RMG SUSTAINABILITY COUNCIL

September 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.

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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 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 (Structural, Electrical and Fire) conducted by RSC since its inception[1]. The RSC carried out **24,162** inspections from June 2020 to September 2025 (among a total of **69,989** inspections by the safety initiative since 2014).

- RSC engineers conducted **2,219 (covered and non-covered factory)** initial inspections in the RSC period, among the total of **8,615** initial inspections.
- RSC engineers conducted **21,943** follow-ups and other safety inspections in the RSC period, among the **61,374** follow-ups and other safety inspections.

Following the initial inspections, the factory and the brands are tasked with developing 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 factories to ensure that outstanding CAPs are being completed and conducts follow-up inspections to monitor the implementation of remediation processes. 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 every 4–5 months, down from 8 months previously.

[1] RSC commenced its inspection and remediation programme in June 2020.

FACTORY COVERAGE (As of September 2025)

- Covered factory account number: **1,884**
- **8** new "Independent factories" were listed through the industry (BGMEA, BKMEA) for participating in the RSC's inspection and remediation programme.
- As of September 2025, **49** factories were waiting for initial inspection.

The following graph shows the total number of factories covered by RSC from January 2025 to September 2025.

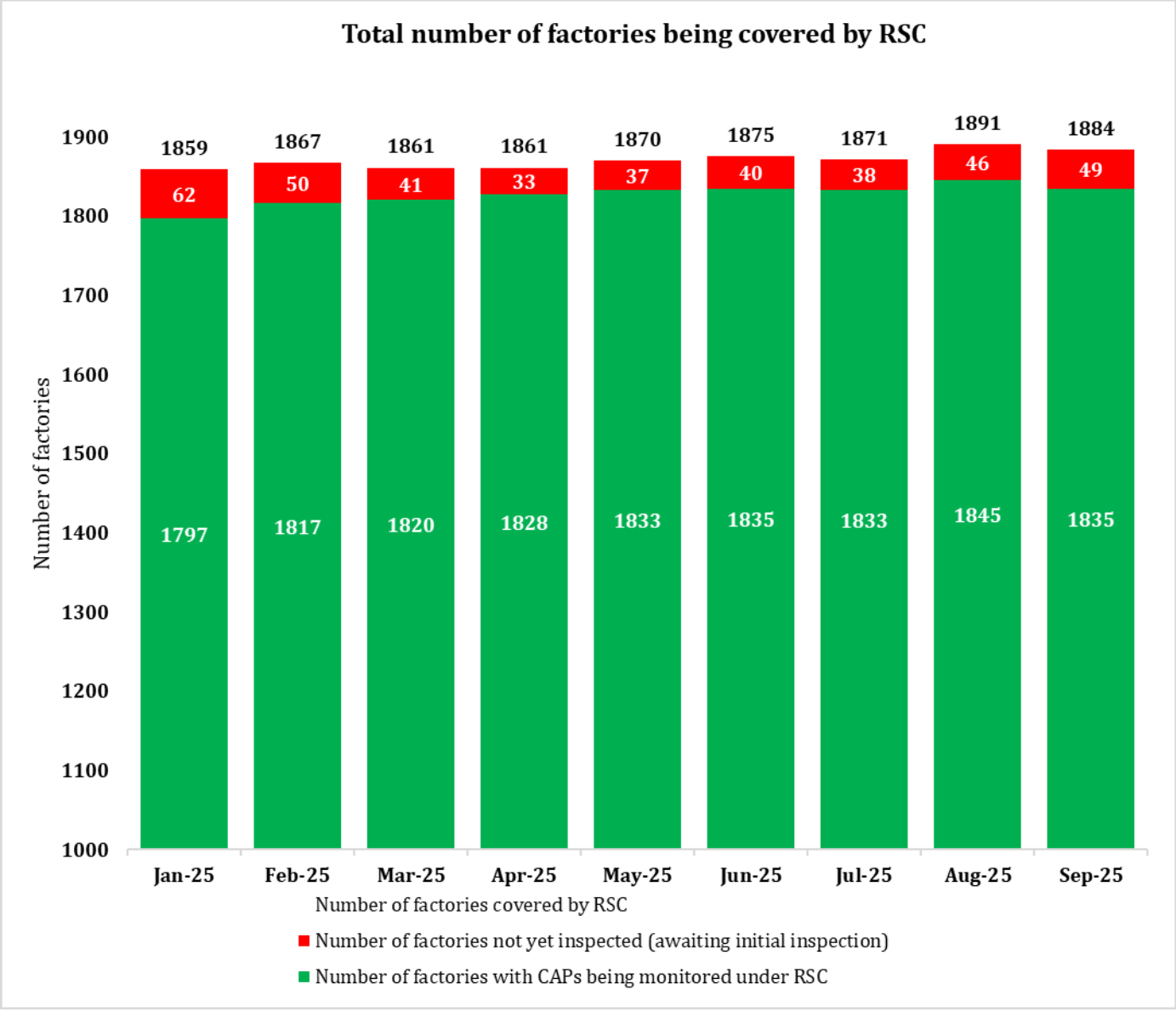


Figure 1: Number of factories covered by RSC

INSPECTIONS HIGHLIGHTS

- Total number of inspections: **563** in September.
- Number of unique factories inspected: **379** in September.
- The total inspection number is **1.48** times the number of unique factories covered, indicating multiple inspections were conducted simultaneously.

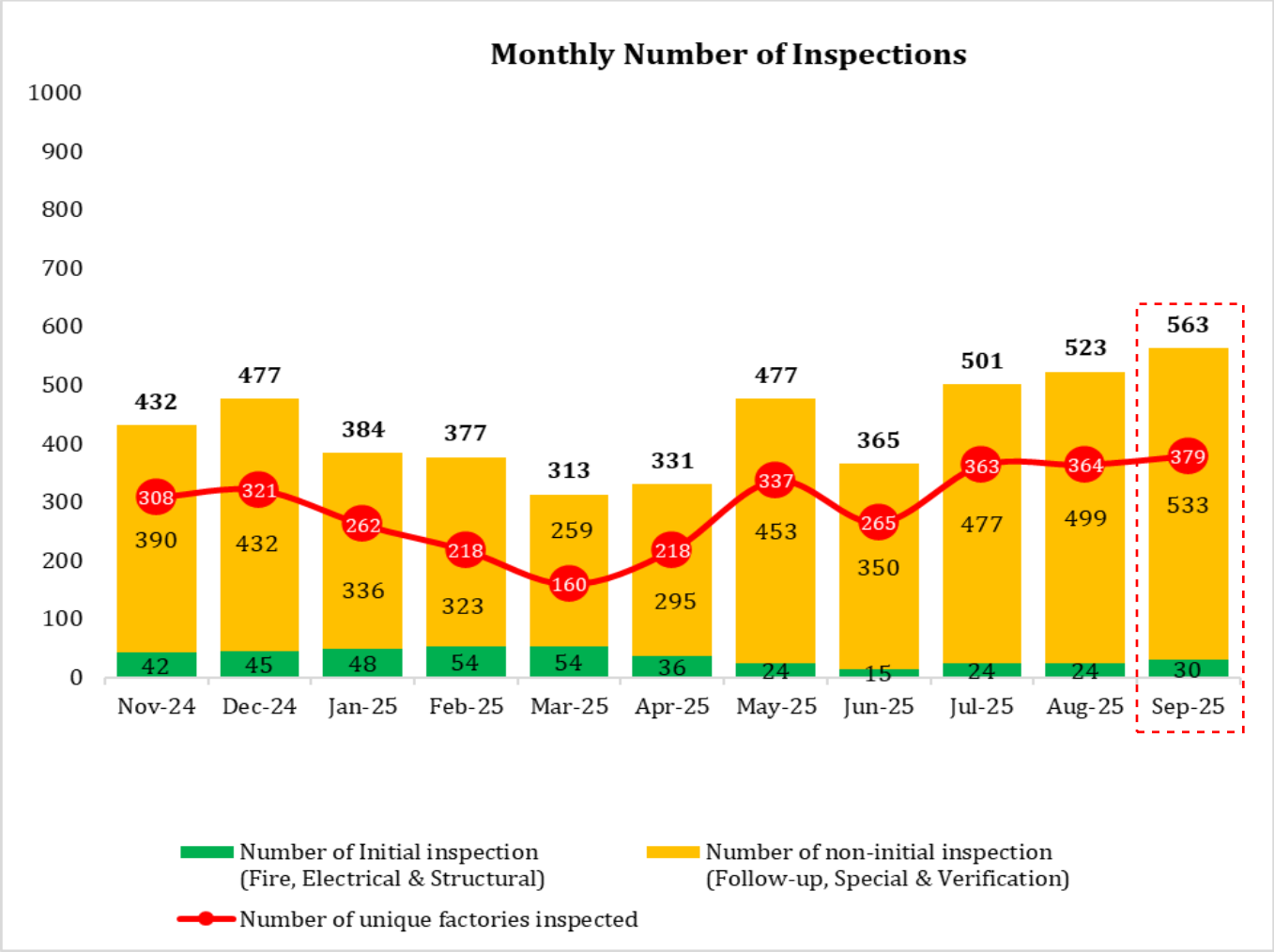


Figure 2: Number of Inspections Conducted by the RSC

MONTHLY UPDATE ON SAFETY REMEDIATION

REMEDIATION PROGRESS ON INITIAL FINDINGS (As of September 2025)

- Out of 1,884 covered factories, 650 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[2]. This process involves a logical sequence of activities, with responsibilities allocated at each stage.

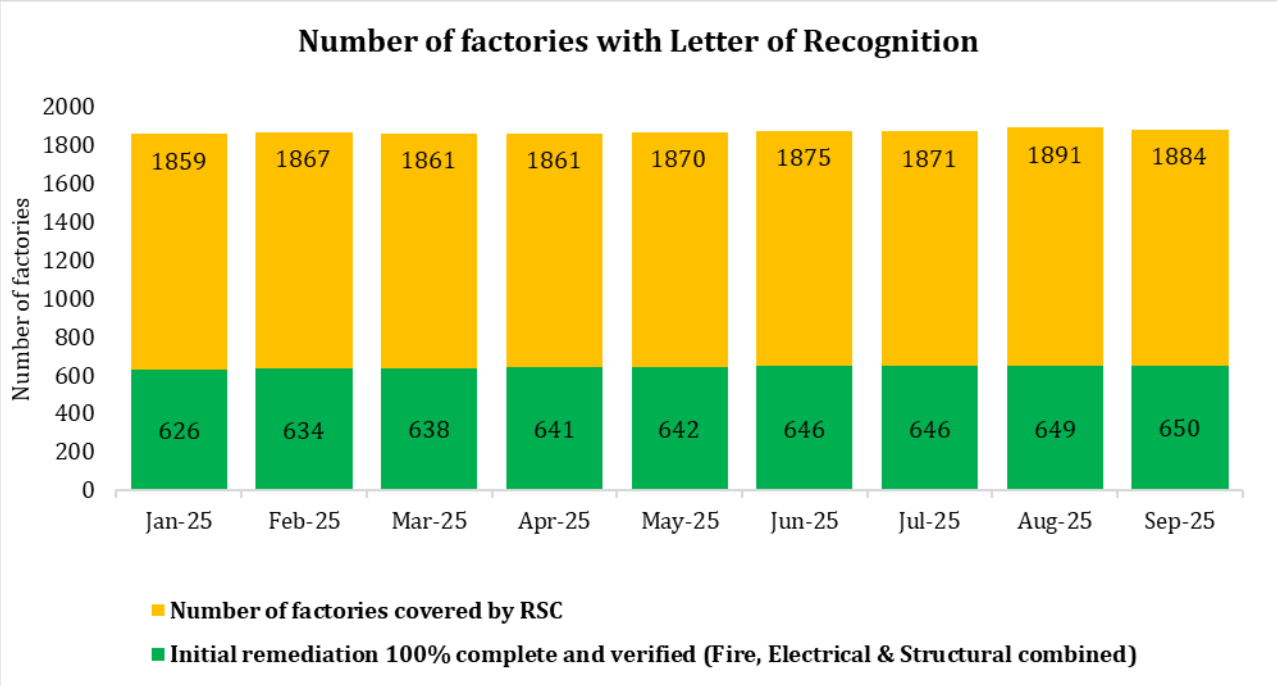


Figure 3: Number of Initial 100% remediated factories (combinedly recognised)

[2] T&C VI: Testing and Commissioning Verification Inspection

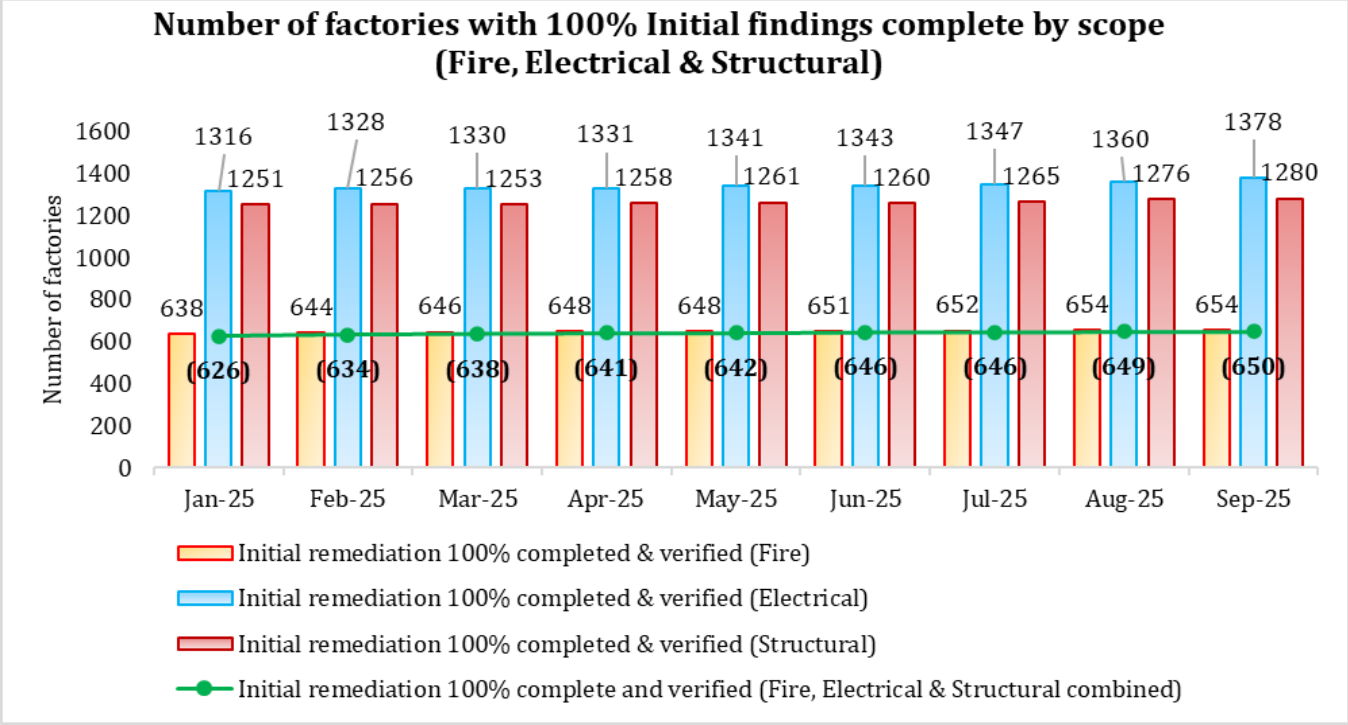


Figure 4: Number of Initial 100% remediate factories by scope (Fire, Electrical & Structural)

PROGRESS WITH REMEDIATION OF INITIAL FINDINGS (As of September 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 **760** factories that have recorded **100%** of initial findings completed (including Pending verification). Out of these factories, **650** have received the Letter of Recognition (LoRs) as shown in Figure 4.

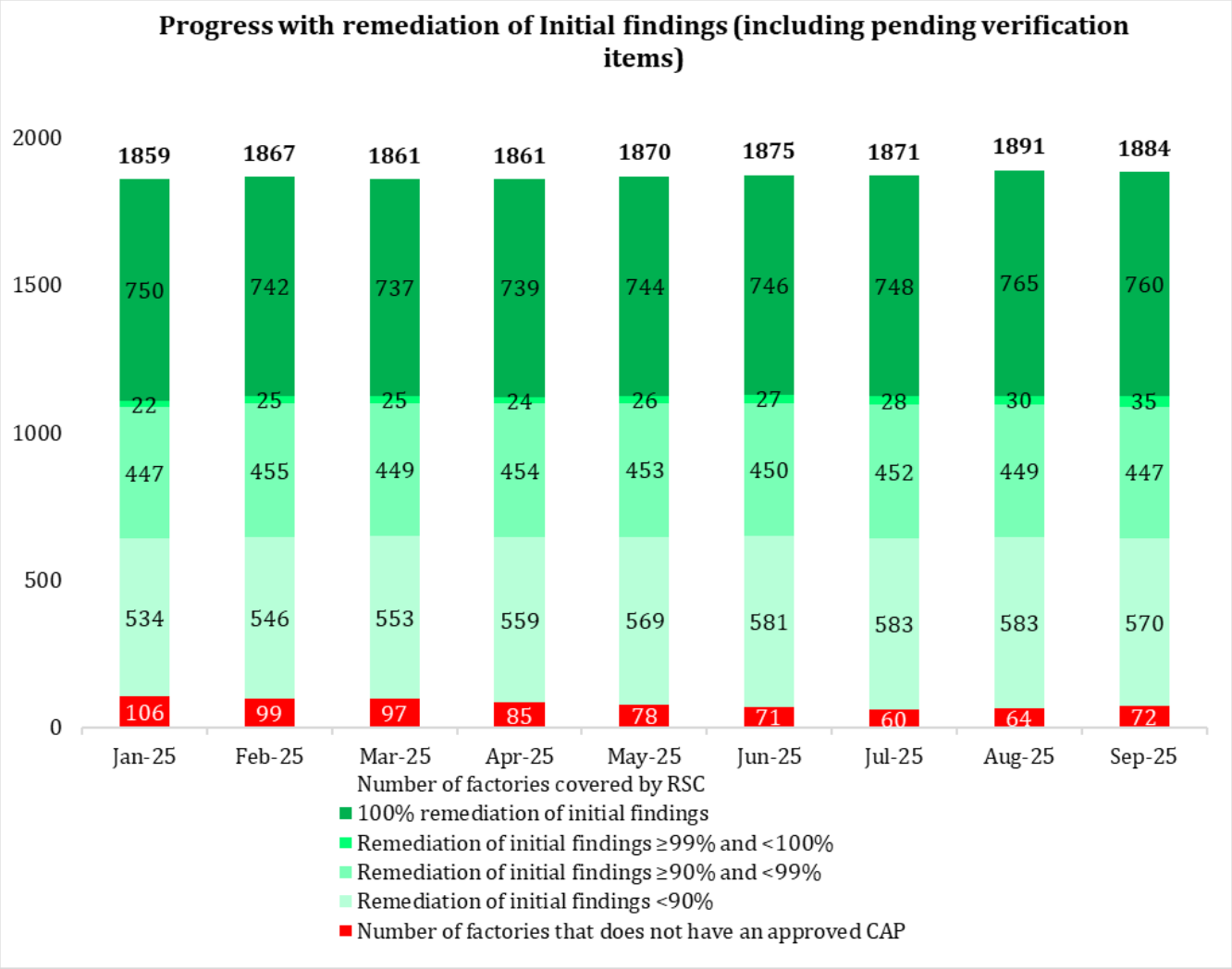


Figure 5: Initial remediation progress (%) considering pending verification

PROGRESS RATE ON MAJOR ITEMS BY DISCIPLINE

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

Figure **6** below demonstrates progress over the past seven months with the three main stages for full testing and approvals of Fire Detection and Alarm Systems (FADS). Out of 1884 covered factories, 81 factories are currently under CAP development procedures.

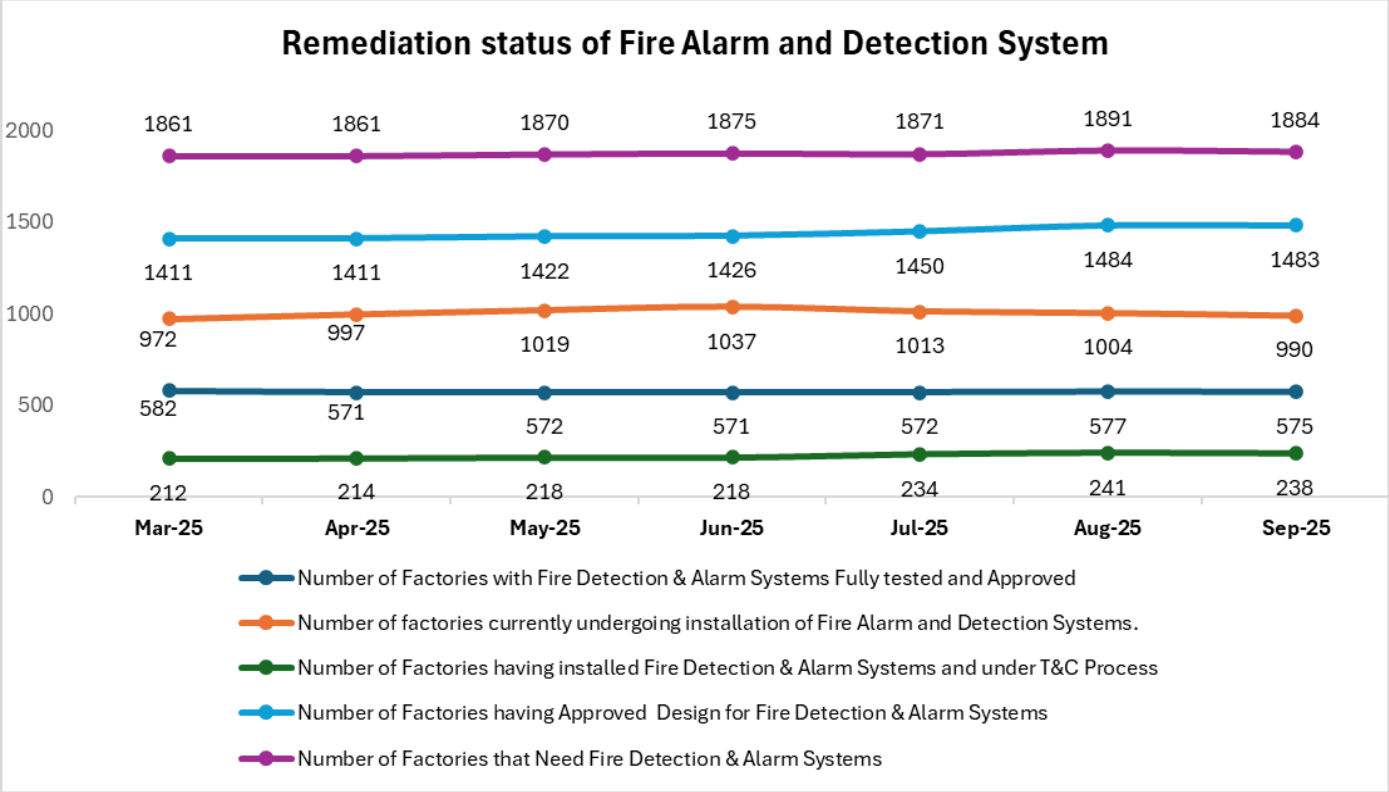


Figure 6: Remediation status of Fire Alarm and Detection System

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

Figure **7** below demonstrates progress over the past seven months with the three main stages for full testing and approvals of Fire Suppression Systems (SUPS). Out of 1884 covered factories, 81 factories are currently under CAP development procedures, and 1404 factories have been identified with the SUPS requirement through inspection.

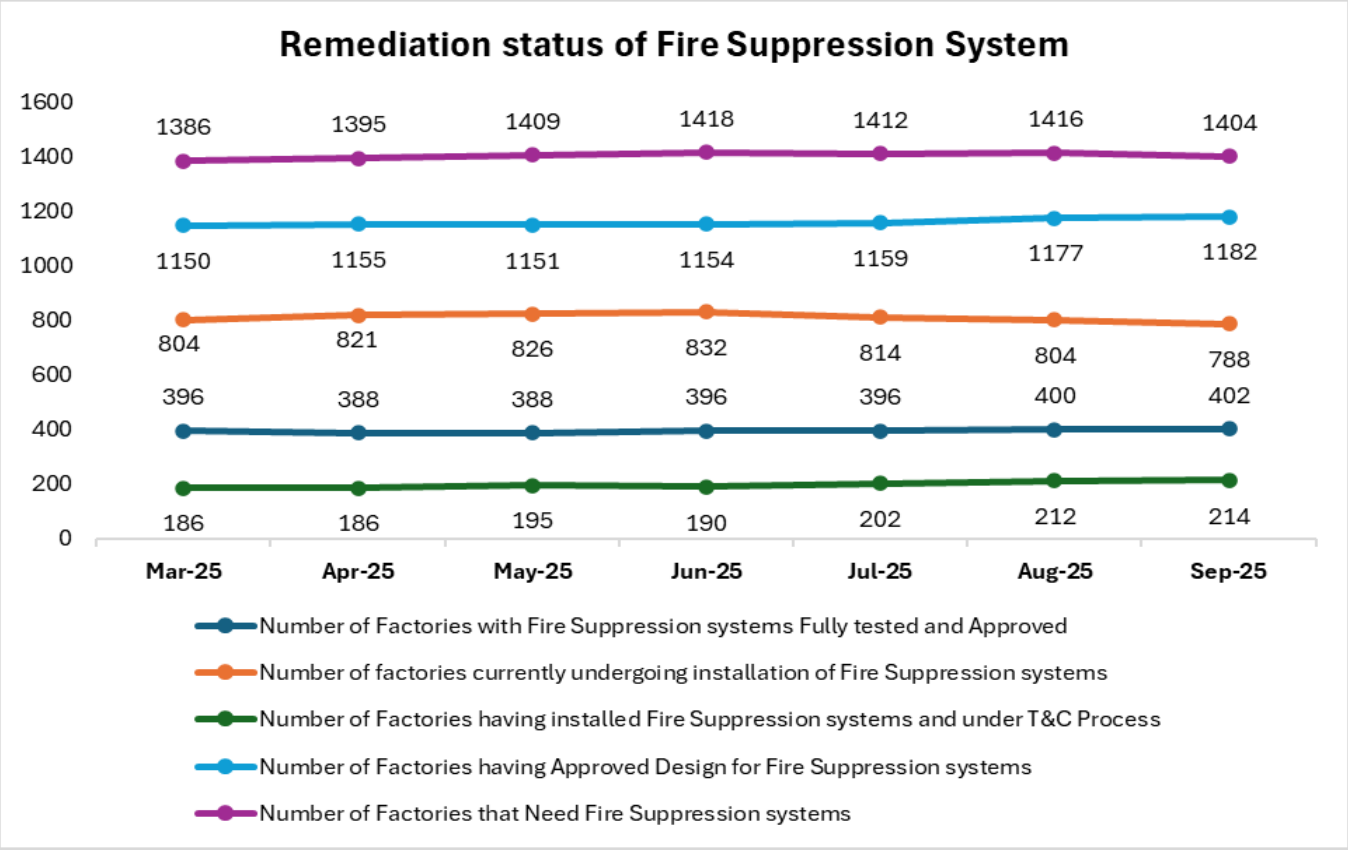


Figure 7: Remediation status of Fire Suppression System

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

- **Number of factories having accepted (D)EA: 1366**
- **Number of factories that completed the structural remediation: 802**

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.

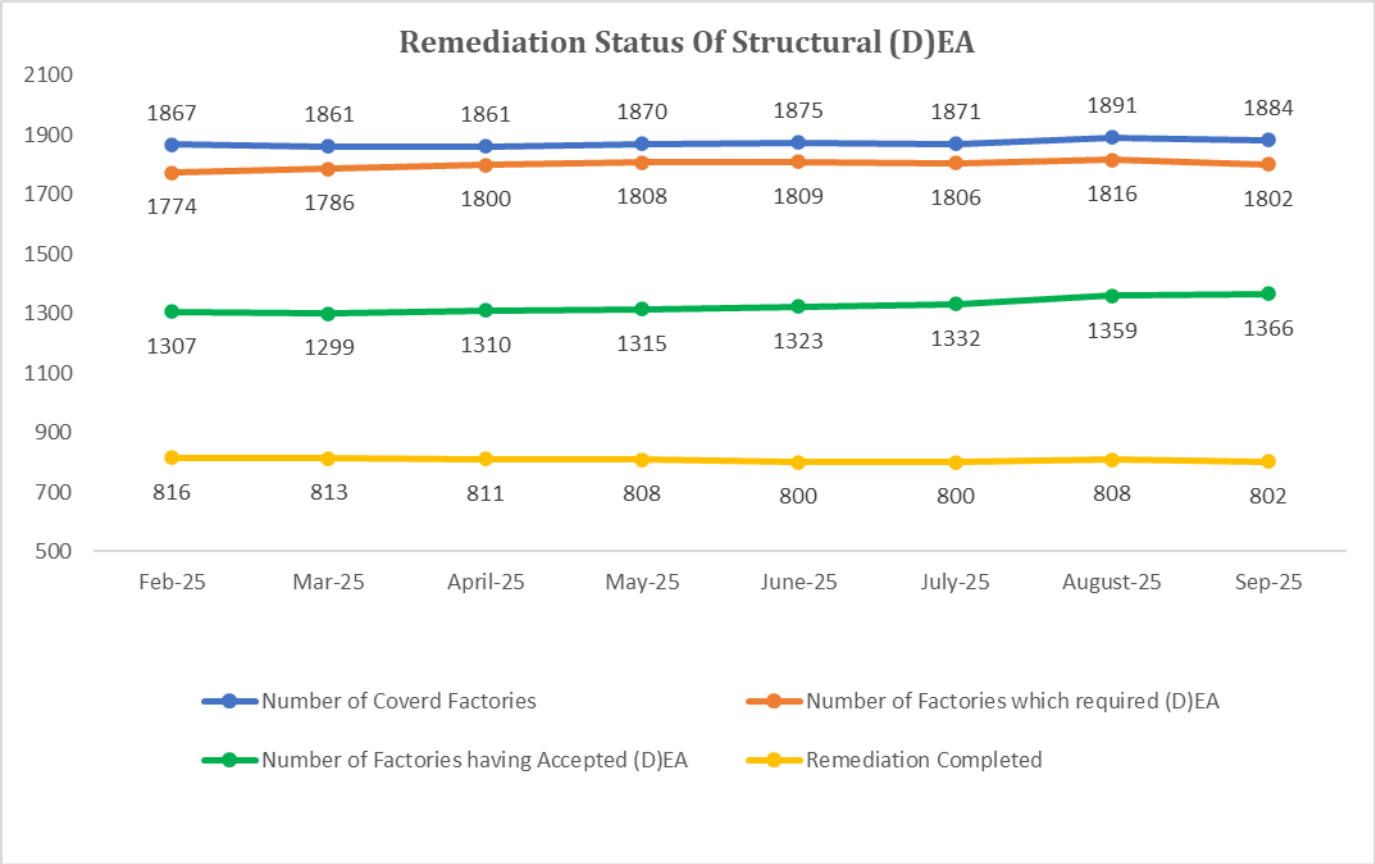
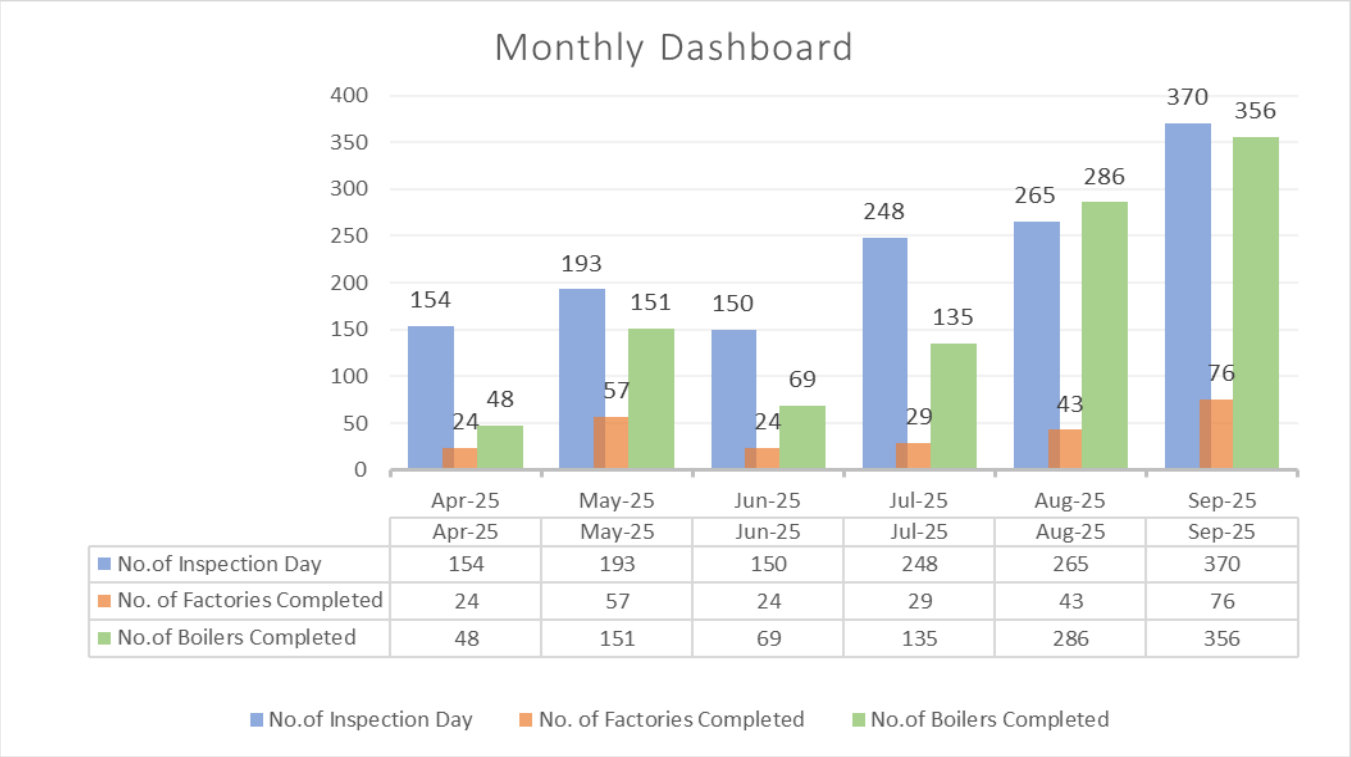


Figure 8: Remediation status of Structural (D)EA

* The number of remediated factories often varies due to changes in 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 September 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 September.



	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25
No.of Inspection Day	154	193	150	248	265	370
No. of Factories Completed	24	57	24	29	43	76
No.of Boilers Completed	48	151	69	135	286	356

Figure 9: Monthly Dashboard of Boiler Safety

FACTORY ESCALATION STATUS (As of September 2025)

As of September 2024, **328** factories are in different stages of the escalation process, with **228** in Stage 1 and **100** in Stage 2. One factory has been requalified. It is to be noted that a total of **508** 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, **1,047** have never gone through any escalation process. The percentage of different escalation stages of the RSC-covered factories (**1,884**) is shown in the pie chart below.

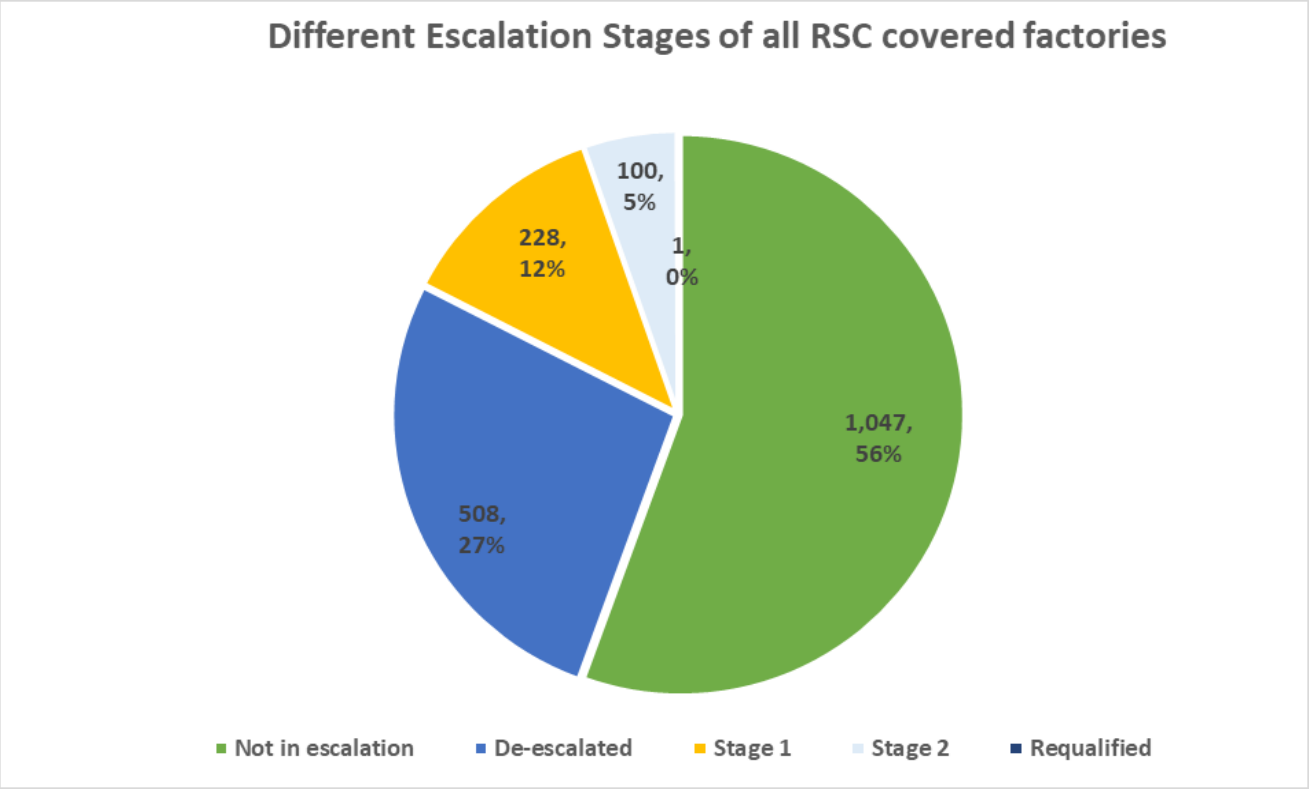


Figure 10: Escalation status of factories

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

In September 2025, no Stage-3 Escalation was issued.

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

During a structural assessment, or DEA review, if RSC engineer(s) find an immediate threat to the occupants of the factory building, then RSC could recommend immediate partial/full evacuation for the factory building**. In September 2025, the RSC recommended one evacuation case listed in the following table.**

ACCOUNT ID	ACCOUNT NAME	DATE OF RECOMMENDATION	TYPE OF EVACUATION
26033	Advanced Composite Textile Ltd (Extension)	18-September-25	Partial

REPORTED FACTORY INCIDENT(S) IN THE MONTH OF SEPTEMBER 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, **two reported incidents occurred at the RSC-covered factory in September 2025.**

ACCOUNT ID	ACCOUNT NAME	DATE OF THE INCIDENT	INCIDENT SUMMARY
10283	CONTINENTAL GARMENTS IND. (PVT.) LTD	06-September-25	The RSC came to know from the factory over email that there was a small fire incident at the factory on 06-Sep-2025 and communicated with the factory for primary information on the reported incident. Later, the factory provided the summary information below: • Date of Fire incident: 6th September 2025, 5:45 am, for 15 to 20 minutes. • Places of the Fire incident: AC timer in the Server room (Ground floor) • How the Fire was extinguished: Factory security and electrician extinguished the fire with a fire extinguisher. The RSC conducted a post-incident full Fire follow-up inspection at the factory to verify the overall remediation on 16 September 2025, and as per the outcome of the report, there was no safety finding related to the Fire incident. There were no reported injuries or fatalities due to this incident.
24141	GMS Composite Knitting Ind. Ltd. (New Building)	28-September-2025	The fire originated from Thermo-Oil Heater No. 1, which was installed in the South-East corner of the Boiler Room located at Shed#4 (Utility Shed). The shed housed a total of three Thermo-Oil Heater machines and two Steam Boilers. At approximately 5:34 PM, the Senior In-Charge of Boiler, who was inside the Boiler Room at that time, first noticed oil leaking and spreading from the joint between Thermo-Oil Heater No. 1 and its chimney connection. Within a few seconds, the leaked synthetic oil from the thermo-oil heater got ignited, resulting in a fire with dense smoke. The RSC conducted the post-incident inspection on September 28, 2025. There were no reported injuries or fatalities due to the incident.

MONTHLY UPDATE ON OCCUPATIONAL SAFETY AND HEALTH COMPLAINTS MECHANISM (September 1, 2025 – September 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 September 2025 – 30 September 2025)

The RSC received 311 complaints during the reporting period mentioned. Of these, 75 (24%) are Occupational Safety & Health (OSH) related complaints, and 236 (76%) 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 2025)

Complaints Receiving Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
September-25	75	236	311	24%	76%
RSC Period	2,804	7,552	10,356	27%	73%
ACCORD Period	1,190	1,089	2,279	52%	48%
Total Period	3,994	8,641	12,635		

Complaints Closing Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
September-25	82	106	188	44%	56%
RSC Period	2,602	7,402	10,004	26%	74%
ACCORD Period	1,049	1,050	2,099	50%	50%
Total Period	3,651	8,452	12,103		

Complaints In-Progress/ Pending Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
September-25	342	189	531	64%	36%
RSC Period	342	189	531	64%	36%
ACCORD Period	1	0	1	100%	0%
Total Period	343	189	532		

Monthly Closing Status- OSH Complaints		
SL	**Category**	**Quantity**
1	Resolved	69
2	Factory Not Covered	02
3	Not Sustained	03
4	Withdrawn	05
5	Disengaged	03
Total		82

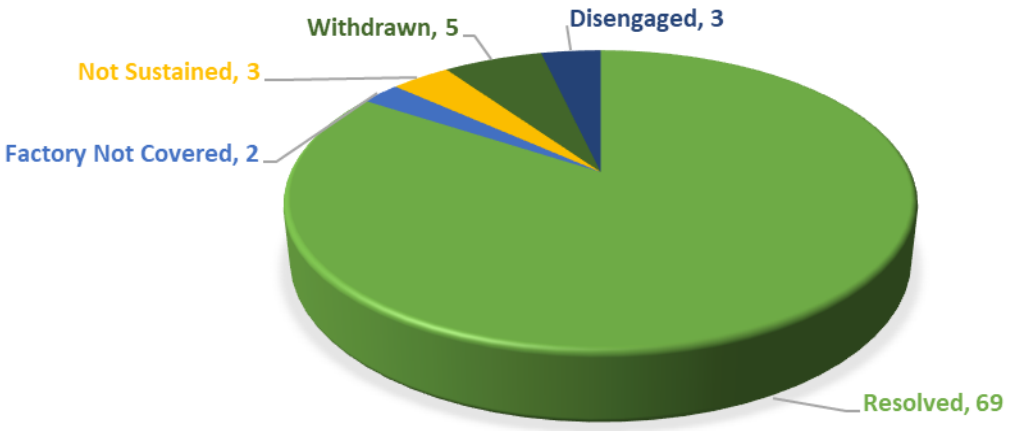


Figure 11: Monthly Closing Status of OSH Complaints

NB: The final status of OSH & NON-OSH data in September varies 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
- Partially resolved	46
- Resolved Outside RSC Complaints Mechanism	12
- In Progress (Handover to Lead Brands)	133

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

MONTHLY UPDATE OF OSH TRAINING PROGRAMME (As of September 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.**

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.

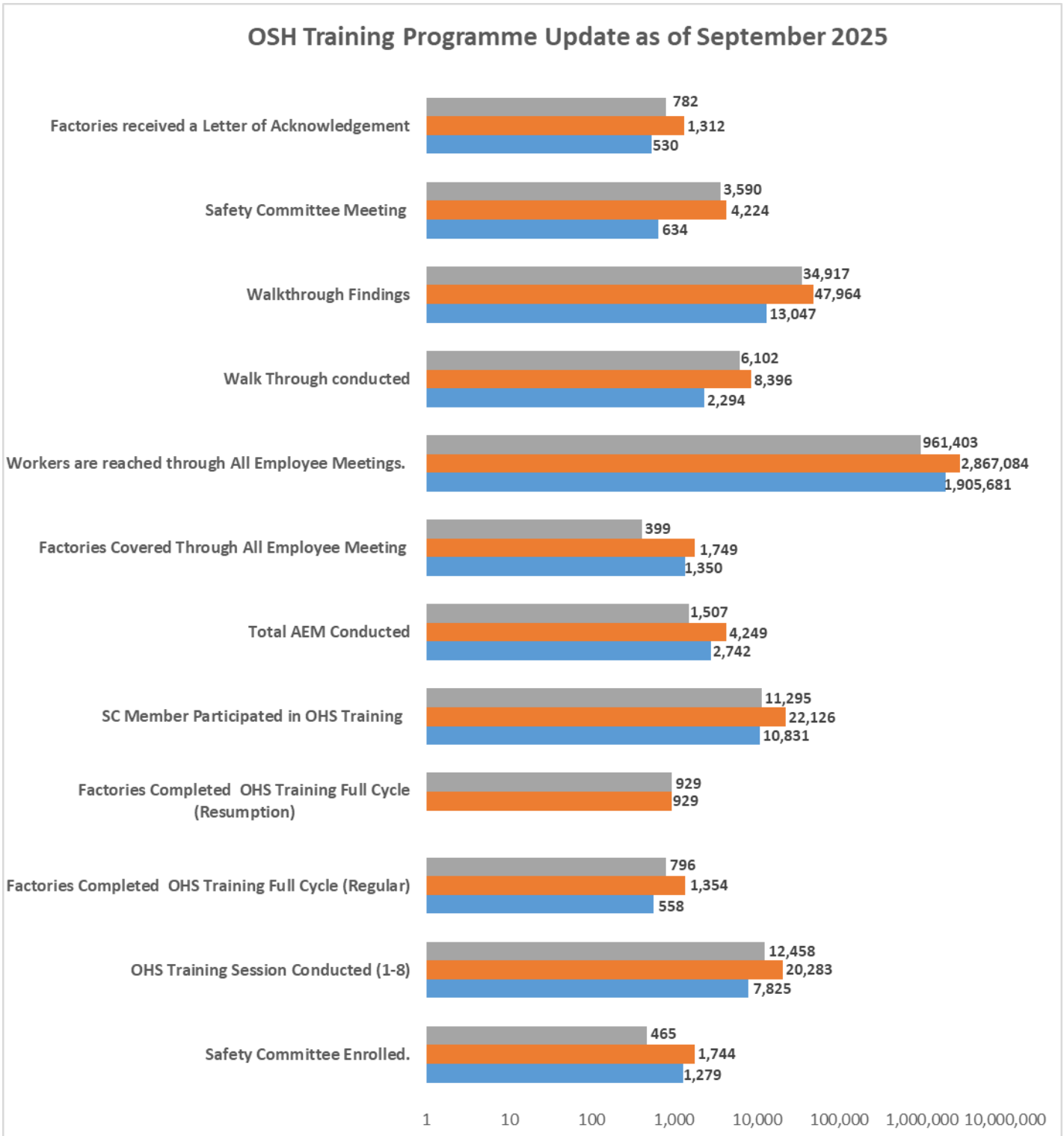
OSH Training Programme Monthly Report September -2025				
Particular (Number of)	**For September 2025**	**As of September -2024**		
		Accord (Until 31st September 2020)	**Work done by Accord & RSC**	**RSC Period**
Safety Committee (SC)				
-SC Enrolled in RSC Training Programme	2	1,279	1,744	465
-Total Safety Committee Meeting	91	634	4,224	3,590
Training Conducted				
-Total Sessions	121	7,825	20,283	12,458
- No. of SC Members Enhanced Capacity	1,150	10,831*	22,126*	11,295*
- Walk Through	144	2,294	8,396	6,102
- Walk Through Findings	986	13,047	47,964	34,917
Factories Completed OSH Training Full Cycle				
-Regular	-	558	1,354	796
-Resumption	12	-	929	929
All Employee Meeting (AEM)****				
- Total AEM Conducted	59	2,742	4,249	1,507
- Factories Covered	59	1,350**	1,749**	399**
- Workers Reached	160,598	1,905,681***	2,867,084***	961,403***
Factories Awarded – Letter of Acknowledgement (LOA)	7	530	1,312	782

* 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.
*** The maximum number of workers who participated in at least one of the 3 AEMs.
**** Number of AEM includes the Advanced OSH Training Pilot.

Advanced OSH Training Programme (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 September 2025	Total (as of September 2025]
Initial Meeting	-	74
AEM	17	47
Worker Reached through AEMs	61,306	159,126
Training	11	13
Training Participants	191	228



	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	465	12,458	796	929	11,295	1,507	399	961,403	6,102	34,917	3,590	782
Accord+RSC Period Till date	1,744	20,283	1,354	929	22,126	4,249	1,749	2,867,084	8,396	47,964	4,224	1,312
Accord (31st May 2020)	1,279	7,825	558	-	10,831	2,742	1,350	1,905,681	2,294	13,047	634	530

Figure 13: OSH Training Programme Monthly Report September 2025