



**April 2025**

# Monthly Report

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 April 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 inception<sup>1</sup>. The RSC carried out **21,733** inspections from June 2020 to April 2025 (among a total of **67,560** inspections by the safety initiative since 2014).

- RSC engineers conducted **2,102 (covered and non-covered factory)** initial inspections in the RSC period, among the total of **8,498** initial inspections.
- RSC engineers conducted **19,631** follow-ups and other safety inspections in the RSC period, among the **59,062** follow-ups and other safety inspections.

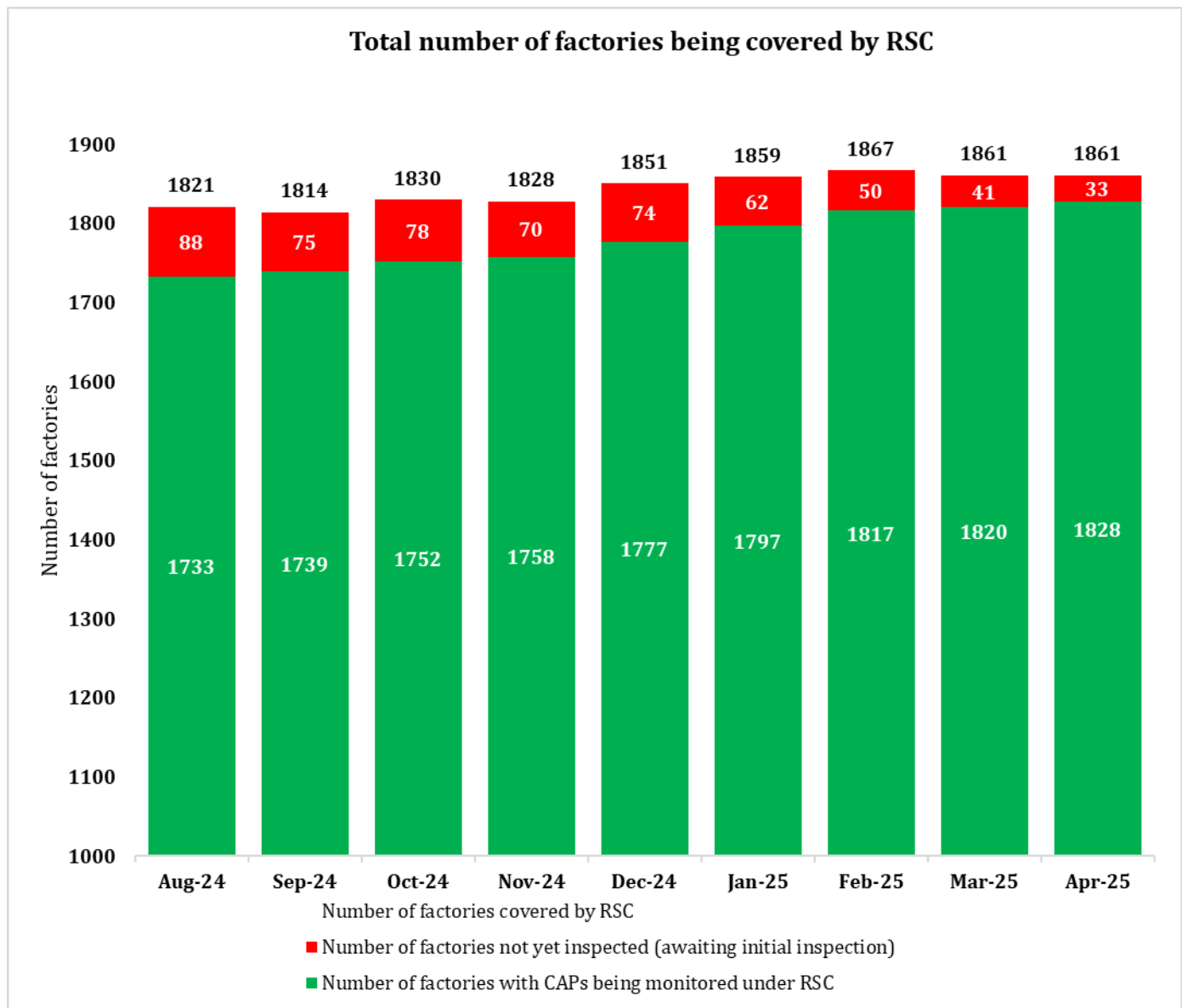
Following the initial inspections, the factory and the brands are tasked to develop a Corrective Action Plan (CAP) that details the time-bound remedial action(s) for completion based on the severity of the findings. RSC regularly coordinates with the factories to ensure that the outstanding CAPs are 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 a 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 April 2025)

- Covered factory account number: **1,861**
- **4** new “Independent factories” were listed through the industry (BGMEA, BKMEA) for participating in the RSC’s inspection and remediation programme.
- As of April 2025, **33** factories were waiting for initial inspection.

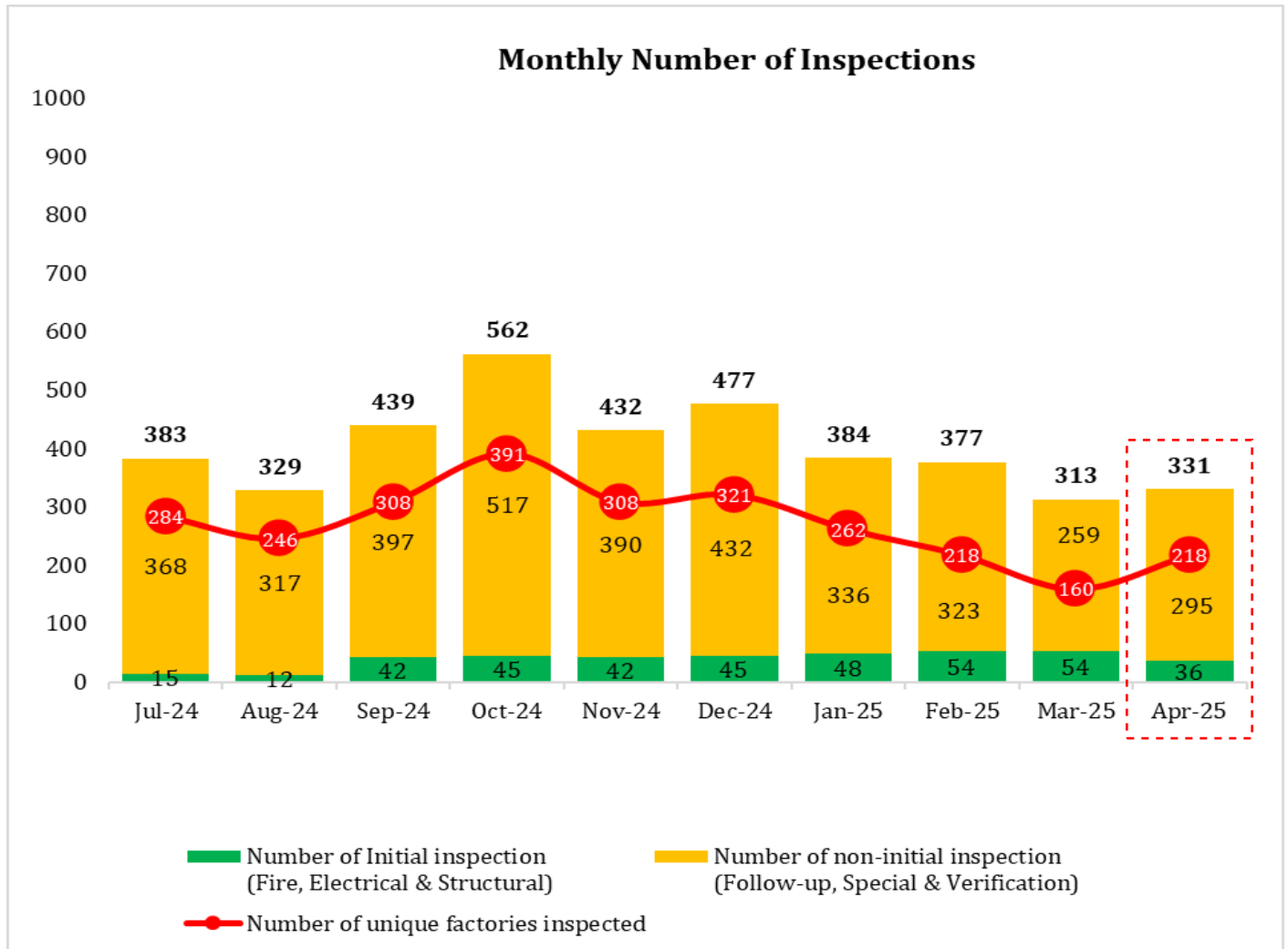
The following graph shows the total factories being covered by RSC from August 2024 to April 2025.



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

## INSPECTIONS HIGHLIGHTS

- Total number of inspections: **331** in April.
- Number of unique factories inspected: **218** in April.
- The total inspection number is **1.51** times the number of unique factories covered, indicating multiple inspections conducted simultaneously.

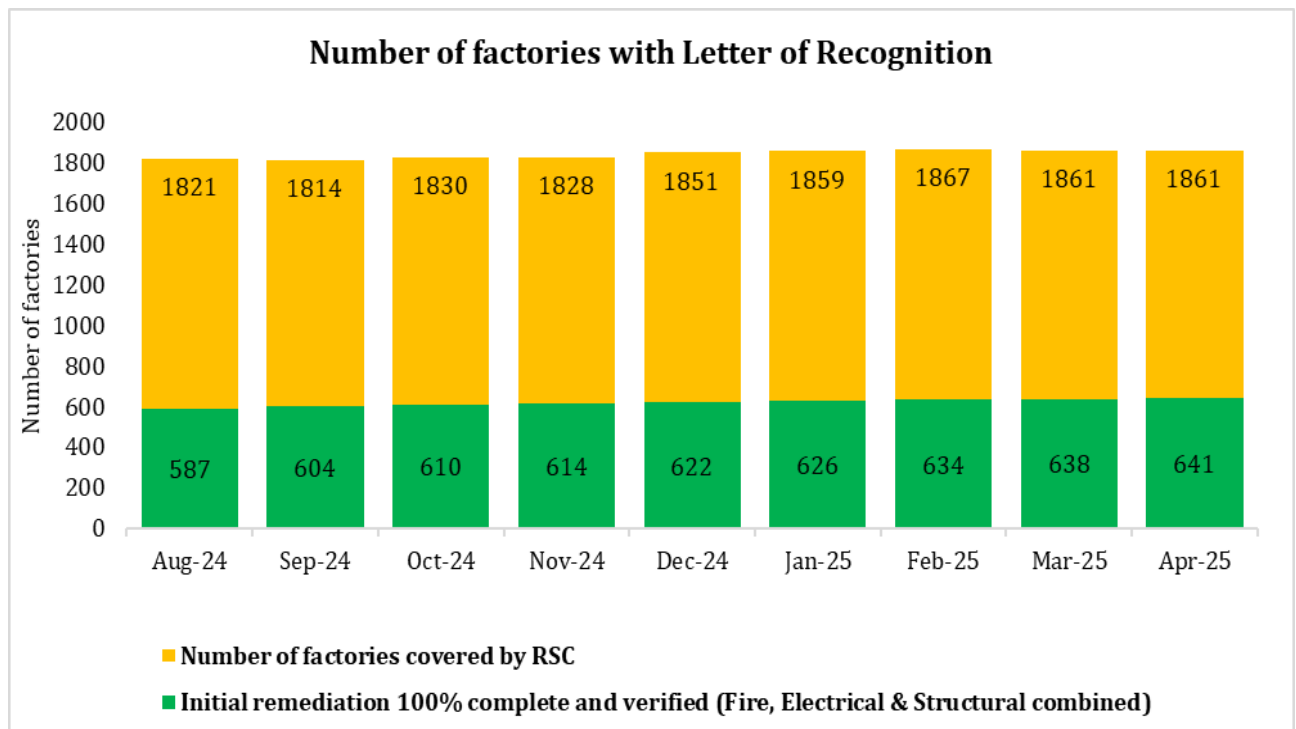


**Figure 2: Number of Inspections conducted by the RSC**

## MONTHLY UPDATE ON SAFETY REMEDIATION

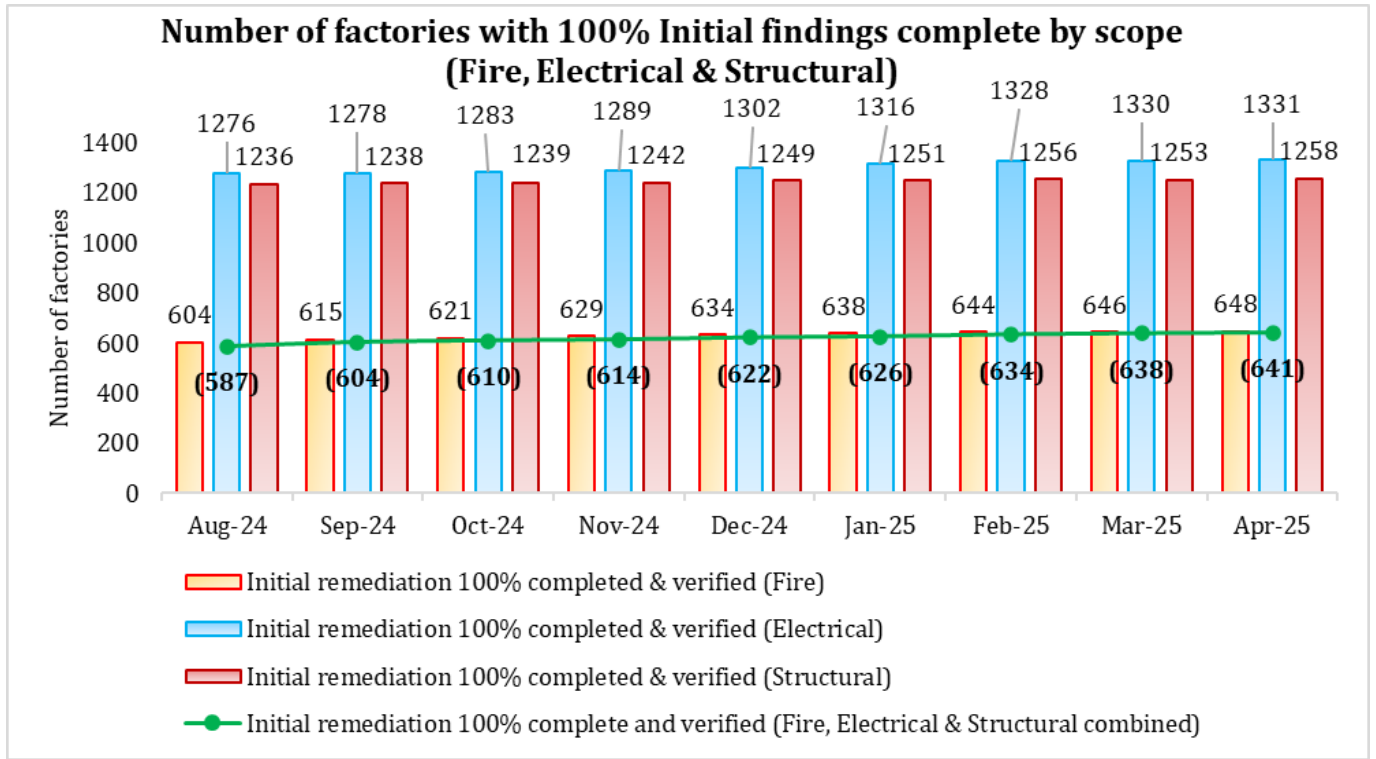
### REMEDIATION PROGRESS ON INITIAL FINDINGS (As of April 2025)

- Out of 1,861 covered factories, 641 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 are 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 allocating responsibilities at each stage.



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

<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 April 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 require 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 **739** factories that have recorded **100%** of initial findings completed (including Pending verification). Out of these factories, **641** have received the Letter of Recognition (LoRs) as shown in Figure 4.

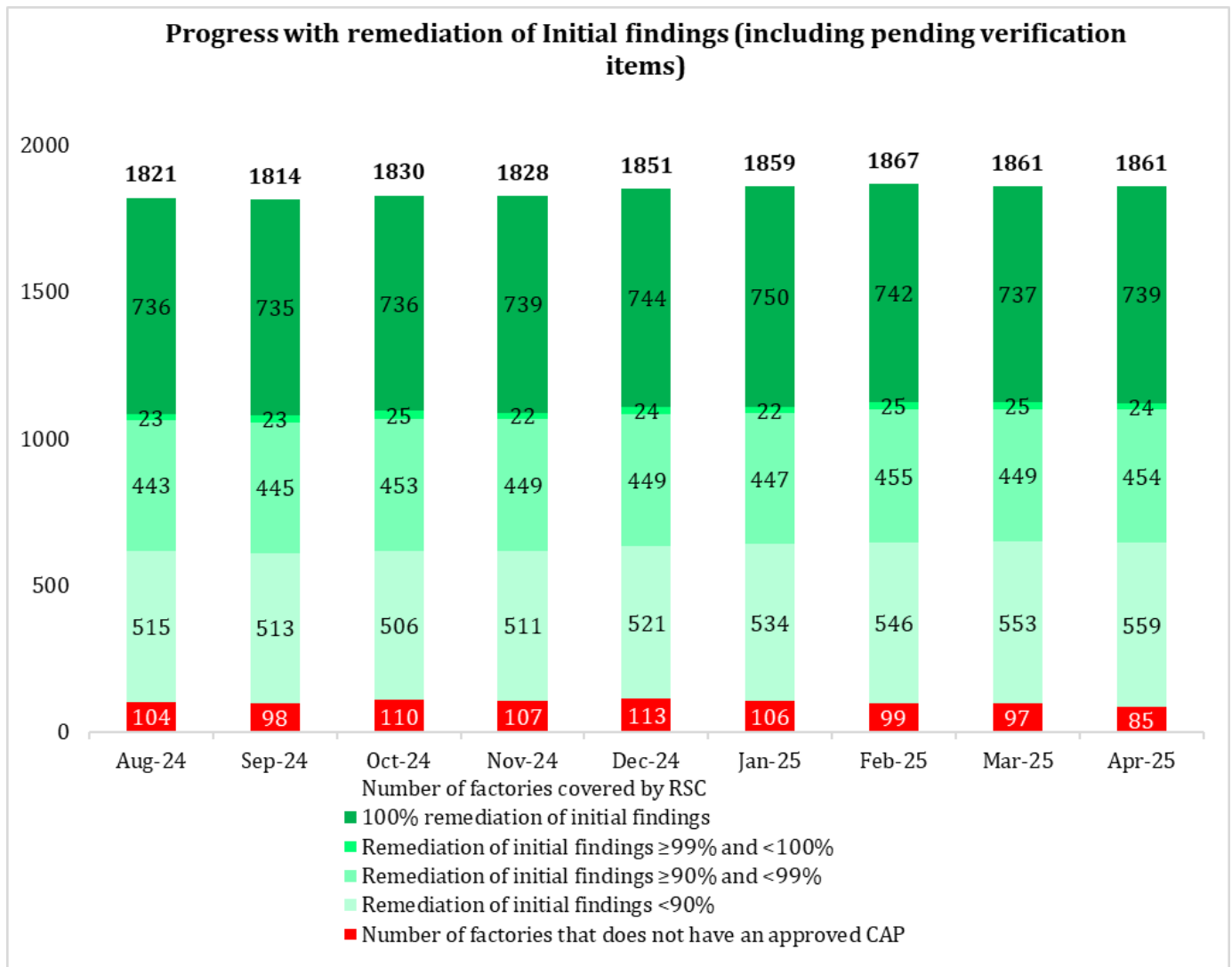


Figure 5: Initial remediation progress (%) considering pending verification

## PROGRESS RATE ON MAJOR ITEMS BY DISCIPLINE

### Remediation Status of Fire Alarm and Detection Systems (As of April 2025)

Figure 6 below demonstrates progress over the past 6 months with the three main stages for full testing and approvals of Fire Detection and Alarm Systems (FADS). Out of 1861 covered factories, 79 factories are currently under CAP development procedures.

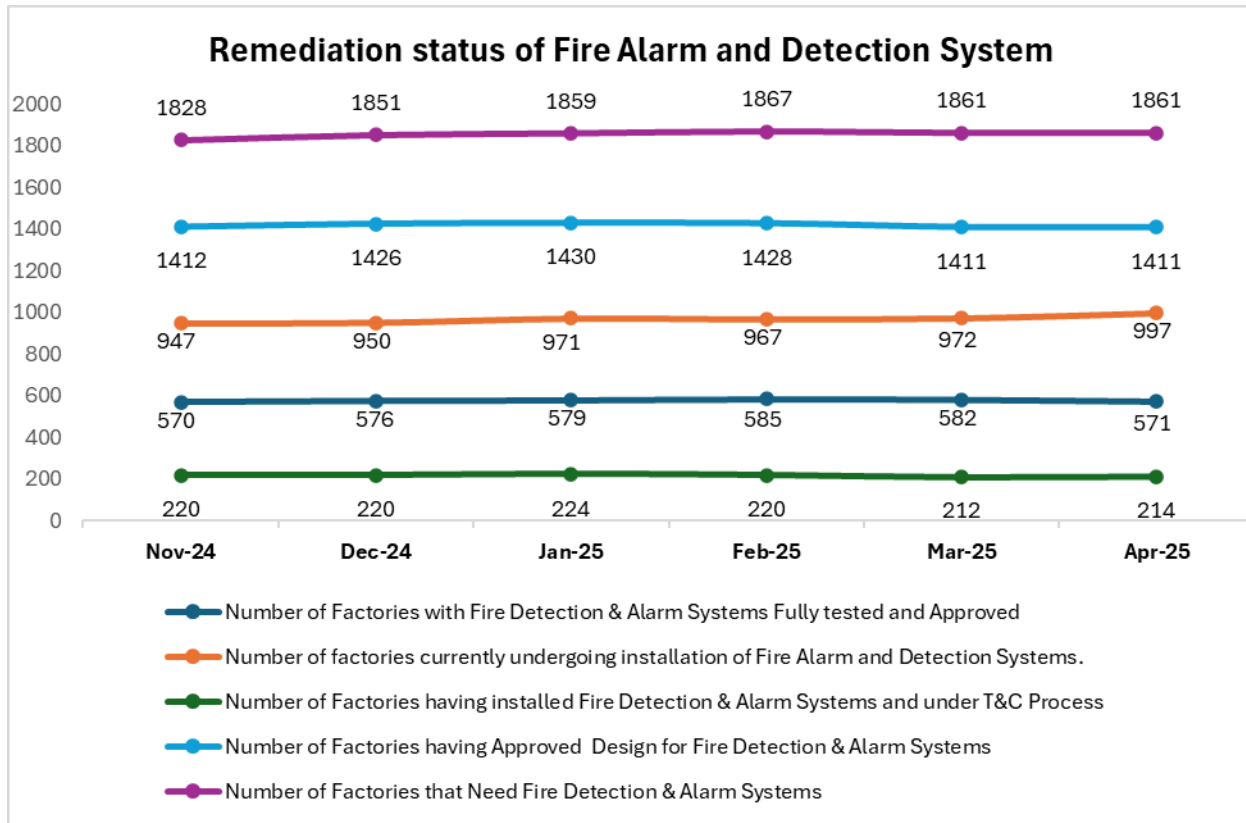
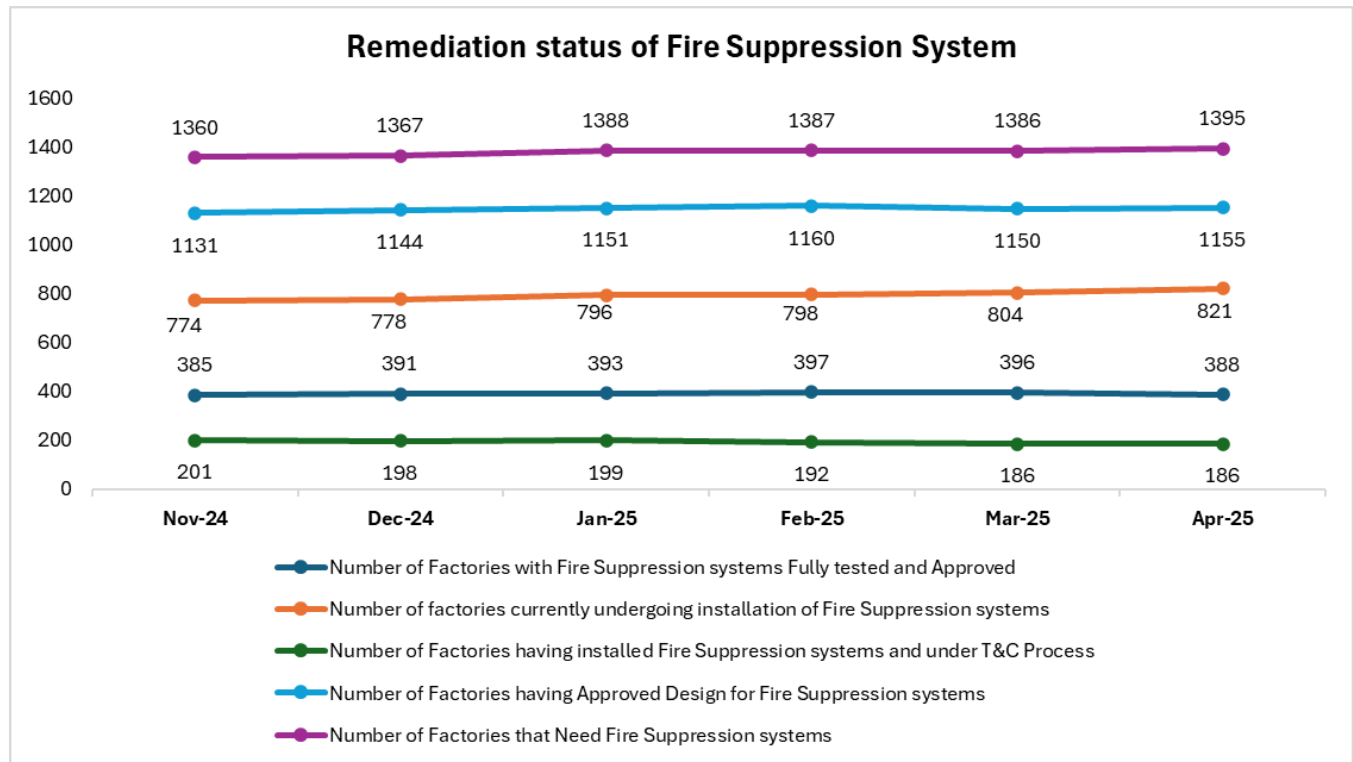


Figure 6: Remediation status of Fire Alarm and Detection System

### Remediation Status of Fire Suppression Systems (As of April 2025)

Figure 7 below demonstrates progress over the past 6 months with the three main stages for full testing and approvals of Fire Suppression Systems (SUPS):

Out of 1861 covered factories, 79 factories are currently under CAP development procedures, and 1395 factories have been identified with the SUPS requirement through inspection.

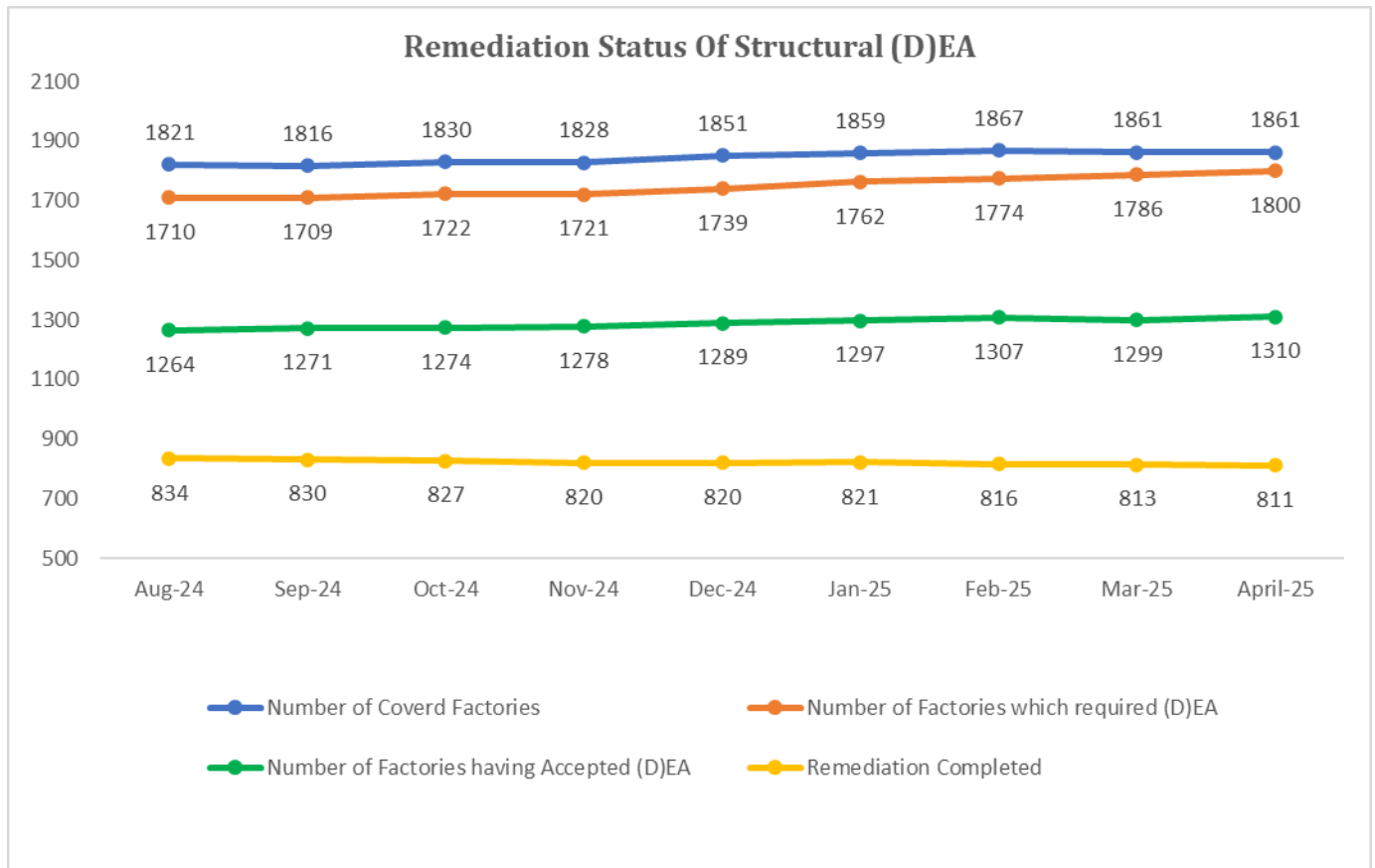


**Figure 7: Remediation status of Fire Suppression System**

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

- **Number of factories having accepted (D)EA: 1310**
- **Number of factories that completed the structural remediation: 811\***

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

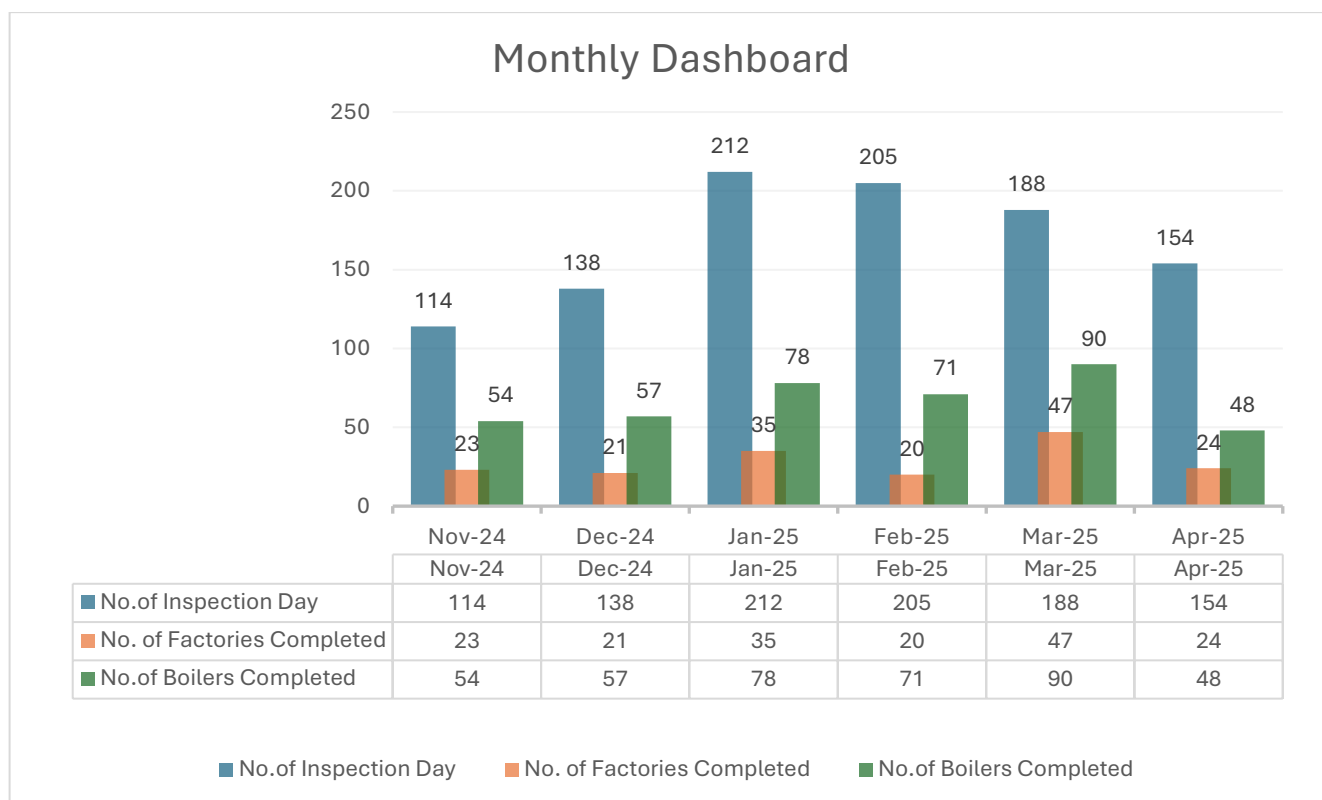


**Figure 8: Remediation status of Structural (D)EA**

\* 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 April 2025, we conducted different types of boiler safety inspections at the factories. The following figure represents the data from our boiler safety inspections conducted in April.

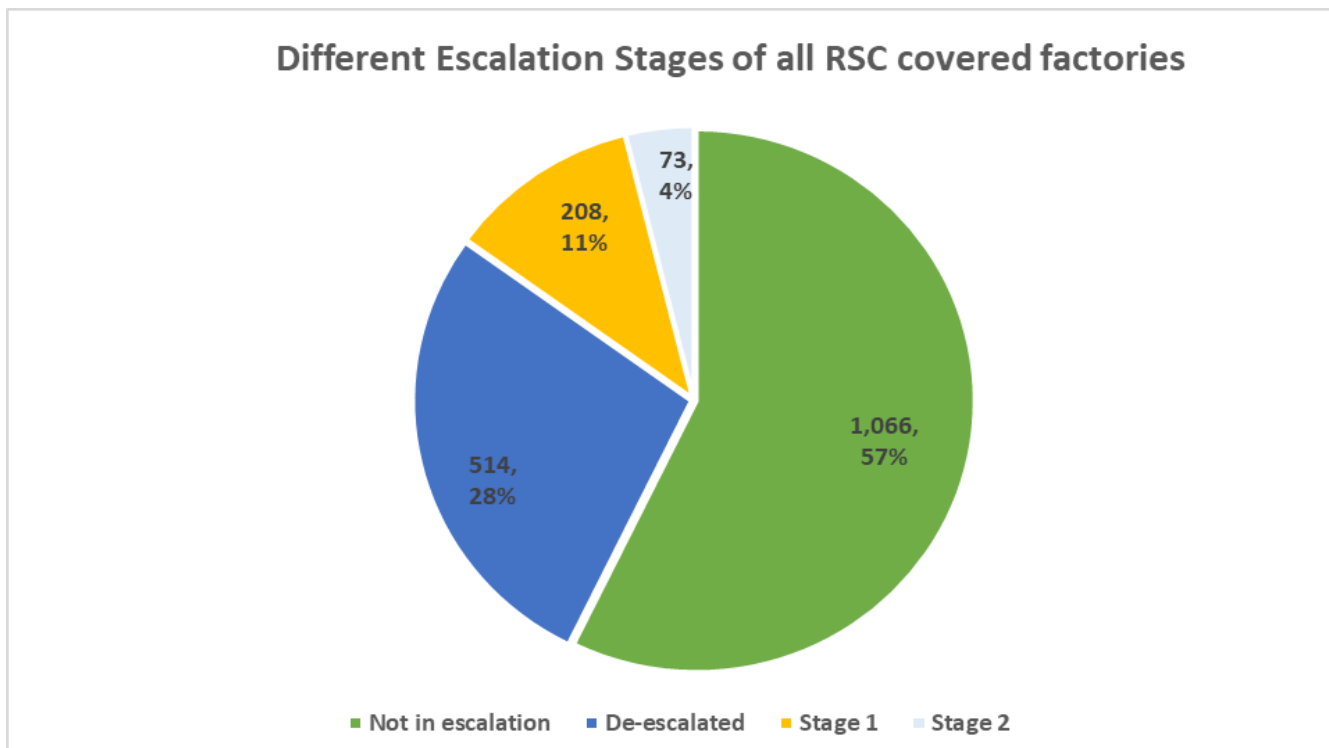


**Figure 9: Monthly Dashboard of Boiler Safety**

N.B. - Typically, inspecting small electric boilers takes less time than bigger ones. In April 2025, no small electric boiler was completed.

## FACTORY ESCALATION STATUS (As of April 2025)

As of April 2024, **281** factories are in different stages of the escalation process, **208** of which are in Stage 1 and 73 in Stage 2. It is to be noted that a total of **514** factories has 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 (**1,861**) 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 APRIL 2025

In April 2025, Stage-3 Escalation was issued to 2 factories as given below:

ACCOUNT ID	ACCOUNT NAME	ESCALATION STATUS	DATE OF ISSUANCE OF ESCALATION
55	Global Knitwear Ltd.	Stage-3	13-Apr-25
11470	Knit Garden (previously Platinum Fashions Wear Ltd Unit-02)	Stage-3	21-Apr-25

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

## REPORTED FACTORY INCIDENT(S) IN THE MONTH OF APRIL 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, **no reported incident occurred at the RSC-covered factory in April 2025.**

## **MONTHLY UPDATE ON OCCUPATIONAL SAFETY AND HEALTH COMPLAINTS MECHANISM (April 1, 2025 – April 30, 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 for remedying any safety concerns that are not effectively addressed at the factory level. They can raise concerns about safety and health risks without any fear and due to 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.

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 who are specialised 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 April 2025 – 30 April 2025)**

The RSC received 193 complaints during the reporting period mentioned. Of these, 105 (54%) are Occupational Safety & Health (OSH) related complaints, and 88 (46%) 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.

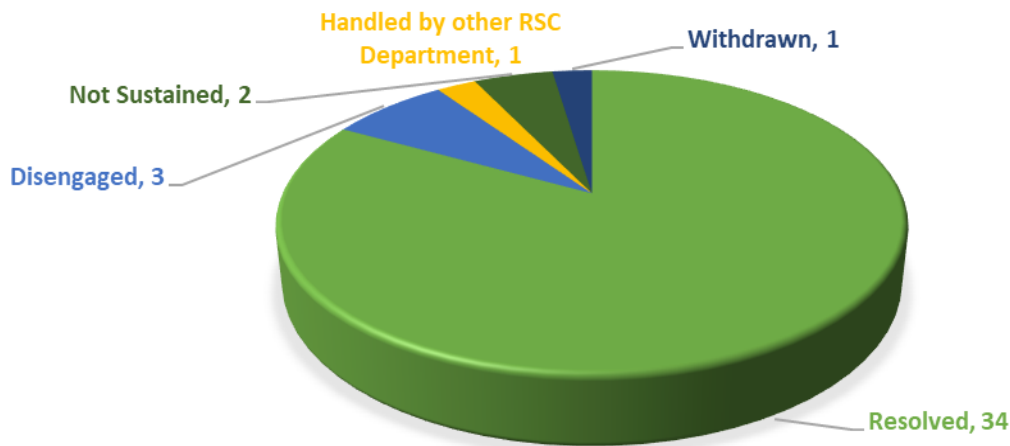
## Monthly Update, Complaints Mechanism, RSC (April 2025)

Complaints Receiving Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
April-25	105	88	193	54%	46%
RSC Period	2,228	6,617	8,845	25%	75%
ACCORD Period	1,190	1,089	2,279	52%	48%
Total Period	3,418	7,706	11,124		

Complaints Closing Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
April-25	41	76	117	35%	65%
RSC Period	2,201	6,632	8,833	25%	75%
ACCORD Period	1,049	1,050	2,099	50%	50%
Total Period	3,250	7,682	10,932		

Complaints In-Progress/ Pending Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
April-25	167	24	191	87%	13%
RSC Period	167	24	191	87%	13%
ACCORD Period	1	0	1	100%	0%
Total Period	168	24	192		

Monthly Closing Status- OSH Complaints		
SL	Category	Quantity
1	Resolved	34
2	Disengaged	3
3	Handled by the other RSC Department	1
4	Not Sustained	2
5	Withdrawn	1
<b>Total</b>		<b>41</b>



**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)]

<b>Total Complaints Received</b>	<b>377</b>
<b>Total number of eligible complaints</b>	<b>330</b>
- Complaints Resolved	139
- Partially resolved	46
- Resolved Outside RSC Complaints Mechanism	12
- In Progress (Handover to Lead Brands)	133

N.B.- April 24 (1 April – 30 April 2025), RSC period (1 June 2020 – 30 April 2025), Accord Period (1 August 2014 – 31 May 2020), Total period 1 August 2014- 30 April 2025

## MONTHLY UPDATE OF OSH TRAINING PROGRAMME (As of April 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 a Walk Through (WT) (a type of inspection) at the factory to identify actual or any potential safety and health hazards.**
- Our newly launched **pilot phase** of the **Advanced OSH Training Programme** is designed for an effective OSH Management System at **75 RMG factories** to ensure a safer and healthier work environment.

#### 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 April -2025				
Particular (Number of)	For April 2025	As of April -2024		RSC Period
		Accord (Until 31st May 2020)	Work done by Accord & RSC	
<b>Safety Committee (SC)</b>				
-SC Enrolled in RSC Training Programme	-	1,279	1,741	462
-Total Safety Committee Meeting	12	634	3,833	3,199
<b>Training Conducted</b>				
-Total Sessions	156	7,825	19,742	11,917
- No. of SC Members Enhanced Capacity	1,305	10,831*	21,722	10,891
- Walk Through	57	2,294	7,821	5,527
- Walk Through Findings	390	13,047	43,557	30,510
<b>Factories Completed OSH Training Full Cycle</b>				
-Regular	-	558	1,354	796
-Resumption	12	-	874	874
<b>All Employee Meeting (AEM)</b>				
- Total AEM Conducted	28	2,742	4,031	1,289
- Factories Covered	28	1,350**	1,717	367
- Workers Reached	59,525	1,905,681***	2,766,100	860,419
<b>Factories Awarded – Letter of Acknowledgement (LOA)</b>				
	2	530	1,289	759

\* 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.

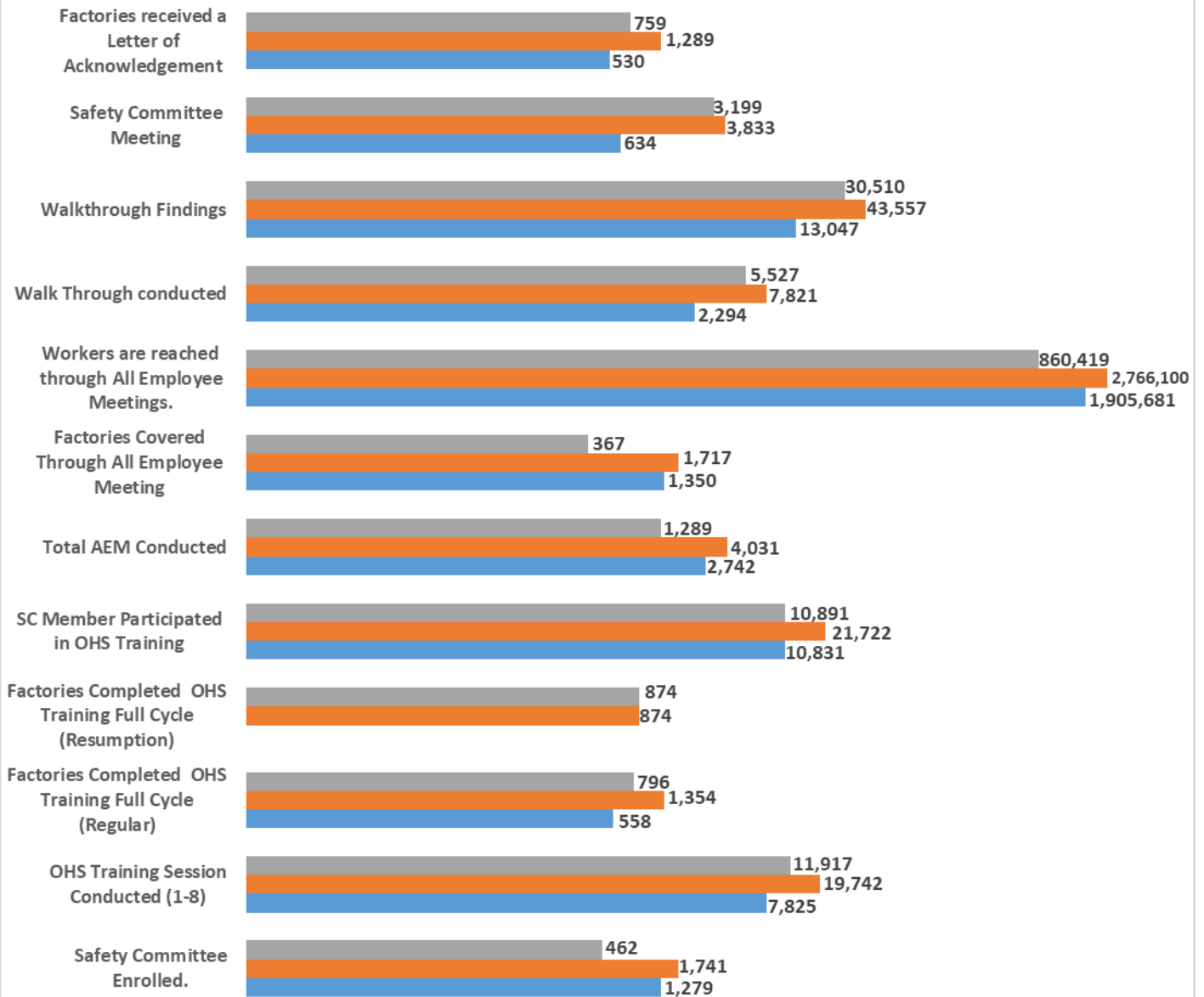
\*\*\* Maximum number of workers who participated in at least one of the 3 AEMs.

## Advanced OSH Training Program (Pilot Phase in 75 Factories)

Our newly launched **pilot phase** of the **Advanced OSH Training Programme** is designed for an effective OSH Management System at **75 RMG factories** to ensure a safer and healthier work environment.

Particulars	For April 2025	Total (as of April 2025]
Initial Meeting	10	62
AEM	-	-
Worker Reached through AEMs	-	-
Training	-	-

### OSH Training Programme Update as of April 2025



	Safety Committee Enrolled.	OHS Training Session Conducted (1-8)	Factories Completed OHS Training Full Cycle (Regular)	Factories Completed OHS Training Full Cycle (Resumption)	SC Member Participated in OHS Training	Total AEM Conducted	Factories Covered Through All Employee Meeting	Workers are reached through All Employee Meetings.	Walk Through conducted	Walkthrough Findings	Safety Committee Meeting	Factories received a Letter of Acknowledgement
■ RSC Period	462	11,917	796	874	10,891	1,289	367	860,419	5,527	30,510	3,199	759
■ Accord+RSC Period till date	1,741	19,742	1,354	874	21,722	4,031	1,717	2,766,100	7,821	43,557	3,833	1,289
■ Accord Period	1,279	7,825	558	-	10,831	2,742	1,350	1,905,681	2,294	13,047	634	530

Figure 13: OSH Training Program Monthly Report April 2025