



# Monthly Report

September 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.*

## CONTACT US

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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 September 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 inception<sup>1</sup>. The RSC carried out **18,857** inspections from June 2020 to September 2024 (among a total of **64,684** inspections by the safety initiative since 2014).

- RSC engineers conducted **1,778 (covered and non-covered factory)** initial inspections in the RSC period among the total of **8,174** initial inspections.
- RSC engineers conducted **17,079** follow-ups and other safety inspections in the RSC period, among the **56,510** follow-up and other safety inspections.

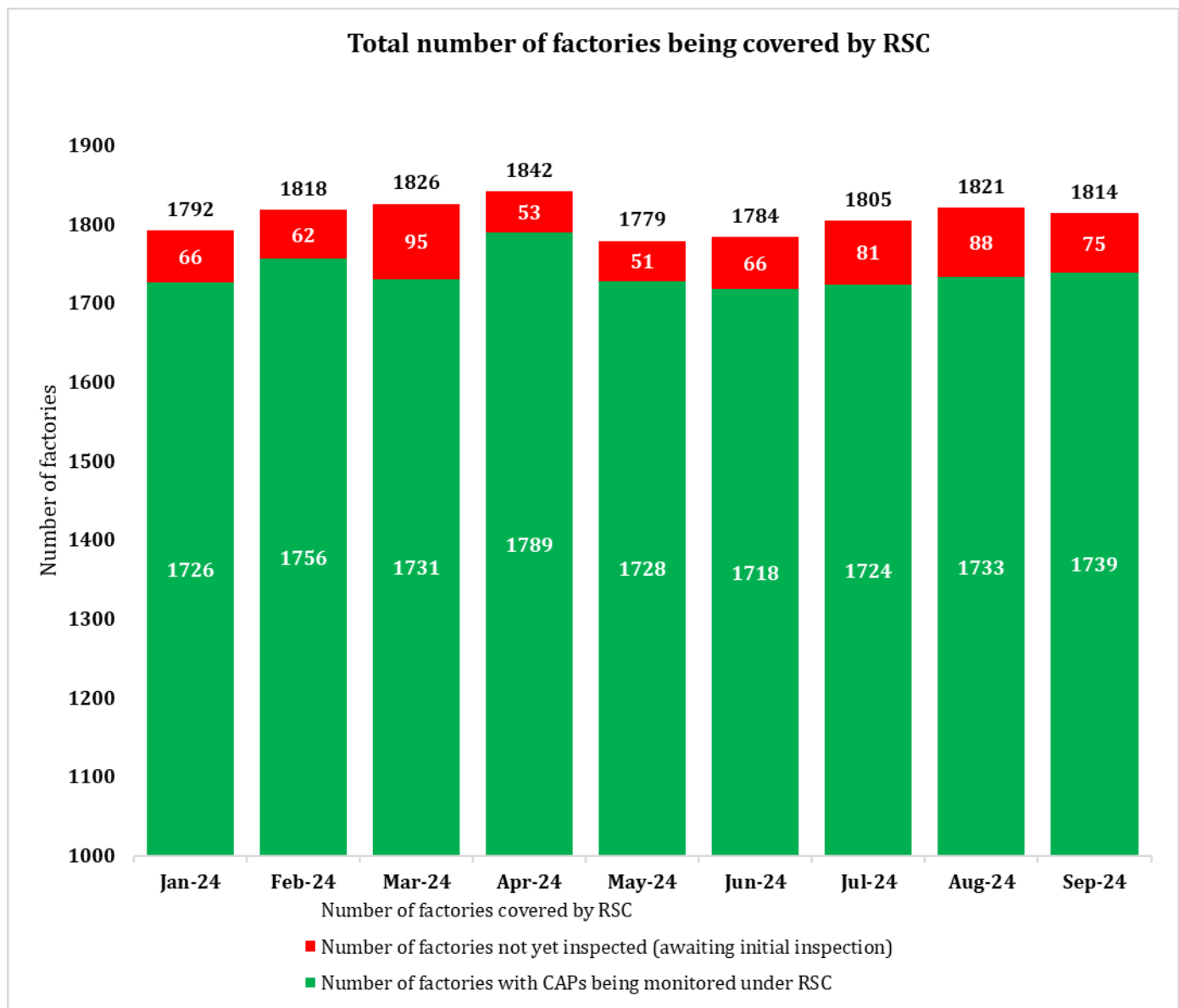
Following the initial inspections, the factory and the brands are tasked to develop a Corrective Action Plan (CAP) that details the time-bound remedial action(s) for completion which is based on the severity of the findings. RSC regularly coordinates with the factories to ensure that the outstanding 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.

<sup>1</sup> RSC commenced its inspection and remediation programme in June 2020.

## FACTORY COVERAGE (As of September 2024)

- Covered factory account number: **1,814**
- **4** new “Independent factories” were listed through the industry (BGMEA, BKMEA) for participating in the RSC’s inspection and remediation programme.
- As of September 2024, **75** factories were waiting for initial inspection.

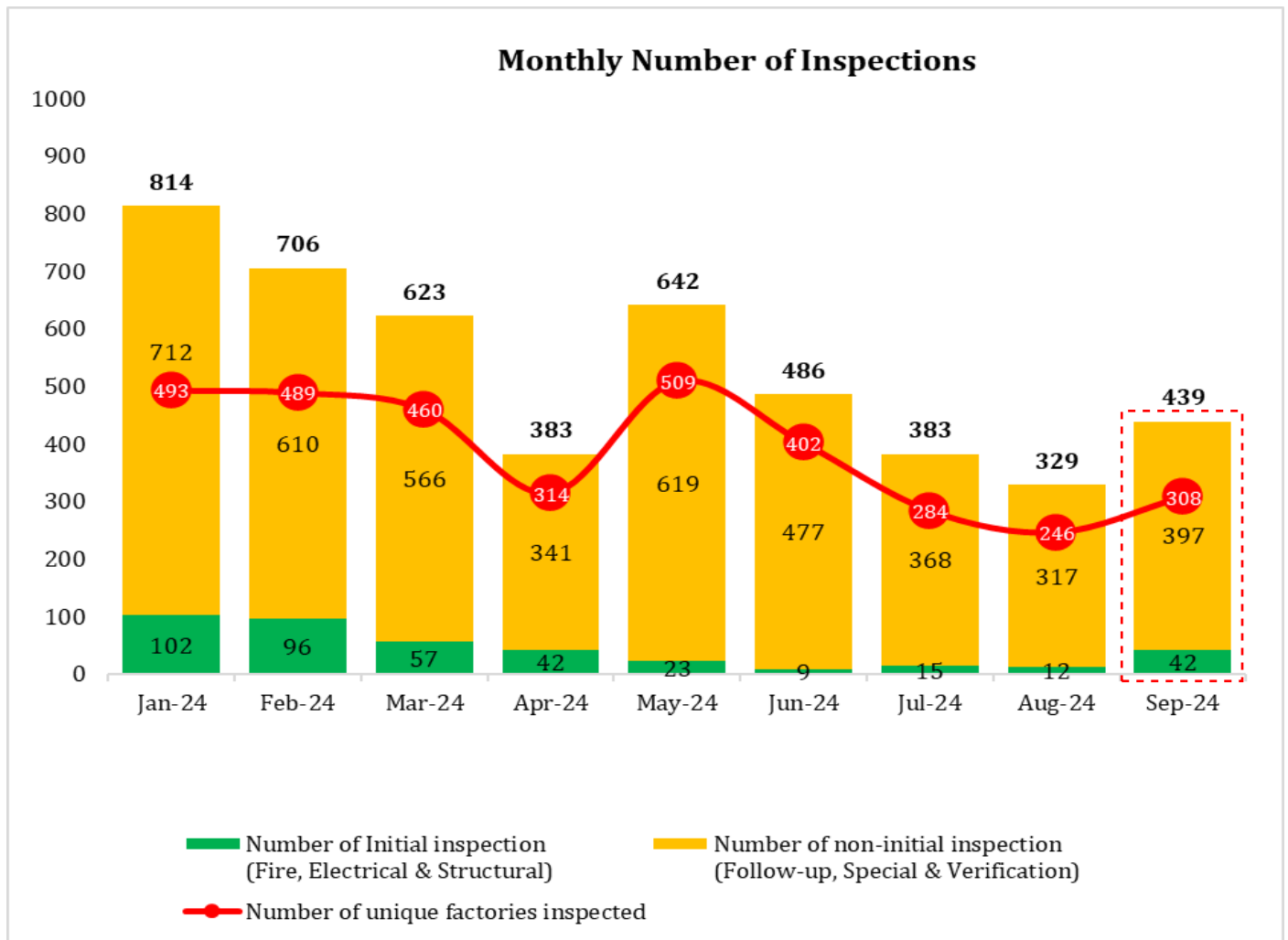
The following graph shows the total factories being covered by RSC from January 2024 to September 2024.



**Figure 1: Number of factories covered by RSC**

## INSPECTIONS HIGHLIGHTS

- Total number of inspections: **439** in September.
- Number of unique factories inspected: **308** in September.
- The total inspection number is **1.42** more than the number of unique factories covered, indicating multiple inspections conducted simultaneously.
- In September the total Initial and Follow-up Inspections decreased from last month due to nationwide unrest.

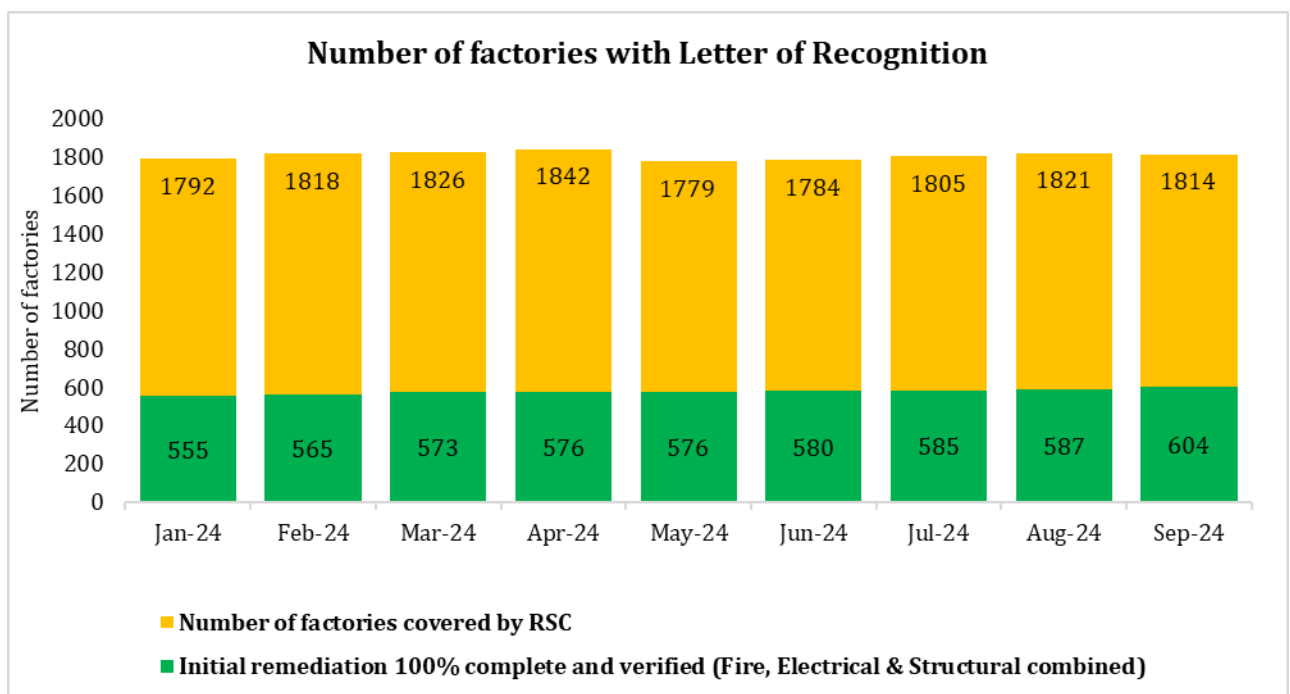


**Figure 2: Number of Inspection conducted by the RSC**

## MONTHLY UPDATE ON SAFETY REMEDIATION

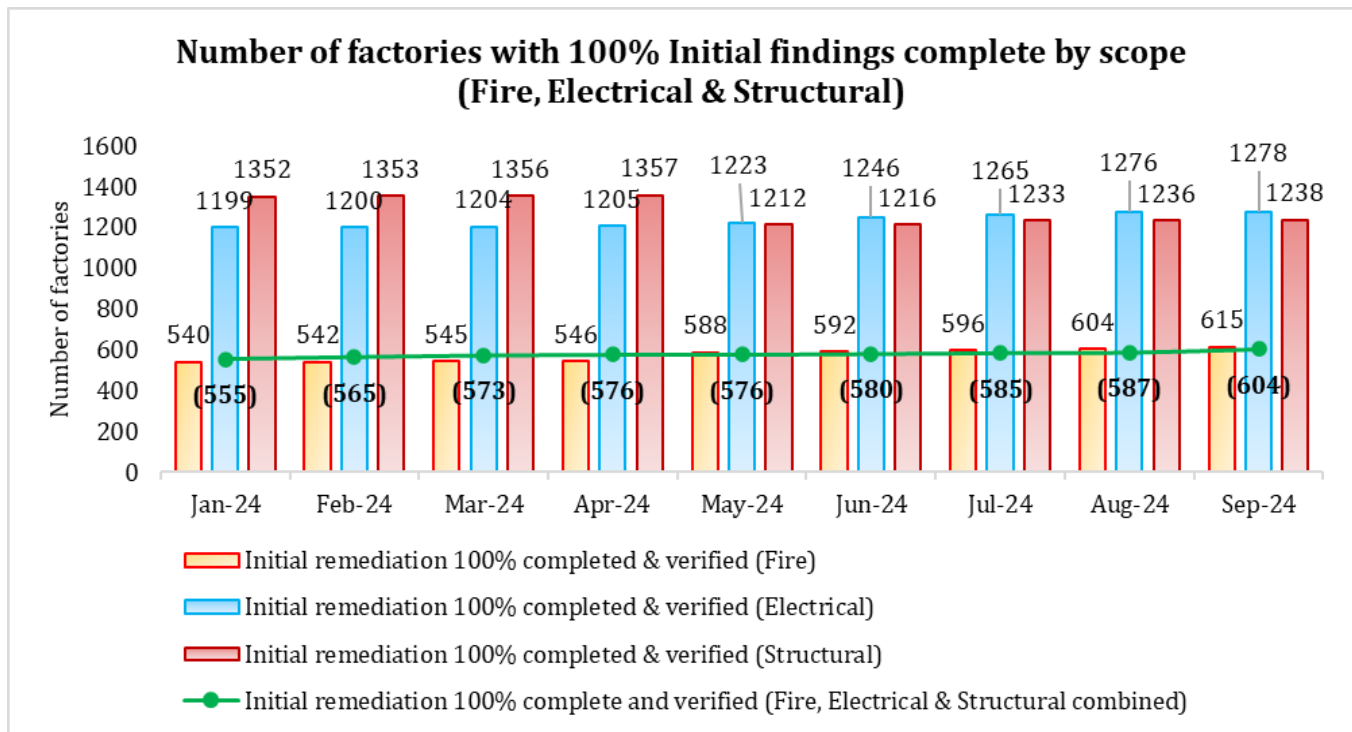
### REMEDIATION PROGRESS ON INITIAL FINDINGS (As of September 2024)

- Out of 1,814 covered factories, 604 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&CVI<sup>2</sup> 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)**

<sup>2</sup> T&C VI: Testing and Commissioning Verification Inspection



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

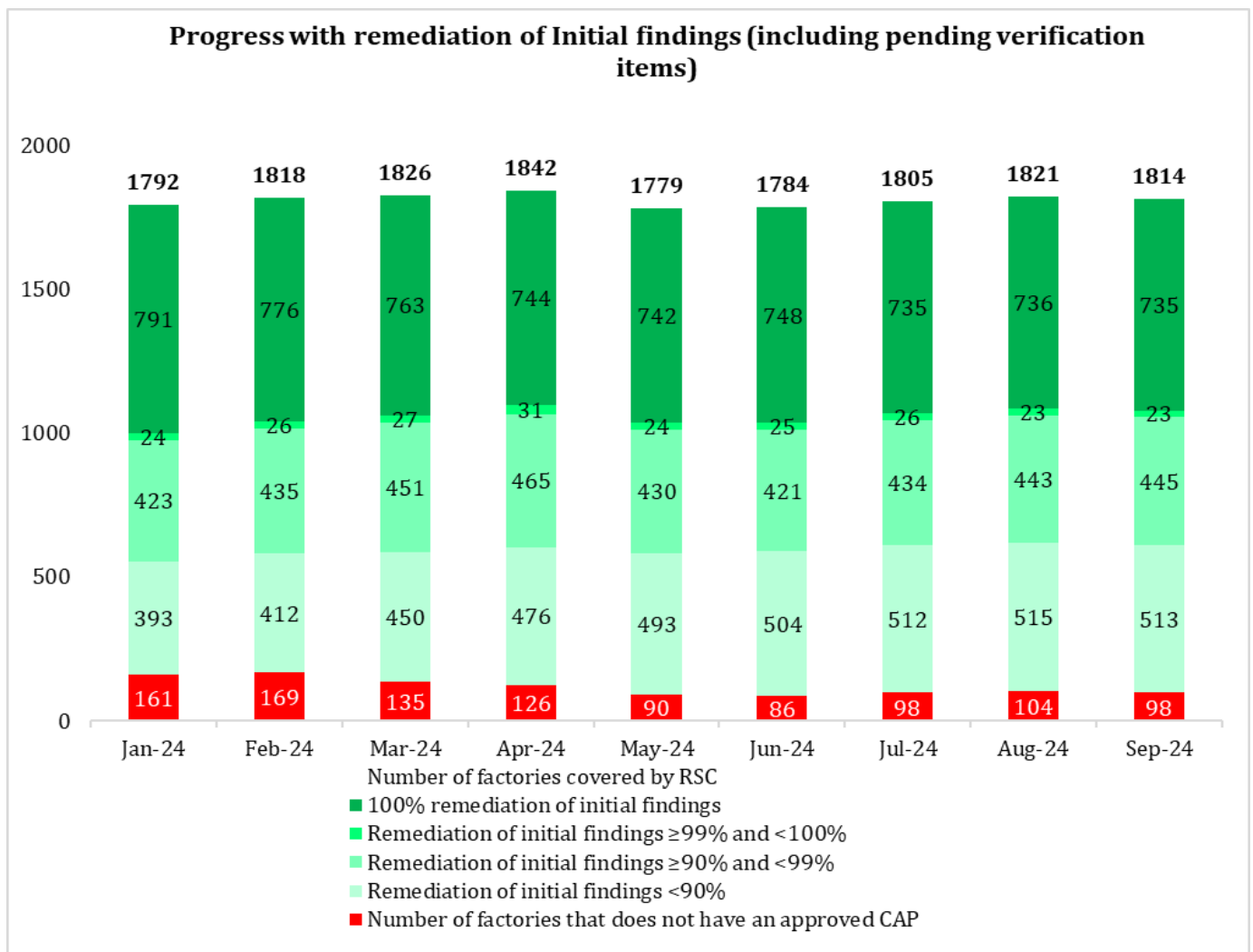


## PROGRESS WITH REMEDIATION OF INITIAL FINDINGS (As of September 2024)

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 **735** factories that have recorded **100%** of initial findings completed (including Pending verification). Out of these factories, **604** have received the Letter of Recognition (LoRs) as shown in Figure 4.

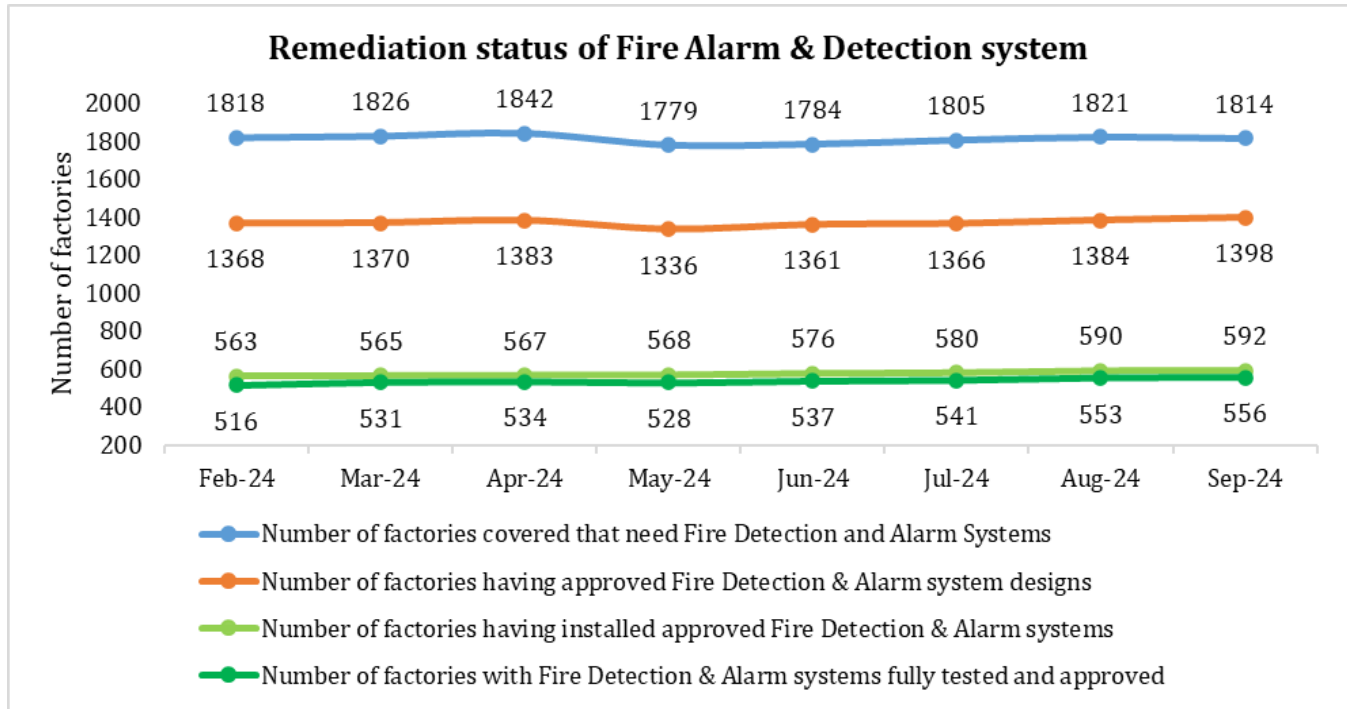


**Figure 5: Initial remediation progress (%) considering pending verification**

## PROGRESS RATE ON MAJOR ITEMS BY DISCIPLINE

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

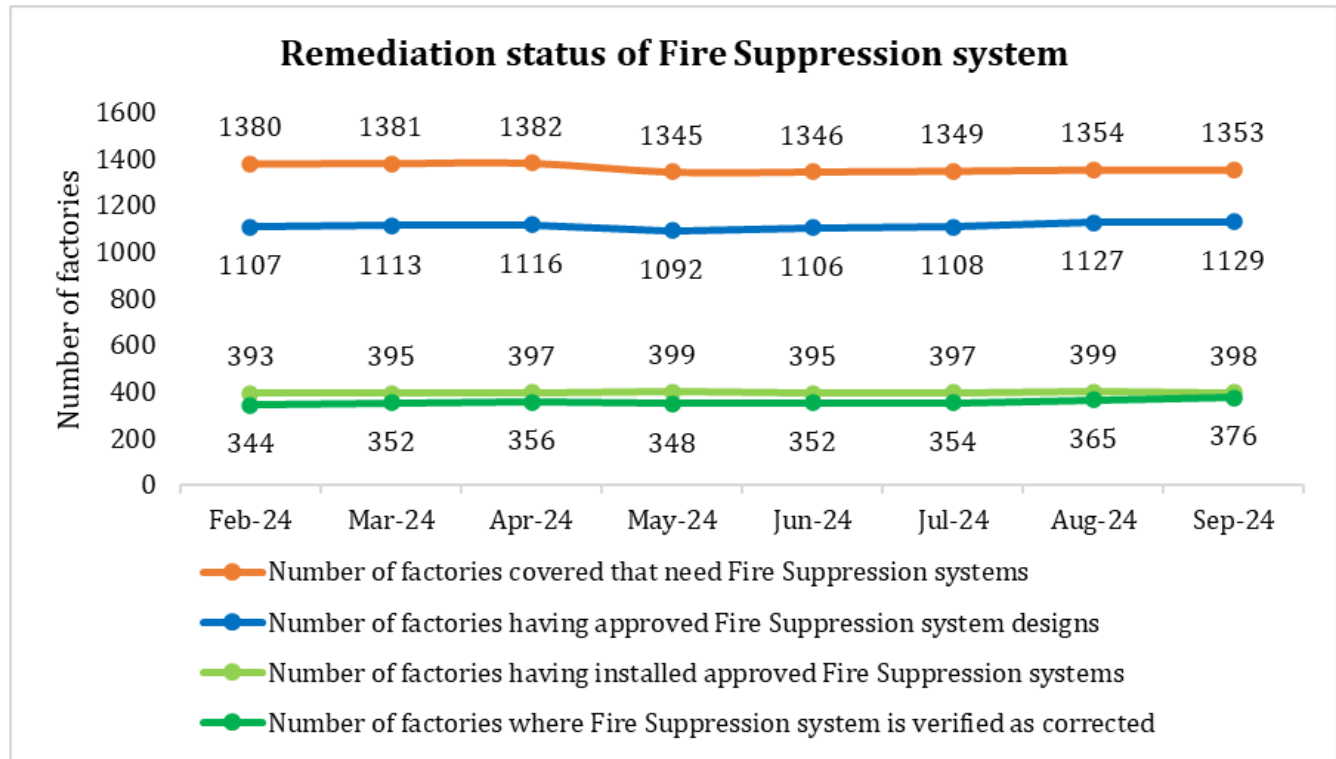
Figure 6 below demonstrates progress over the past 8 months with the three main stages for full testing and approvals of Fire Detection and Alarm Systems (FADS):



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

### Remediation Status of Fire Suppression Systems (As of September 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):

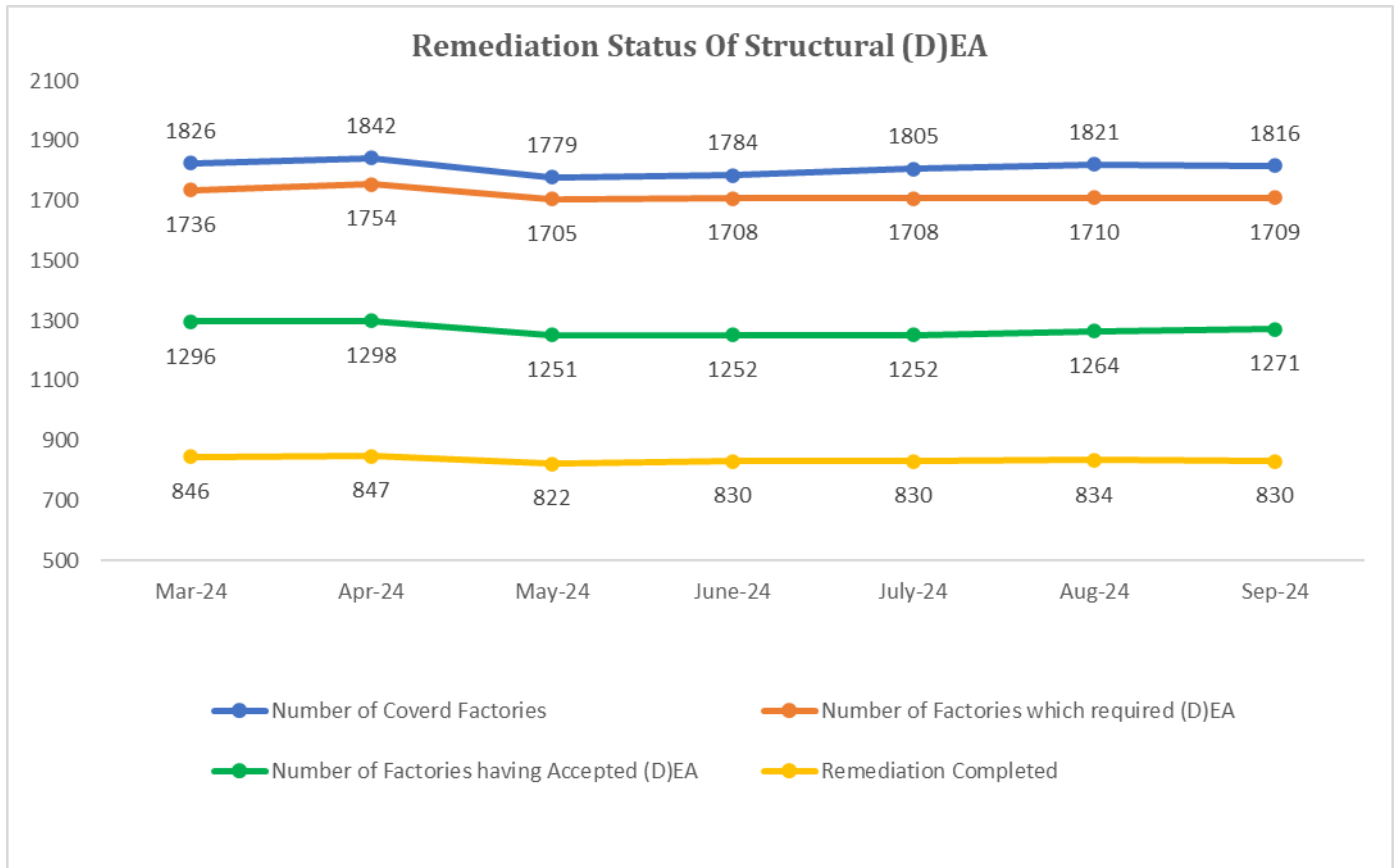


**Figure 7: Remediation status of Fire Suppression System**

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

- **Number of factories having accepted (D)EA: 1271.**
- **Number of factories that completed the structural remediation: 830.**

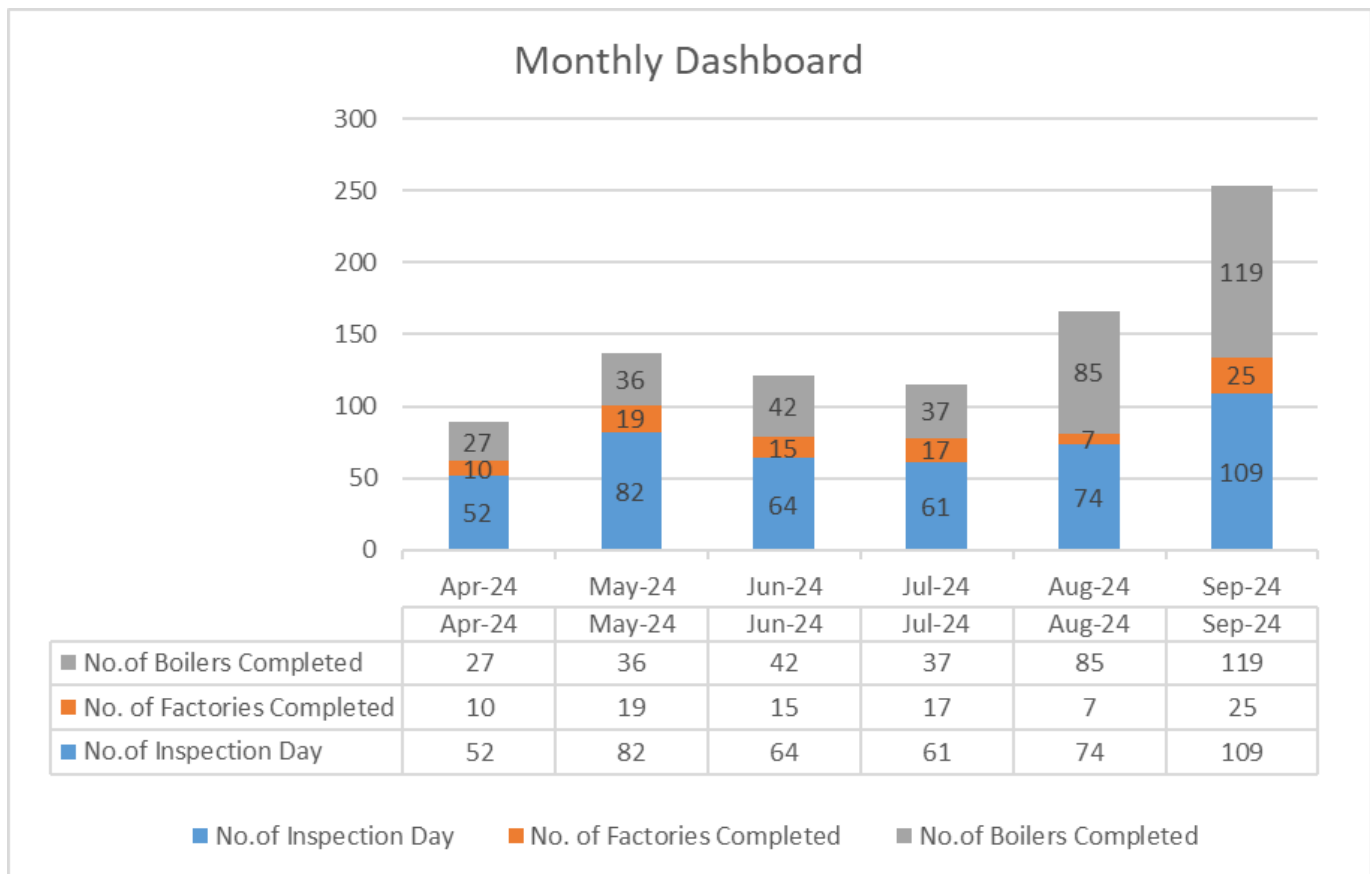
The chart demonstrates the number of accepted (D)EAs, where there is a significant difference between desktop approval and the works on-site verified by RSC.



**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 September 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 September.

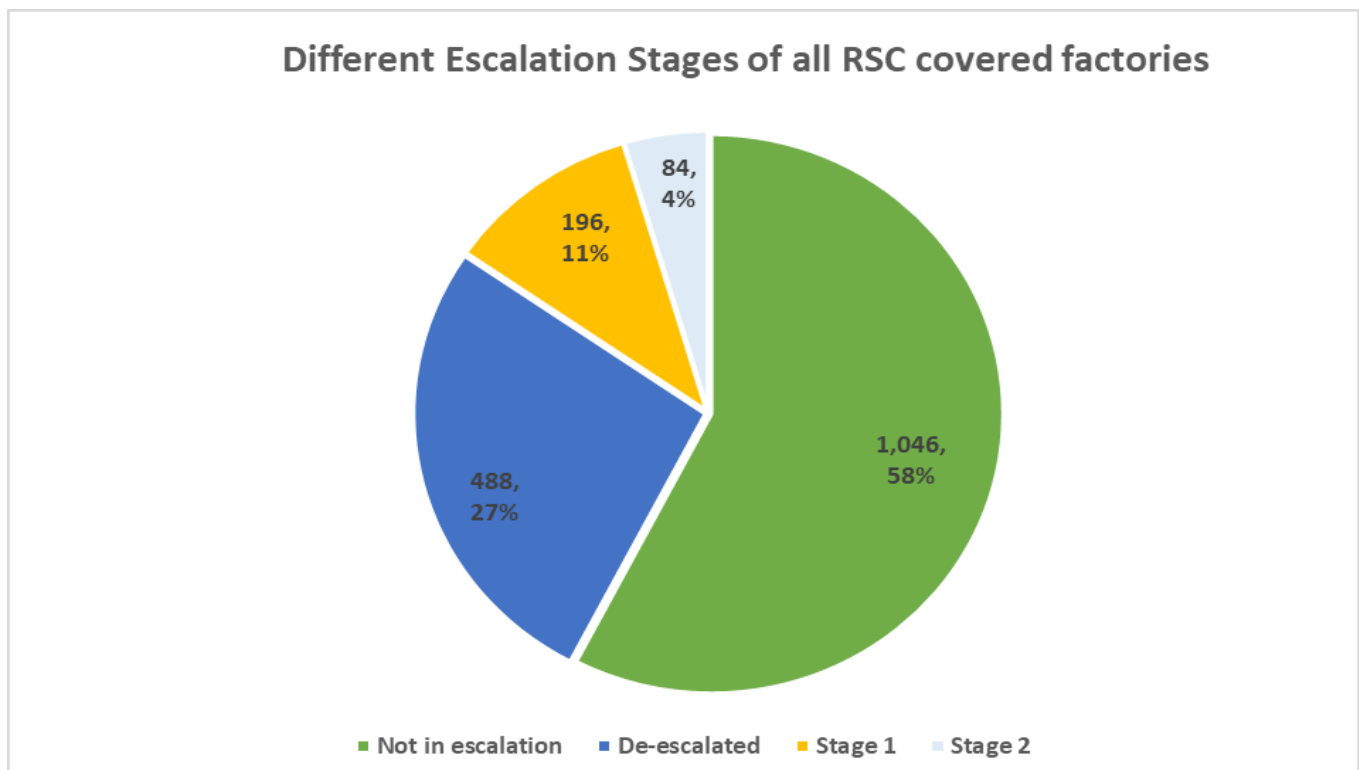


**Figure 9: Monthly Dashboard of Boiler Safety**

\*\* \*\* Generally, it takes less time to inspect small electric boilers. The number of small boilers in September was 67.

## FACTORY ESCALATION STATUS (As of September 2024)

As of September 2024, **280** factories are in different stages of the escalation process, 196 of which are in Stage 1 and 84 in Stage 2. It is to be noted that a total of **488** 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, **1,046** have never gone through any escalation process. The percentage of different escalation stages of the RSC-covered factories (**1,814**) 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 SEPTEMBER 2024

In September 2024, Stage-3 Escalation was issued to one factory as given below:

ACCOUNT ID	ACCOUNT NAME	ESCALATION STATUS	DATE OF ISSUANCE OF ESCALATION
9835	Dream Wears Ltd.	Stage-3	24-Sep-2024

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

## REPORTED FACTORY INCIDENT(S) IN THE MONTH OF SEPTEMBER 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, **4 reported incidents occurred at the RSC-covered factory in September 2024. The details are given below:**

ACCOUNT ID	ACCOUNT NAME	DATE OF THE INCIDENT	INCIDENT SUMMARY
10095	Escorp Apparels Limited (previously Beximco Apparels Ltd)	5-Sep-24	The RSC conducted a post-incident visit at the factory on 22-Sep-2024 to verify the reported incident. During the post-incident inspection, the RSC engineer was informed that on 5-Sep-2024, intruders entered the factory premises and engaged in acts of vandalism and arson at multiple locations around 3:00 PM. Incidents were in the Fabric, Yarn and Chemical godown of the textile division and the Finishing section and fabric store areas of the Denim division. These areas are not covered by any of the RSC IDs in the factory compound.
22979	Big Boss Corporation Limited	11-Sep-24	<p>According to the statement of Md. Abu-Saleh Khan (Sr. Manager- Compliance) who is one of the key witnesses as well as a victim of the incident, On 11-Sep-2023 just after 12:00 pm, they were informed by their security staff and through adjacent factory representatives that a huge crowd were moving towards the Big Boss Corporation Limited (RSC ID: 22979), with a probable intention to strike. Immediately the factory management decided to close the operation for that day and to inform workers to evacuate.</p> <p>From 12:30 pm to 01:00 pm the factory faced severe attacks from the intruders to enter the factory premises. Failing to enter the main factory premises, they set fire to the adjacent warehouse shed owned by the factory and used to store fabric roles. The factory management informed the local fire service and civil defense immediately but due to the protest fire service reached the spot near 2:30 pm. The fire was extinguished by the joint effort of the fire service and civil defence and factory firefighters near about 4:30 pm.</p> <p>The incident affected facility is not covered under the factory ID of the RSC.</p>



<b>24224</b>	Amigo Bangladesh Ltd.	23-Sep-24	<p>The fire incident occurred first on the second floor of Block 1. At approximately 3:45 p.m. on 23 September 2024, Junior Material Handler noticed a small fire burning on a cut panel piece stored on the top rack of a trolley in the second-floor trolley storage area. He quickly threw the burning panel to the ground and extinguished the fire using his feet. No one was injured in this incident, and only one cut panel was damaged. Later, at around 4:05 p.m., Assistant Manager-Administration received a call informing him of another fire on the first floor, in the Sewing Supermarket area. Senior Sample Maker spotted the 2nd incident while he saw smoke coming out from a trolley with stored cut panels. He immediately informed the factory's firefighting team, who extinguished the fire using four fire extinguishers. The fire was fully controlled and extinguished by 4:15 p.m. The factory's normal operations were not disrupted by these incidents, no workers or management staff were injured and there were no casualties.</p>
<b>10105</b>	Crown Wears (Pvt.) Ltd.	26-Sep-24	<p>On October 24, 2024, an engineer from the RMG Sustainability Council (RSC) conducted a post-incident inspection at Crown Wears Private Limited [ID-10105]. The inspection was conducted due to a recent fatal incident in which a garment worker appeared to have fallen from a height within the premises. The incident occurred in Building 5, a six-story structure currently under construction, which is not included under RSC ID-10105. The inspection aimed to evaluate construction safety measures following the BNBC code and assess the structural and operational conditions at the facility where the worker's death occurred. The report of post-incident inspection has not been shared yet.</p>

## **MONTHLY UPDATE ON OCCUPATIONAL SAFETY AND HEALTH COMPLAINTS MECHANISM (September 1, 2024 – September 30, 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 completed the NON-OSH pilot program which was 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 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 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 September 2024 – 30 September 2024)**

The RSC received 180 complaints during the reporting period mentioned. Of these, 58 (32%) are Occupational Safety & Health (OSH) related complaints, and 122 (68%) 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.

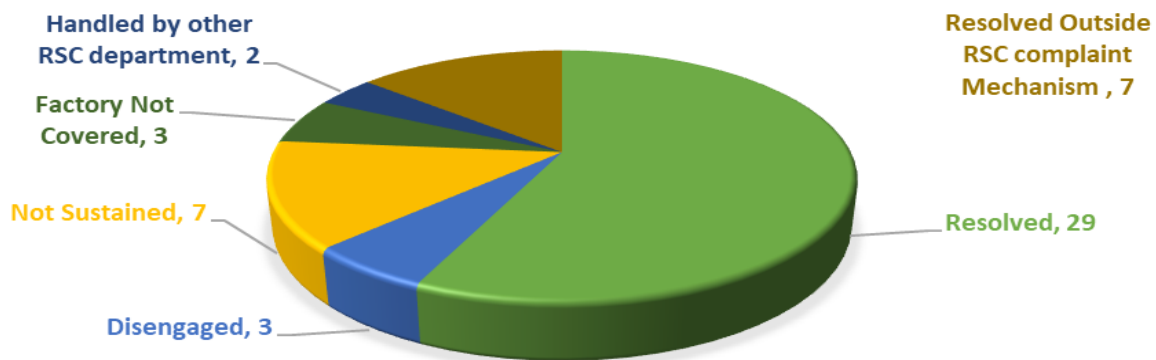
## Monthly Update, Complaints Mechanism, RSC (September 2024)

Complaints Receiving Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
Sep-24	58	122	180	32%	68%
RSC Period	1,783	5,655	7,438	24%	76%
ACCORD Period	1,190	1,089	2,279	52%	48%
Total Period	2,973	6,744	9,717		

Complaints Closing Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
Sep-24	51	102	153	33%	67%
RSC Period	1,799	5,634	7,433	24%	76%
ACCORD Period	1,049	1,050	2,099	50%	50%
Total Period	2,848	6,684	9,532		

Complaints In-Progress/ Pending Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
Sep-24	124	60	184	67%	33%
RSC Period	124	60	184	67%	33%
ACCORD Period	1	0	1	100%	0%
Total Period	125	60	185		

Monthly Closing Status- OSH Complaints		
SL	Category	Quantity
1	Resolved	29
2	Disengaged	3
3	Not Sustained	7
4	Factory Not Covered	3
5	Handled by other RSC department	2
6	Resolved Outside RSC Complaint Mechanism	7
<b>Total</b>		<b>51</b>



**Figure 11: Monthly Closing Status of OSH Complaints**

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

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

<b>Total Complaints received</b>	<b>377</b>
<b>Total number of eligible complaints</b>	<b>330</b>
- Complaints Resolved	139
- Partial Resolved	46
- Resolved Outside RSC Complaints Mechanism	12
- Handover to Lead Brands	133

\* September - 24 (1 September – 30 September 2024), RSC period (1 June 2020 – 30 September 2024), Accord Period (1 August 2014 – 31 May 2020), Total period 1 August 2014- 30 September 2024

## MONTHLY UPDATE OF OSH TRAINING PROGRAMME (As of September 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 September -2024				
Particular (Number of)	For September 2024	As of 30 September -2024		RSC Period
		Accord (Until 31st May 2020)	Work done by Accord & RSC	
<b>Safety Committee (SC)</b>				
-SC Enrolled in RSC Training Programme	36	1,279	1,667	388
-Total Safety Committee Meeting	51	634	3,409	2,775
<b>Training Conducted</b>				
-Total Sessions	89	7,825	18,877	11,052
- No. of SC Members Enhanced Capacity	742	10,831*	20,254*	9,423
- Walk Through	77	2,294	7,158	4,864
- Walk Through Findings	474	13,047	39,075	26,028
<b>Factories Completed OSH Training Full Cycle (Regular)</b>				
-Regular	1	558	1,354	796
-Resumption	2	-	813	813
<b>All Employee Meeting (AEM)</b>				
- Total AEM Conducted	38	2,742	3,750	1,008
- Factories Covered	38	1350**	1,587**	237
- Workers Reached	61,797	1905681***	2,463,367***	557,686
<b>Factories Awarded – Letter of Acknowledgement (LOA)</b>	2	530	1,240	710

\* 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 September 2024

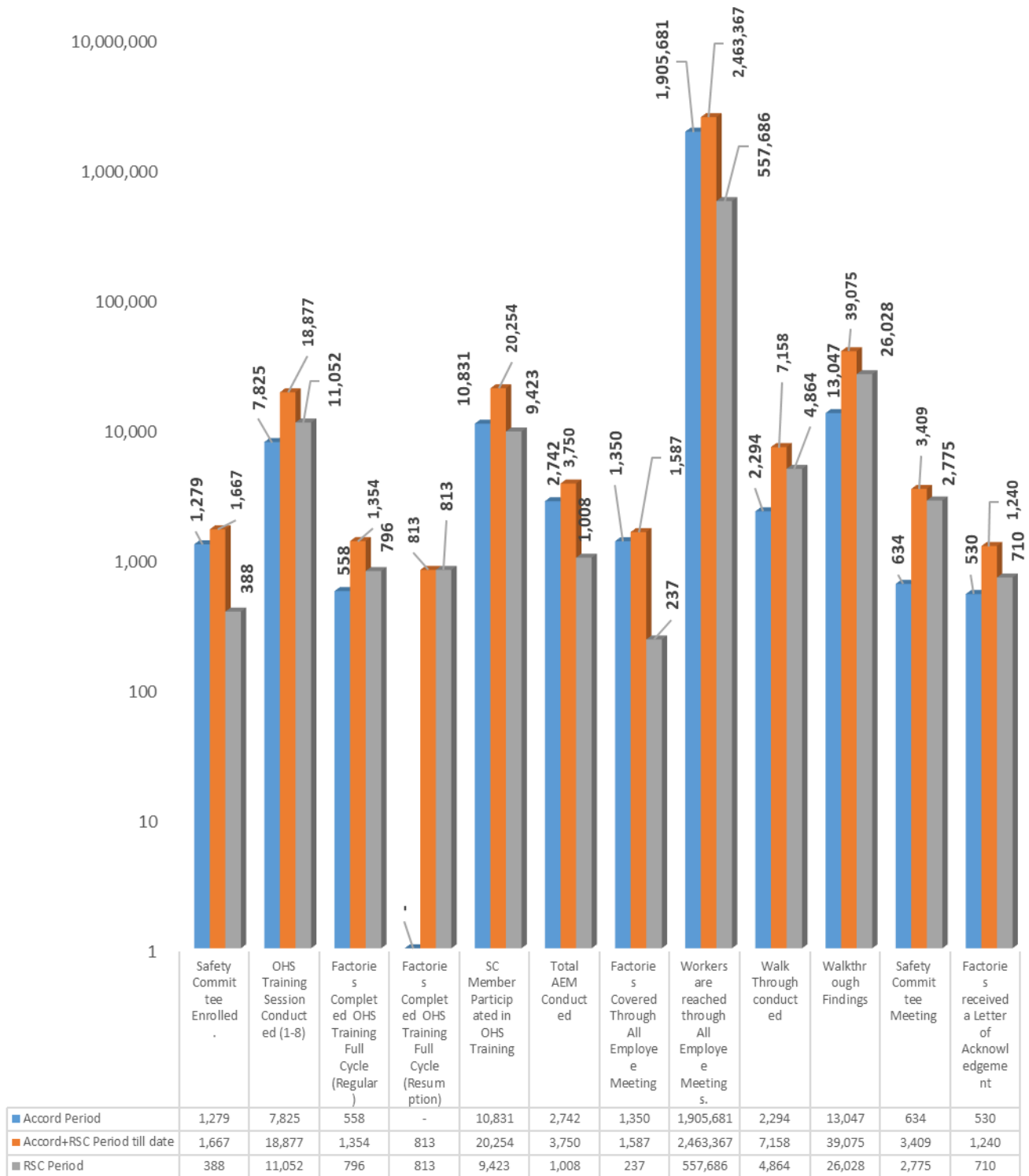


Figure 13: OSH Training Program Monthly Report September - 2024