

## Minutes of Meeting

**RSC Board of Directors (BoD) Meeting - 01 December 2025: 5.00 pm - 6.00 pm (Bangladesh Standard Time)**

**Venue:** RSC Office and Teams Platform

**Attendees:**

	Members	Role	Organization	Atten ded / Apolo gies
Industry Representatives	Dr. Rubana Huq	Director, Co-Chair	Former President, BGMEA	Yes
	Mahmud Hasan Khan	Director	President, BGMEA	Yes
	Miran Ali	Director	Former BGMEA Director	Yes
	Nafis Ud Doula	Director	BGMEA	Yes
	Dr. Md. Hasib Uddin	Director	BGMEA	Yes
	Mohammad Hatem	Director	President, BKMEA	Yes
Brand Representatives	Michael Bride	Director	PVH	Yes
	Ziaur Rahman	Director	H&M	Yes
	Indalecio Perez	Director	Inditex	Yes
	Felicity Tapsell	Director	Bestseller	Yes
	Joachim Juetten-Overmeyer	Director	Otto Group	Yes
	Michelle Terry	Observer (Brands)	American Eagle	Yes
	Christina Hajagos-Clausen	Director	IndustriALL Global Union	No
Ashutosh Bhattacharya	Director	IndustriALL Global Union	Yes	
Trade Union Representatives	Amirul Haque Amin	Director, Co-Chair	National Garment Workers Federation (NGWF)	Yes
	Kamrul Anam	Director	Bangladesh Textile and Garments Workers League (BTGWL)	Yes
	Babul Akter	Director	Bangladesh Garment and Industrial Workers Federation (BGIWF)	Yes
	China Rahman	Director	Federation of Garment Workers	Yes
	Christina Hajagos-Clausen	Director	IndustriALL Global Union	No
	Ashutosh Bhattacharya	Regional Secretary	IndustriALL Global Union	Yes
	Alke Boessiger	Director	UNI Global Union	Yes
<b>Neutral Conveners</b>	No			
RSC Representatives	Abdul Haque	MD	RSC	Yes
	Md. Hassan Nawazis	CSO	RSC	Yes
	Shah Sefat Uddin Ahmed	Sr. Head - Remediation Programme	RSC	Yes
	Mohammad Momanul Islam (Momen)	Head of Accounts	RSC	Yes
	A. J. M. Zobaidur Rahman	Head-Engagement & Logistics	RSC	Yes
	Ovijit Mutsuddi	Head – OSH CM	RSC	Yes
	Md. Masud Parvez	Head - OSHTP	RSC	Yes
	Kaniz Fatema Labony	Head- HR	RSC	Yes
	Shahriar Rouf	Head – IT	RSC	Yes

<b>Meeting Agenda:</b>	
1. Discussion on Christina Hejagos-Clausen’s Board Membership 2. Discussion on previous Board meeting minutes 3. Expansion of Non-OSH Complaints Mechanism 4. AGM Notice and Audit Report Approval	
<b>Items</b>	<b>Description (Verbatim) and Decisions</b>
<b>1.</b>	<p><b><u>Christina Hejagos-Clausen’s RSC Board Membership</u></b></p> <p><b>Discussion and Decision:</b></p> <ul style="list-style-type: none"> <li>The Board noted that Christina Hajagos-Clausen had stepped down.</li> <li>Ashutosh Bhattacharya was confirmed as the Trade Union (IndustriALL) representative at the RSC Board.</li> <li>RSC Secretariat will update official records accordingly.</li> </ul>
<b>2.</b>	<p><b><u>October 2025 Board Meeting Minutes</u></b></p> <p><b>Discussion and Decision:</b></p> <ul style="list-style-type: none"> <li>The Board agreed that minutes of the October 20, 2025, meeting were not formally approved.</li> <li>RSC Secretariat will circulate minutes of each meeting to all RSC Board of directors for comments within one week.</li> <li>After incorporating comments, minutes will be published on the RSC website as public documents.</li> </ul>
<b>3.</b>	<p><b><u>Expansion of non-OSH Complaints Mechanism</u></b></p> <p><b>Discussion:</b></p> <p>The Board discussed the expansion of RSC’s Complaints Mechanism to cover non-OSH issues. Key concerns were noted regarding potential duplication with existing brand grievance mechanisms, RSC’s operational capacity (including staffing, expertise, and budget), and the necessity of a phased approach to implementation. The Board advised that the rollout of the non-OSH Complaints Mechanism shall be subject to a detailed phased rollout plan being developed, addressing capacity, duplication, and alignment with participating brands.</p> <p><b>Decision:</b></p> <ul style="list-style-type: none"> <li>RSC will develop and present a detailed phased rollout plan to the Executive Committee (EC) in mid-January 2026 for review, followed by submission to the Board for final approval prior to any implementation.</li> <li>Rollout will follow a phased approach, beginning with selected factories and brands, to avoid duplication and ensure readiness.</li> </ul>

**4. AGM Notice and Audit Report Approval**

**Discussion and decision:**

- The Board unanimously approved the unqualified audited report.
- The Board agreed to hold the Annual General Meeting (AGM) on 8 December 2025.

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