

January 2025

Monthly Report

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.

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 January 2025)

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 **20,712** inspections from June 2020 to January 2025 (among a total of **66,539** inspections by the safety initiative since 2014).

- RSC engineers conducted **1,958 (covered and non-covered factory)** initial inspections in the RSC period among the total of **8,354** initial inspections.
- RSC engineers conducted **18,754** follow-ups and other safety inspections in the RSC period, among the **58,185** follow-ups 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 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 Walkthrough. 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 January 2025)

- Covered factory account number: **1,859**
- **9** new “Independent factories” were listed through the industry (BGMEA, BKMEA) for participating in the RSC’s inspection and remediation programme.
- As of January 2025, **62** factories were waiting for initial inspection.

The following graph shows the total factories being covered by RSC from April 2024 to January 2025.

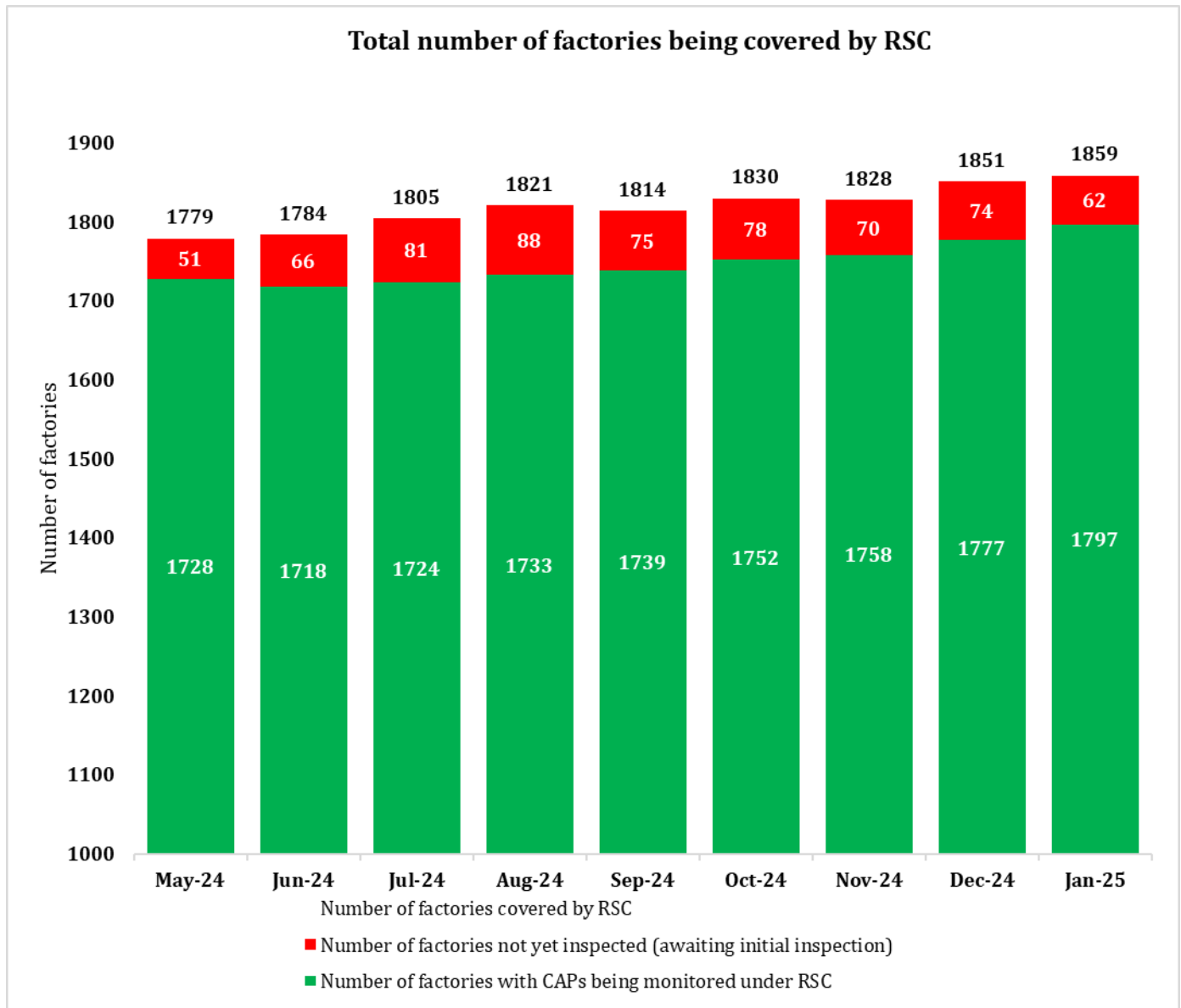


Figure 1: Number of factories covered by RSC

INSPECTIONS HIGHLIGHTS

- Total number of inspections: **384** in January.
- Number of unique factories inspected: **262** in January.
- The total inspection number is **1.29** times the number of unique factories covered, indicating multiple inspections conducted simultaneously.
- In January, the total number of initial and follow-up inspections decreased from the previous month. This can be attributed to the allocation of fewer engineering resources for inspections.

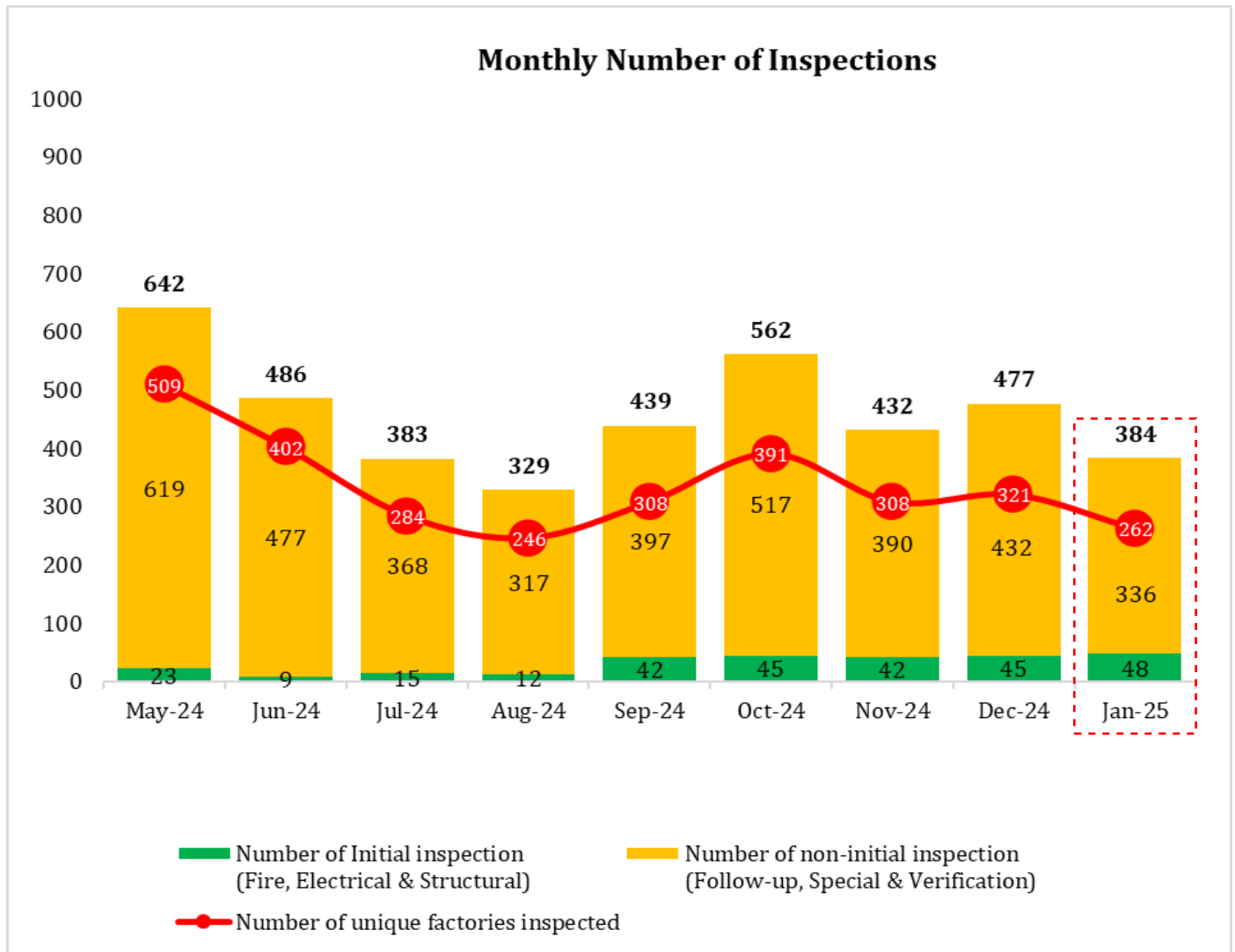


Figure 2: Number of Inspection conducted by the RSC

MONTHLY UPDATE ON SAFETY REMEDIATION

REMEDIATION PROGRESS ON INITIAL FINDINGS (As of January 2025)

- Out of 1,859 covered factories, 626 received a 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 allocating responsibilities at each stage.

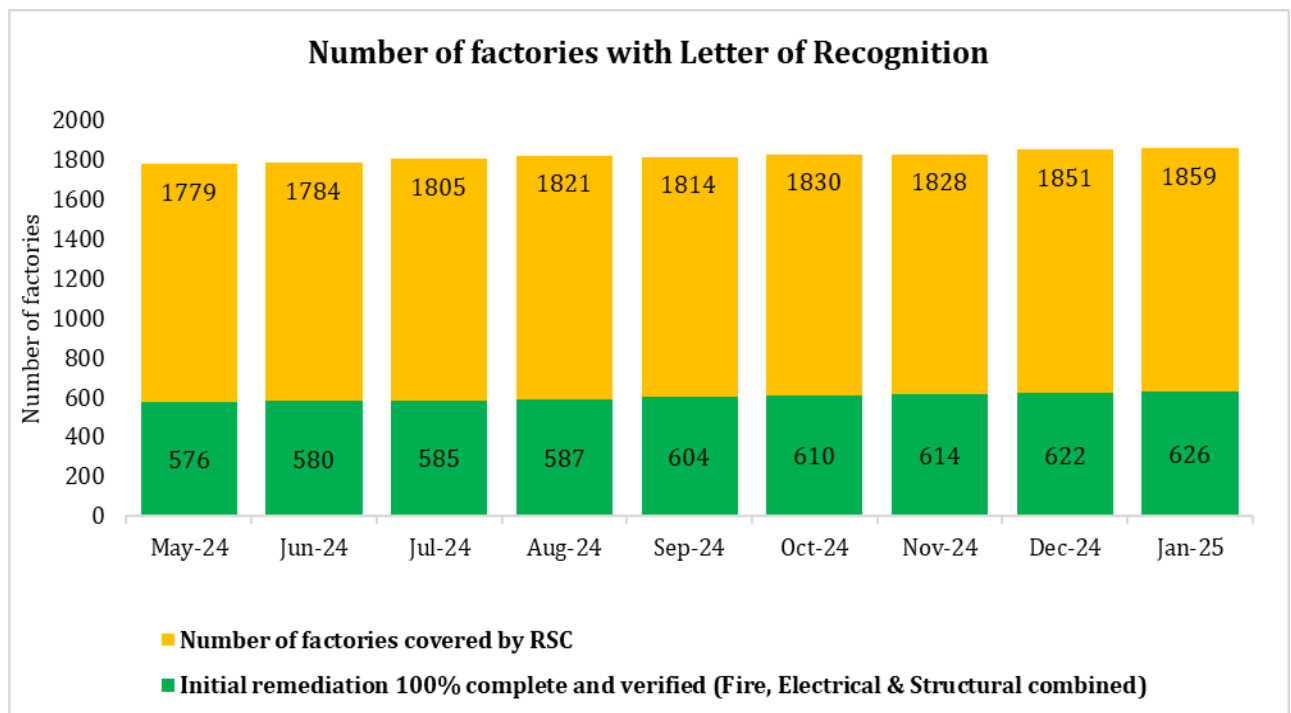


Figure 3: Number of Initial 100% remediate factories (combinedly recognised)

² T&C VI: Testing and Commissioning Verification Inspection

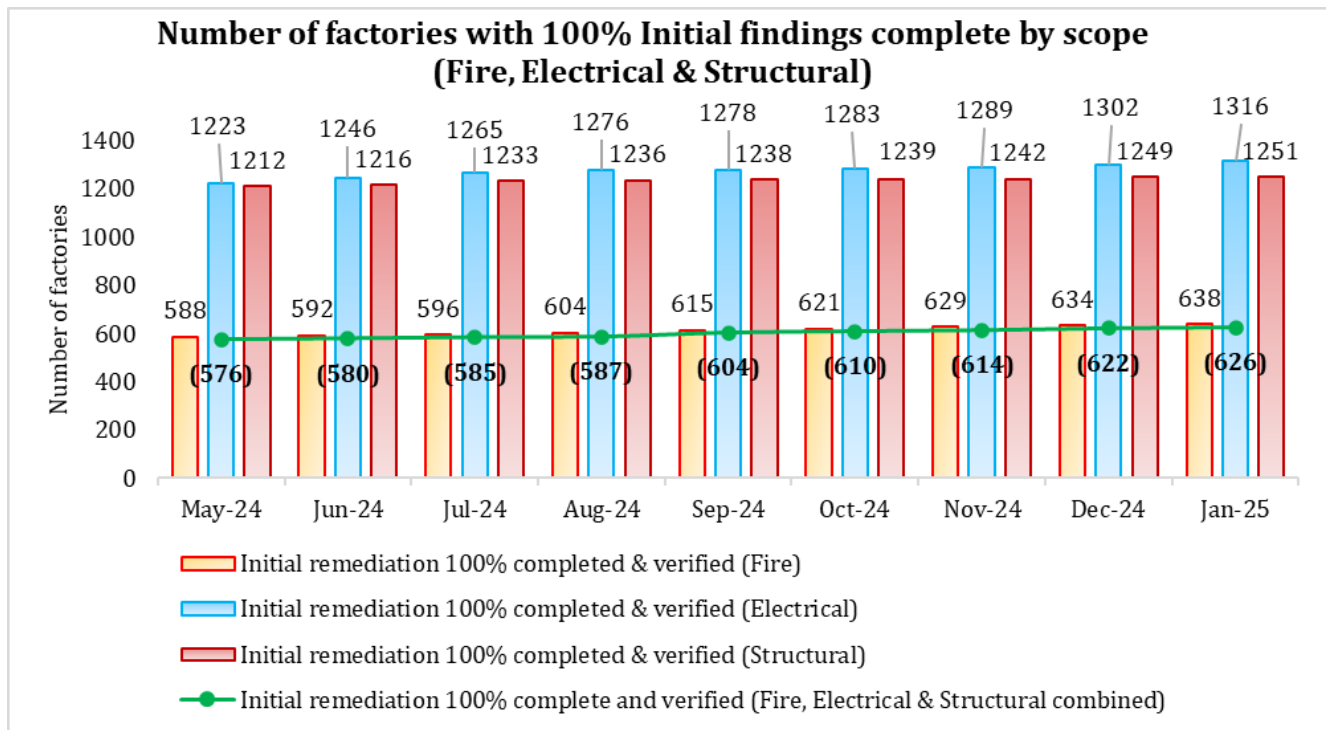


Figure 4: Number of Initial 100% remediate factories by scope (Fire, Electrical & Structural)

PROGRESS WITH REMEDIATION OF INITIAL FINDINGS (As of January 2025)

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 RSC engineers verified the finding as ‘corrected’ through the follow-up verification inspection and/or testing visits.

The following graph shows the **750** factories that have recorded **100%** of initial findings completed (including Pending verification). Out of these factories, **626** have received the Letter of Recognition (LoRs) as shown in Figure 4.

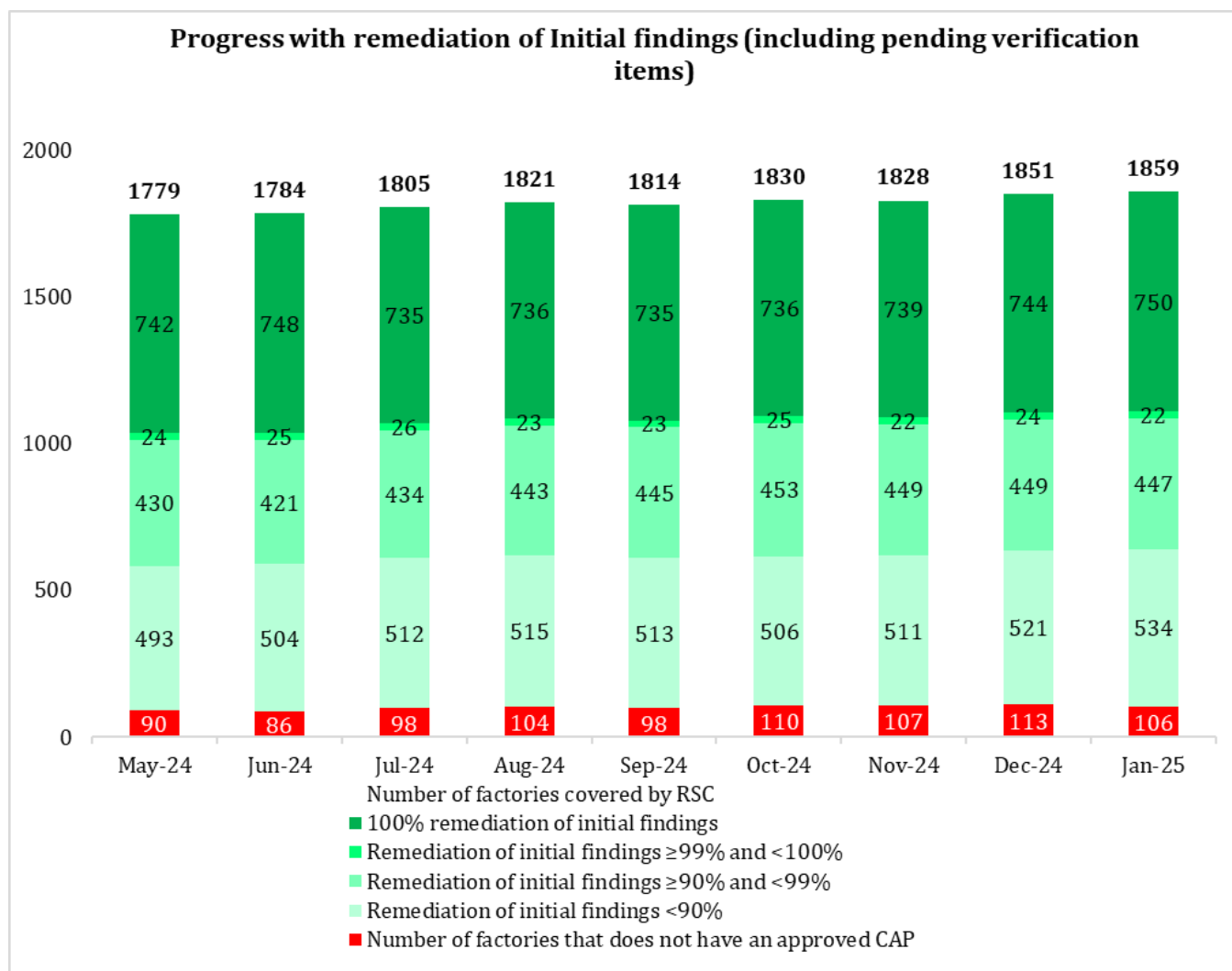


Figure 5: Initial remediation progress (%) considering pending verification

PROGRESS RATE ON MAJOR ITEMS BY DISCIPLINE

i. Remediation Status of Fire Alarm and Detection Systems (As of January 2025)

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):

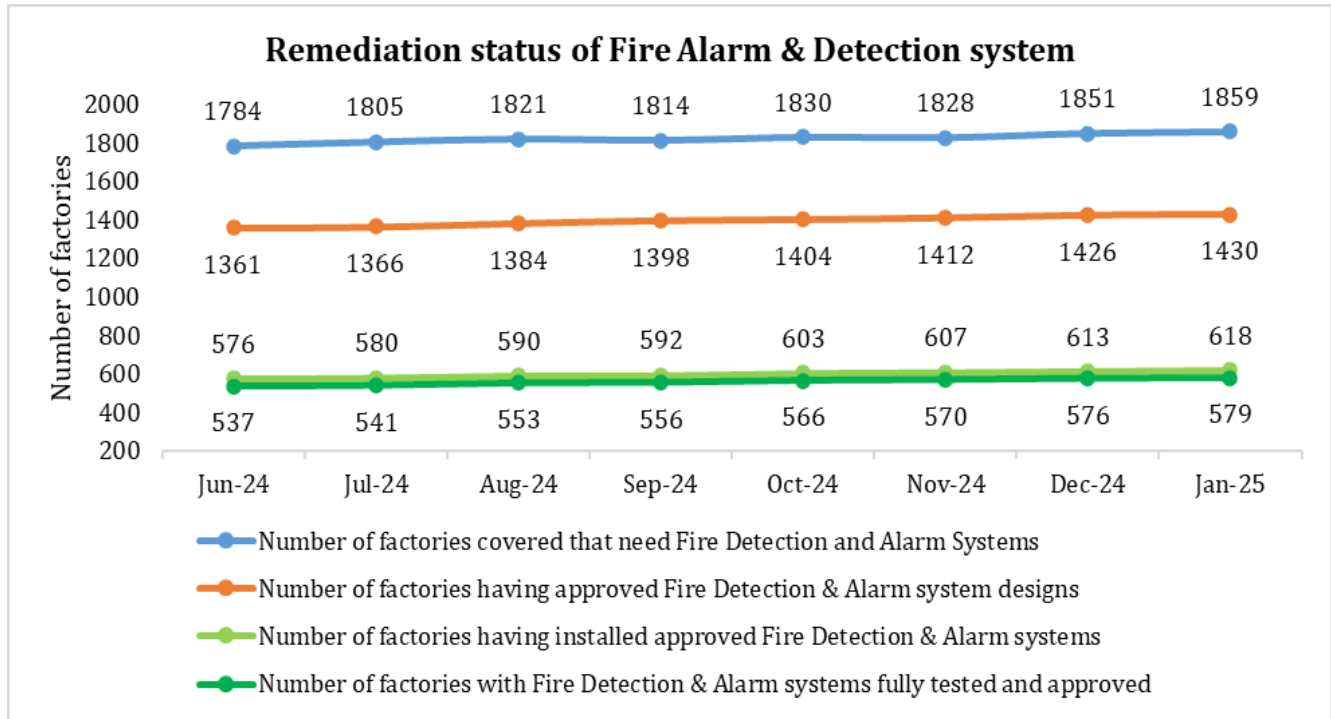


Figure 6: Remediation status of Fire Alarm and Detection System

Remediation Status of Fire Suppression Systems (As of January 2025)

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):

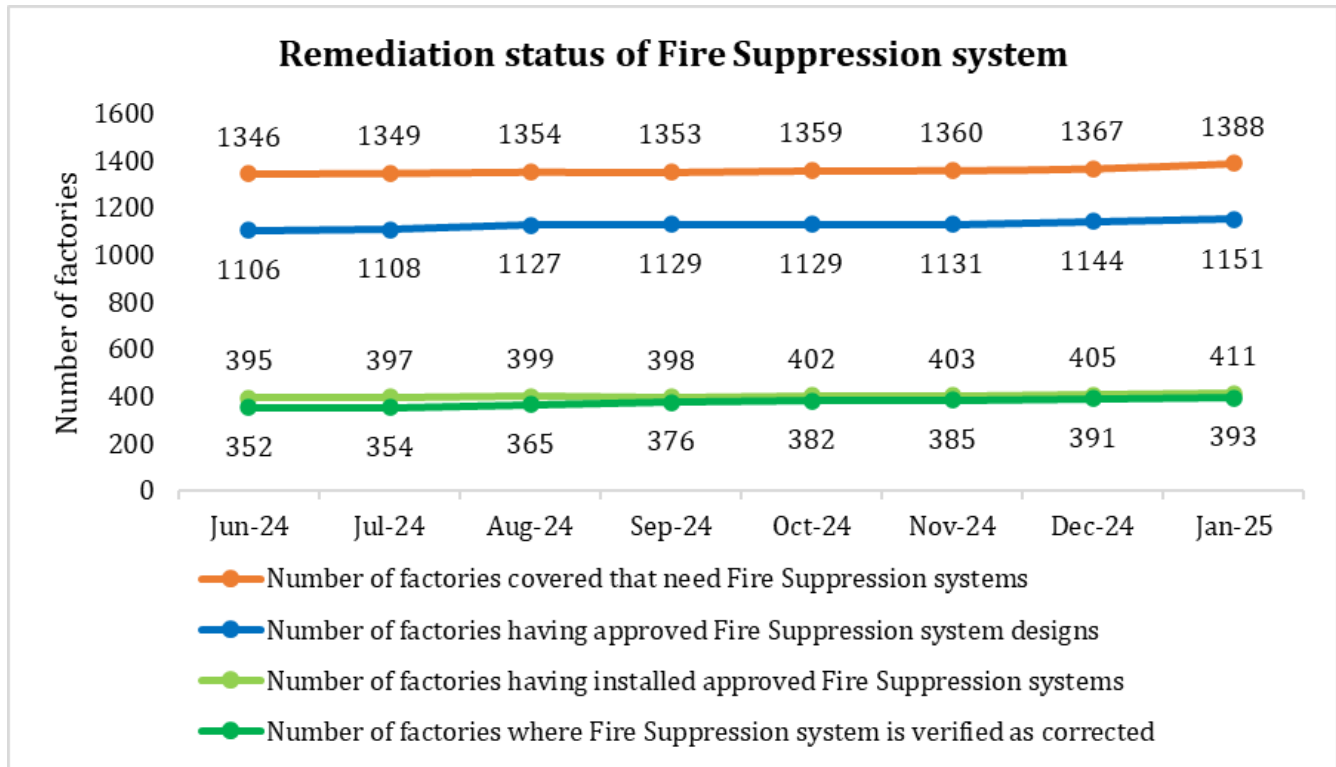


Figure 7: Remediation status of Fire Suppression System

Remediation Status of Structural Items: Detailed Engineering Assessment-(D) EA: (As of January 2025)

- **Number of factories having accepted (D)EA: 1297.**
- **Number of factories that completed the structural remediation: 821*.**

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.

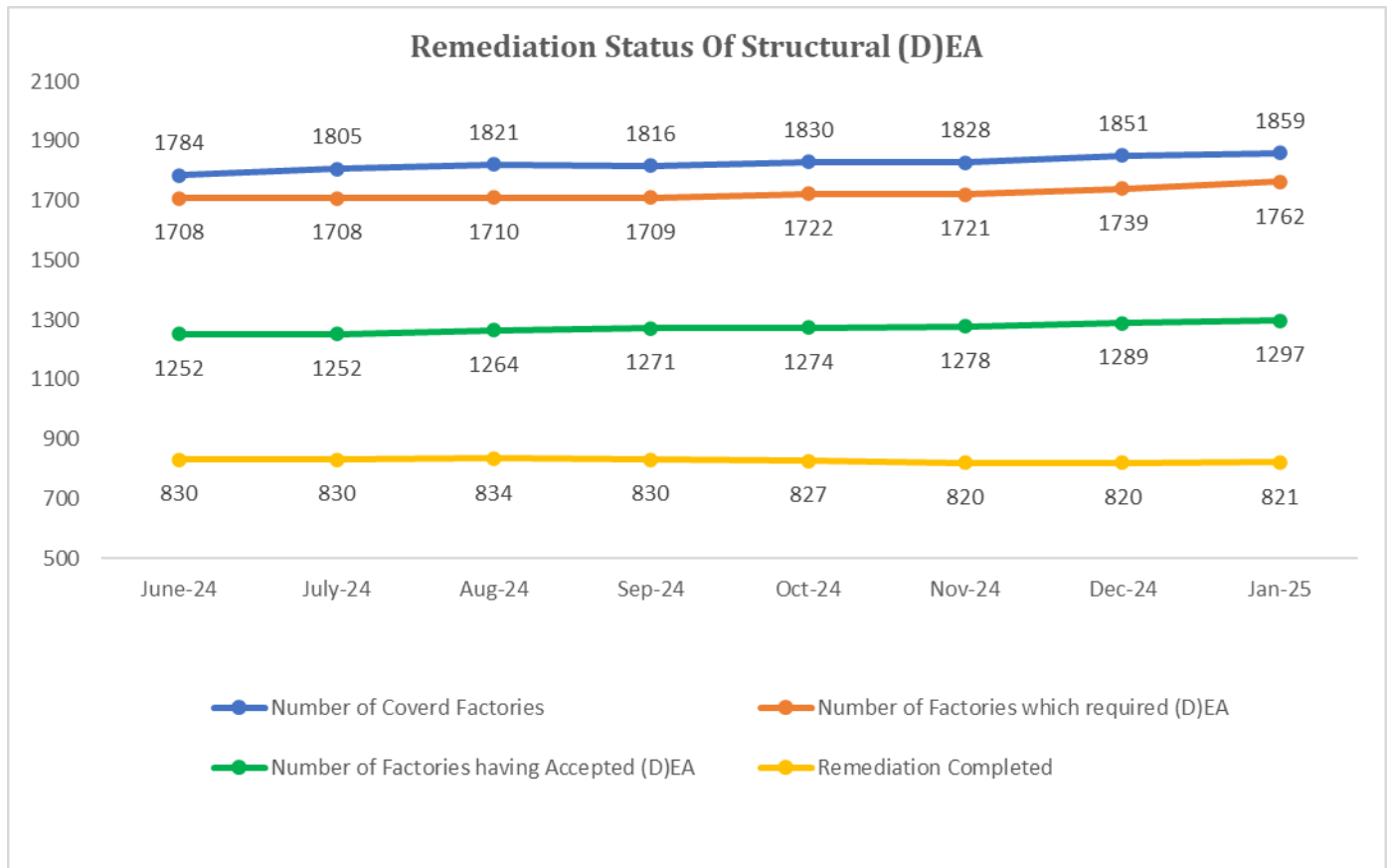


Figure 8: Remediation status of Structural (D)EA

* The number of remediated factories often varies due to the changes of status, such as moving from covered to archived or closed, as well as for the re-approval process.

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 January 2025, 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.

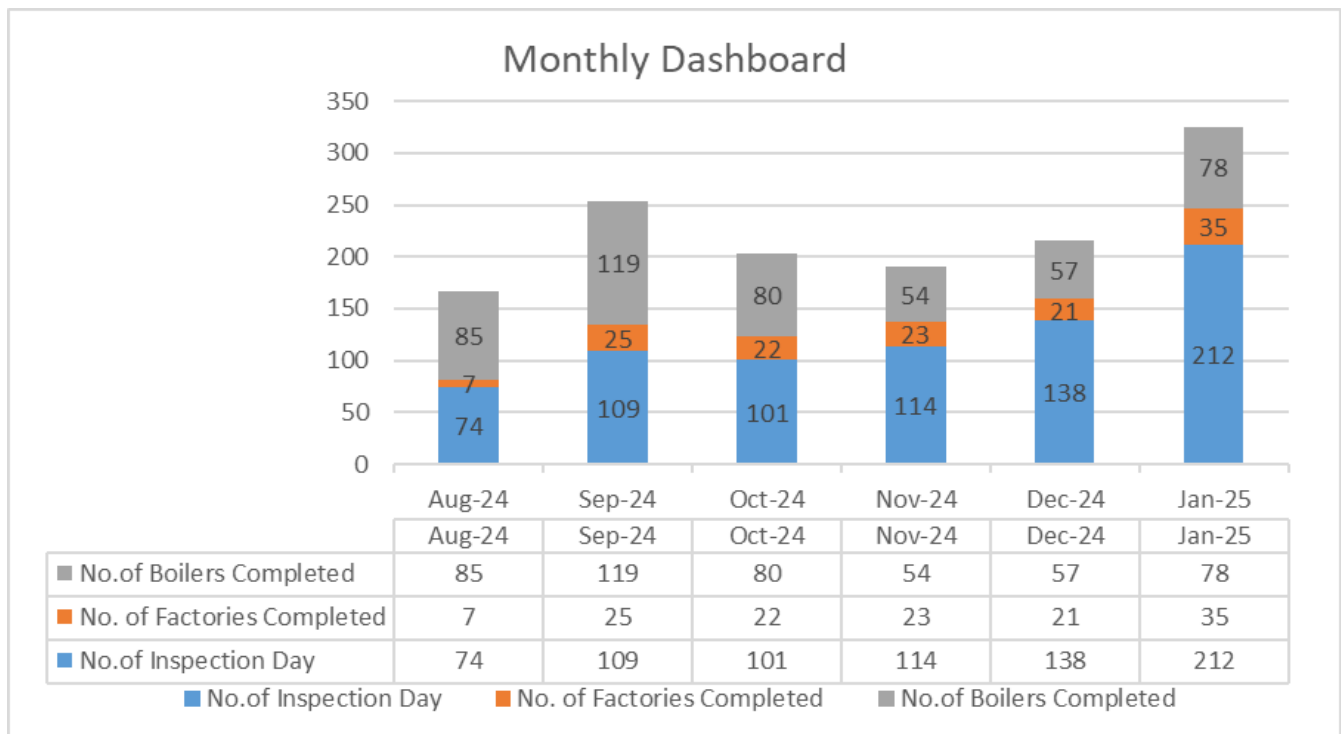


Figure 9: Monthly Dashboard of Boiler Safety

**Typically, inspecting small electric boilers takes less time than bigger ones. In January 2025, the total number of inspected small boilers was 19.

FACTORY ESCALATION STATUS (As of January 2025)

As of January 2024, **287** factories are in different stages of the escalation process, **210** of which are in Stage 1 and 77 in Stage 2. It is to be noted that a total of **506** 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, **1,066** have never gone through any escalation process. The percentage of different escalation stages of the RSC-covered factories (**1,859**) is shown in the pie chart below.

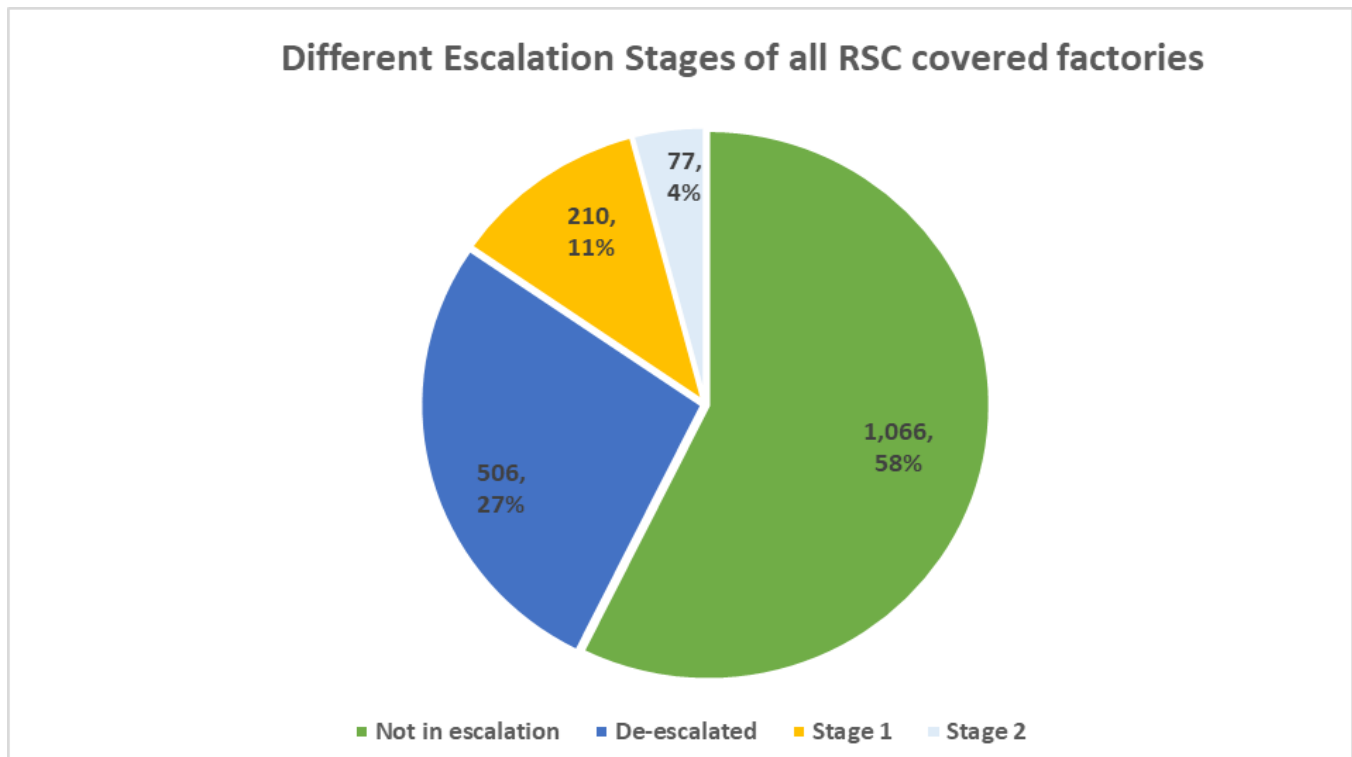


Figure 10: Escalation status of factories

LIST OF FACTORIES THAT RECEIVED STAGE 3 ESCALATION IN THE MONTH OF JANUARY 2025

In January 2025, no factories were issued Stage 3 Escalation by the RSC.

LIST OF FACTORIES THAT RECEIVED RECOMMENDATION OF PARTIAL/FULL EVACUATION IN THE MONTH OF JANUARY 2025

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 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 2025

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, **four reported incidents occurred at the RSC-covered factory in January 2025. The details are given below:**

ACCOU NT ID	ACCOUNT NAME	DATE OF THE INCIDENT	INCIDENT SUMMARY
9961	Ducati Apparels Ltd.	10-Jan-25	<p>The RSC conducted a post-incident inspection on January 16, 2025.</p> <p>On 10 January 2025, at around 01:06 AM, a security guard saw a fire on the 1st floor of Building 1. He immediately notified the Security Supervisor about the fire incident. The Security Supervisor informed the Chairman about this fire accident immediately. Then the Security Supervisor and Security Guard, along with four workers from the Eyelet Hole Machine section, initiated extinguishing the fire using hose pipes. Later, local people joined them to extinguish this fire and after around 15 minutes, the fire was brought under</p>

			<p>control, but still heavy smoke was visible from the incident floor.</p> <p>At around 01:30 AM, 2 units of Fire Service and Civil Defense (FSCD) from Savar came to the factory. Simultaneously, the factory's Chairman and officers from the Bangladesh Army reached the factory. They saw that heavy smoke was coming out from the incident building. Then, the FSCD started to emanate the smoke from affected areas. Later, factory management, FSCD and law enforcement entered the incident floor and found that electrical cables, one electrical panel namely DB-02 and a stack of denim garments stored adjacent to this panel had been damaged due to this fire incident.</p> <p>No fire alarm was triggered due to the inactive fire alarm and detection system in the building. A few fire alarm devices, emergency lights and fire alarm cables were burnt due to the fire incident.</p>
11501	Grameen Fabrics & Fashions Ltd.	22-Jan-25	<p>The RSC conducted a post-incident inspection on January 26, 2025.</p> <p>Workers of the Beximco group (Ref: The Business Standard Report, 22 January 2025, 07:35 pm, Last modified: 23 January 2025, 12:52 pm & factory management) & local people (Ref: factory management) staged a protest regarding overdue payments and unemployment in the factory vicinity and along the adjacent road since that afternoon. The protest concluded around 2:00 PM; however, the crowd remained on the road, blocking traffic and setting fire to several vehicles between 3:00 PM and 4:00 PM. Subsequently, the protestors approached the main gate of the factory, demanding to open the main gate. Considering the deteriorating situation outside, the factory management decided to close the facility at 4:30 PM. While all workers left the premises, a few members of the management team stayed inside to monitor the situation.</p> <p>At around 5:00 PM, a small group of 10 to 15 individuals first entered the factory, followed by a larger crowd that arrived at the main gate and forcibly breached the gate using a covered van. Shortly</p>

thereafter, at approximately 5 PM, this crowd entered the factory through the damaged gate and proceeded directly to the main factory building (G+3), where they shattered windows and ignited fires using burning tyres, bottles, and handmade torches in the fabric storage area and stenter machine section before quickly vacating the premises. The initial fire was set in the fabric storage and stenter machine areas on the ground floor, remaining contained to that level. The management team present in the factory soon noticed the rapid spread of the fire on the ground floor.

Consequently, factory personnel contacted the nearby REB to disconnect the electricity, which was successfully turned off around 5:30 PM, although the factory had already been shut down by disconnecting their own switchgear at 4:30 PM.

A group of approximately 20 factory workers, who had entered the facility after the fire began, attempted to extinguish the flames using a diesel pump, Class-I and Class-II hoses, sand, and buckets of water. The factory promptly contacted the fire department immediately following the occurrence of the fire incident. However, the arrival of the firefighters was delayed due to road blockage caused by vehicles and protesters. The firefighters arrived at approximately 7:00 PM, entered the factory, and successfully extinguished the fire between 8:00 PM and 8:30 PM. They left the factory after providing some recommendations.

The fire incident resulted in the destruction of all items located on the ground floor of the fabric store and stenter machine areas. This included electrical installations, fire alarm and detection system devices, machinery, fabrics, chairs, tables, emergency lights, and other equipment. It has been noted that the fire alarm did not activate during the event, as Loop-1 (which serves the ground floor) had been disconnected from the fire alarm control panel, due to modifications to the fire alarm detection system.

There were no reported injuries or fatalities.

10122	Hdf Apparels Limited	20-Jan-25	<p>The RSC conducted a post-incident inspection on January 20, 2025.</p> <p>A Boiler explosion occurred on the ground floor, inside the sample section of the sewing floor, on 20 January 2025, at approximately 08:45 am. The capacity of the exploded boiler (boiler – 1) cannot be determined as the RSC boiler safety engineer was not provided with any documents by the factory management. However, it was mentioned by the media that the capacity of the boiler was 5kg.</p> <p>According to the factory Maintenance Manager, who was checking a sewing machine 15 to 20 feet away from the incident area, heard a loud sound and observed that the sample section became smoggy due to dirt & steam fog, a glass of the door & windows shattered, and workers started running away from the floor. The factory Electrical in charge, assistant manager (HR & compliance) & assistant manager (admin) described the incident similarly.</p> <p>According to the “Master” of the sample section, who was working inside the sample room, heard a weak sound from the boiler at the beginning & exploded with a loud sound. The visibility of the room became nearly zero & the workers started running away, he mentioned.</p> <p>As reported by the factory management and safety committee members, around 10 to 12 people were injured during the incident & released from the hospital after primary treatment. Among them, one has sustained a leg injury requiring 6 stitches. However, no fatality was reported by the factory management, safety committee members & local media.</p>
10191	Tamishna Fashion Wear Ltd	27-Jan-25	<p>The RSC conducted a post-incident visit at the factory on Jan 30, 2025, to verify the reported incident.</p> <p>During the post-incident inspection, the RSC engineer visited both the RSC IDs of Tamishna Fashion Wear Ltd. (ID: 10191) and Tamishna Fashion Wear Ltd (new building) (ID: 23640). However, it was observed that the lift incident occurred at Etafil Accessories Ltd</p>

			<p>which is not under the coverage of the RSC program.</p> <p>The lift incident occurred in Etafil Accessories Ltd which is not an RSC-covered factory. This factory (Etafil Accessories Ltd) is an Accessories factory of the Tamishna Group located in a different location. The investigation found that a worker using a manually operated cargo lift became caught in the door by his clothing. The operator, unaware, continued lowering the lift, causing a fatal head injury. The worker was taken to the hospital and passed away the next night. As the incident-affected facility is not covered under any factory ID of the RSC, the incident is out of the scope of the RSC.</p>
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MONTHLY UPDATE ON OCCUPATIONAL SAFETY AND HEALTH COMPLAINTS MECHANISM (January 1, 2025 – January 31, 2025)

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 completed the NON-OSH pilot program which started on March 11th, 2024, and concluded on August 11th, 2024. This initiative covered concerns such as Freedom of Association (FoA), child labour, forced labour, discrimination, minimum wages, benefits, leave, unfair employment contracts, separation, and environmental complaints. Selected 100 brands and their 503 associated sourcing factories were under this pilot. The resolution protocol for Non-OSH Pilot 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-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 for 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 Non-OSH pilot (i.e., other non-OSH complaints) are forwarded to factory management, responsible brands, 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 January 2025 – 31 January 2025)

The RSC received 234 complaints during the reporting period mentioned. Of these, 108 (46%) are Occupational Safety & Health (OSH) related complaints, and 126 (54%) are non-OSH related complaints. Moreover, RSC received 377 complaints under the non-OSH pilot program from 11 March to 11 August 2024 of which 330 eligible complaints were processed and out of them 139 were fully resolved, 46 were partially resolved, and 12 were resolved outside. At the end of the pilot period, a total of 133 outstanding complaints were forwarded to the respective brands for further action.

Monthly Update, Complaints Mechanism, RSC (January 2025)

Complaints Receiving Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
Jan-25	108	126	234	46%	54%
RSC Period	2,019	6,217	8,236	25%	75%
ACCORD Period	1,190	1,089	2,279	52%	48%
Total Period	3,209	7,306	10,515		

Complaints Closing Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
Jan-25	30	123	153	20%	80%
RSC Period	2,015	6,226	8,241	24%	76%
ACCORD Period	1,049	1,050	2,099	50%	50%
Total Period	3,064	7,276	10,340		

Complaints In-Progress/ Pending Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
Jan-25	144	30	174	83%	17%
RSC Period	144	30	174	83%	17%
ACCORD Period	1	0	1	100%	0%
Total Period	145	30	175		

Monthly Closing Status- OSH Complaints		
SL	Category	Quantity
1	Factory Closed	1
2	Resolved	22
3	Not Sustained	2
4	Withdrawn	5
Total		30

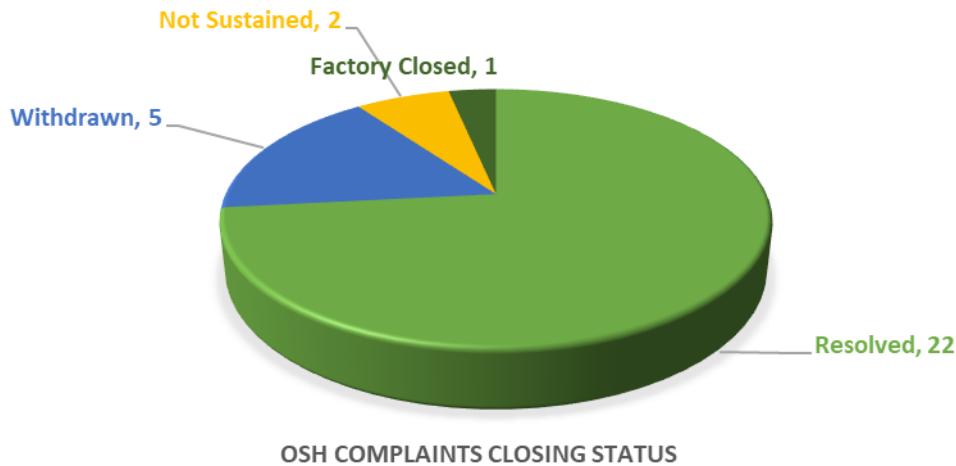


Figure 11: Monthly Closing Status of OSH Complaints

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

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

* January - 24 (1 January – 31 January 2025), RSC period (1 June 2020 – 31 January 2025), Accord Period (1 August 2014 – 31 May 2020), Total period 1 August 2014- 31 January 2025

MONTHLY UPDATE OF OSH TRAINING PROGRAMME (As of January 2025)

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 January -2025

Particular (Number of)	For January 2025	As of 31 January -2024		RSC Period
		Accord (Until 31st May 2020)	Work done by Accord & RSC	
Safety Committee (SC)				
-SC Enrolled in RSC Training Programme	2	1,279	1,738	459
-Total Safety Committee Meeting	103	634	3,732	3,098
Training Conducted				
-Total Sessions	132	7,825	19,303	11,478
- No. of SC Members Enhanced Capacity	1,095	10,831*	20,861*	10,030
- Walk Through	142	2,294	7,583	5,289
- Walk Through Findings	989	13,047	42,055	29,008
Factories Completed OSH Training Full Cycle				
-Regular	-	558	1,354	796
-Resumption	12	-	842	842
All Employee Meeting (AEM)				
- Total AEM Conducted	51	2,742	3,957	1,215
- Factories Covered	51	1,350**	1,673**	323
- Workers Reached	94,467	1,905,681***	2,658,566***	752,885
Factories Awarded – Letter of Acknowledgement (LOA)	1	530	1,282	752

* 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 Programme Update as of January 2025

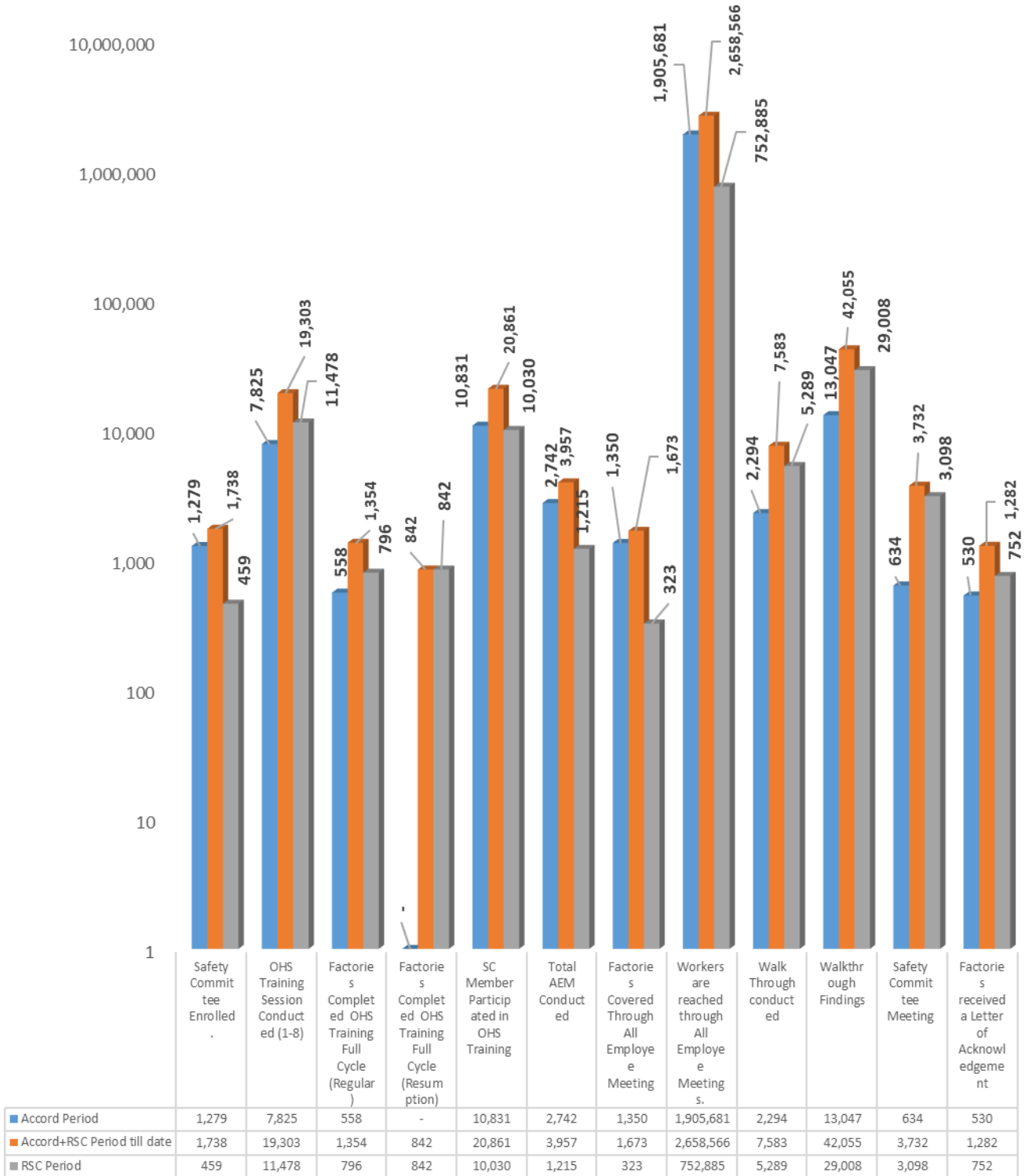


Figure 13: OSH Training Program Monthly Report January - 2025