th January 2024: Incident: Ms. Nargis Akhter (38), Senior Sewing Operator, experienced chest pain and was diagnosed with high blood pressure. Transferred to multiple hospitals; declared deceased upon arrival at Sreepur Upazila Medical Hospital.
11532	SQ Celsius Ltd. (Auto)	January 16, 2024	11th January 2024: Incident: Mr. Mahadi-Al-Masud (30), Maintenance Technician, involved in a fatal motorcycle accident during lunch break. Declared deceased at Valuka Upazila Hospital. 12th January 2024: Incident: Mr. Rifat Hasan (30), Quality Executive, experienced dizziness and vomiting; diagnosed with high blood pressure and later had a stroke. Transferred to multiple hospitals; declared deceased at Valuka Upazila Complex Hospital. Ten workers experienced similar symptoms and were hospitalized; factory operations suspended for the remainder of the day. 13th January 2024: Incident: Around 33 workers fell ill across different floors. The workers were taken to hospital, 25 workers discharged the same day, others transferred to Mymensingh Medical College and Hospital; operations suspended. Indoor air quality assessment by Green Bud and investigation by DIFE conducted. 14th-15th January 2024: Action: Factory remained closed for investigation and safety assessments. SQ Celsius Ltd. (Auto) (ID: 11532) 16th January 2024: Incident: Ms. Sheuly Akhter (36), Operator, became ill. Transferred to multiple hospitals; declared deceased at Mymensingh Medical College and Hospital. Actions Taken Factory operations suspended on multiple occasions for worker safety. Indoor air quality assessment conducted by Green Bud. Investigation initiated by DIFE.

MONTHLY UPDATE ON WORKPLACE SAFETY PROGRAMME

STATUS OF OCCUPATIONAL SAFETY AND HEALTH COMPLAINTS MECHANISM (1 JANUARY 2024 – 31 JANUARY 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.

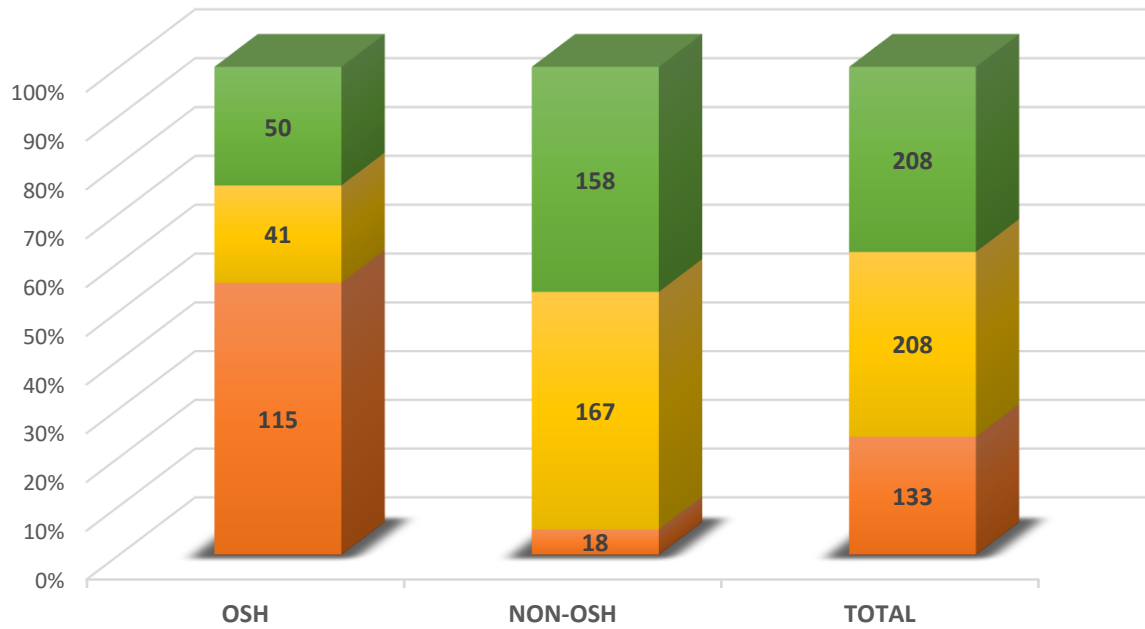
Complaints that fall outside of the remit of the Occupational Safety and Health Complaint Mechanism (i.e., non-OSH complaints) are forwarded to Factory Management, responsible brand, and labour signatories.

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 January 2024 – 31 January 2024)

The RSC has received **208** complaints out of which **41 (19.71%)** are Occupational Safety & Health (OSH) related complaints and **167 (80.29%)** are non-OSH related complaints.

COMPLAINTS STATISTICS
1 JAN 2024 TO 31 JAN 2024



■ Complaints In-Progress/pending Statistics ■ Complaints Receiving Statistics ■ Complaints Closing Statistics

Figure 11: Complaints Statistics 1 Jan 2024 to 31 Jan 2024

Complaints Closing Statistics

Period	OSH (Closed)	NON-OSH (Forwarded)	Total	OSH%	NON-OSH%
1 January 2024 to 31 January 2024	50	158	208	24%	76%



Resolved	24
Factory Not Covered	1
Disengaged	3
Withdrawn	3
Not Sustained	10
Resolved Outside Accord /RSC Complaints Mechanism	5
Handled by RPD	4

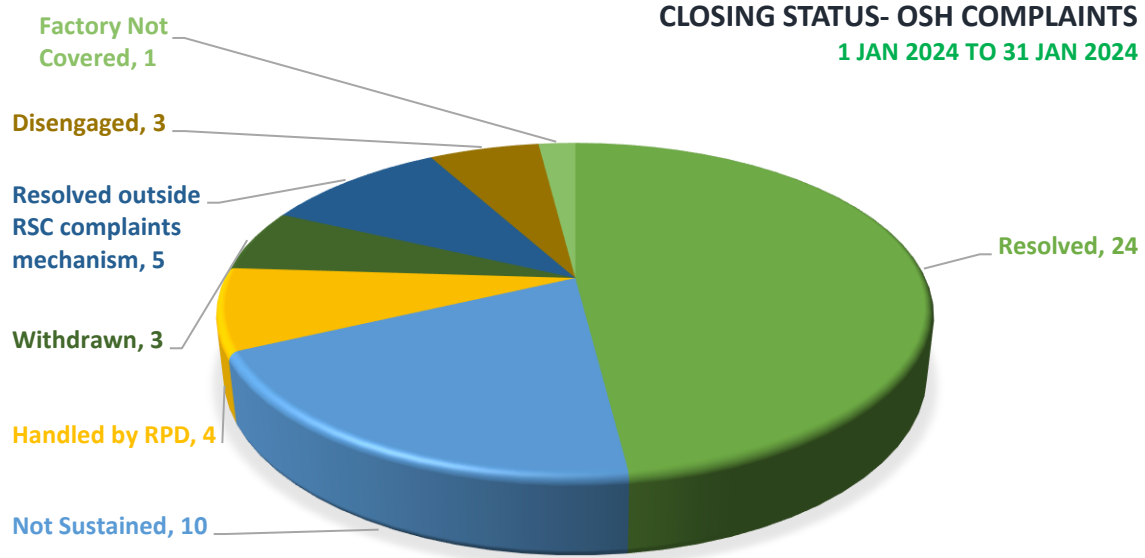


Figure 12: Complaints closed status 1 Jan 2024 to 31 Jan 2024

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

STATUS OF OSH TRAINING PROGRAMME (AS OF JANUARY 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.

N.B. The FGD Programme has been Completed.

OSH Training Programme Update as of January 2024					
SL#	Particular (Number of)	For the month of January 2024	As of Today		RSC Period
			Accord (As of 31st May 2020)	Work done by ACCORD+RSC to date	
1	Safety Committee established/enrolled	1	1279	1574	295
2	Safety Training Session Conducted	117	7825	18252	10,427
3	Factories Completed of Safety Training Cycle	29	558	1336	778
4	SC Member Participated in Safety Training	845	10831	19193	8362
5	Factories Covered Through All Employee Meeting	56	1350	1538	188
6	Workers are informed about workplace safety through All Employee Meetings.	72440	1,905,681	2,352,776	447095
7	Walk Through conducted	136	2294	6381	4087
8	Walkthrough Findings	915	13047	33958	20011
9	Safety Committee Meeting	85	634	2816	2182
10	Factories received a Letter of Acknowledgement	0	530	1231	701

OSH Training Program Update as of January 2024

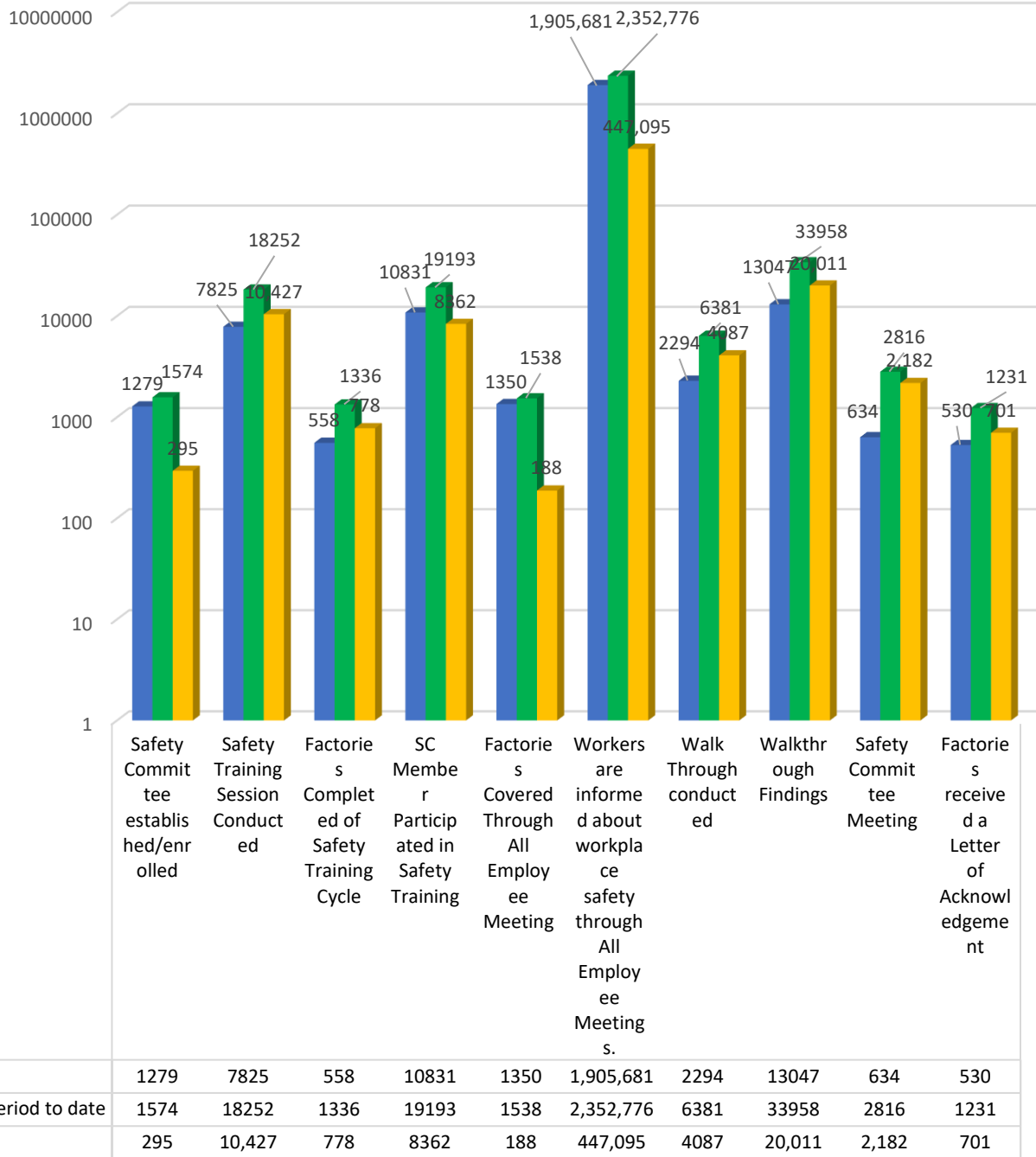


Figure 13: OSH Training Programme in January 2024