RMG SUSTAINABILITY COUNCIL

November 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

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 November 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 **25,215** inspections from June 2020 to November 2025 (among a total of **71,042** inspections by the safety initiative since 2014).

- RSC engineers conducted **2,279 (covered and non-covered factory)** initial inspections in the RSC period, among the total of **8,675** initial inspections.
- RSC engineers conducted **22,936** follow-ups and other safety inspections in the RSC period, among the **62,367** 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 November 2025)

- Covered factory account number: **1,881**
- **4** new "Independent factories" were listed through the industry (BGMEA, BKMEA) for participating in the RSC's inspection and remediation programme.
- As of November 2025, **39** factories were waiting for initial inspection.

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

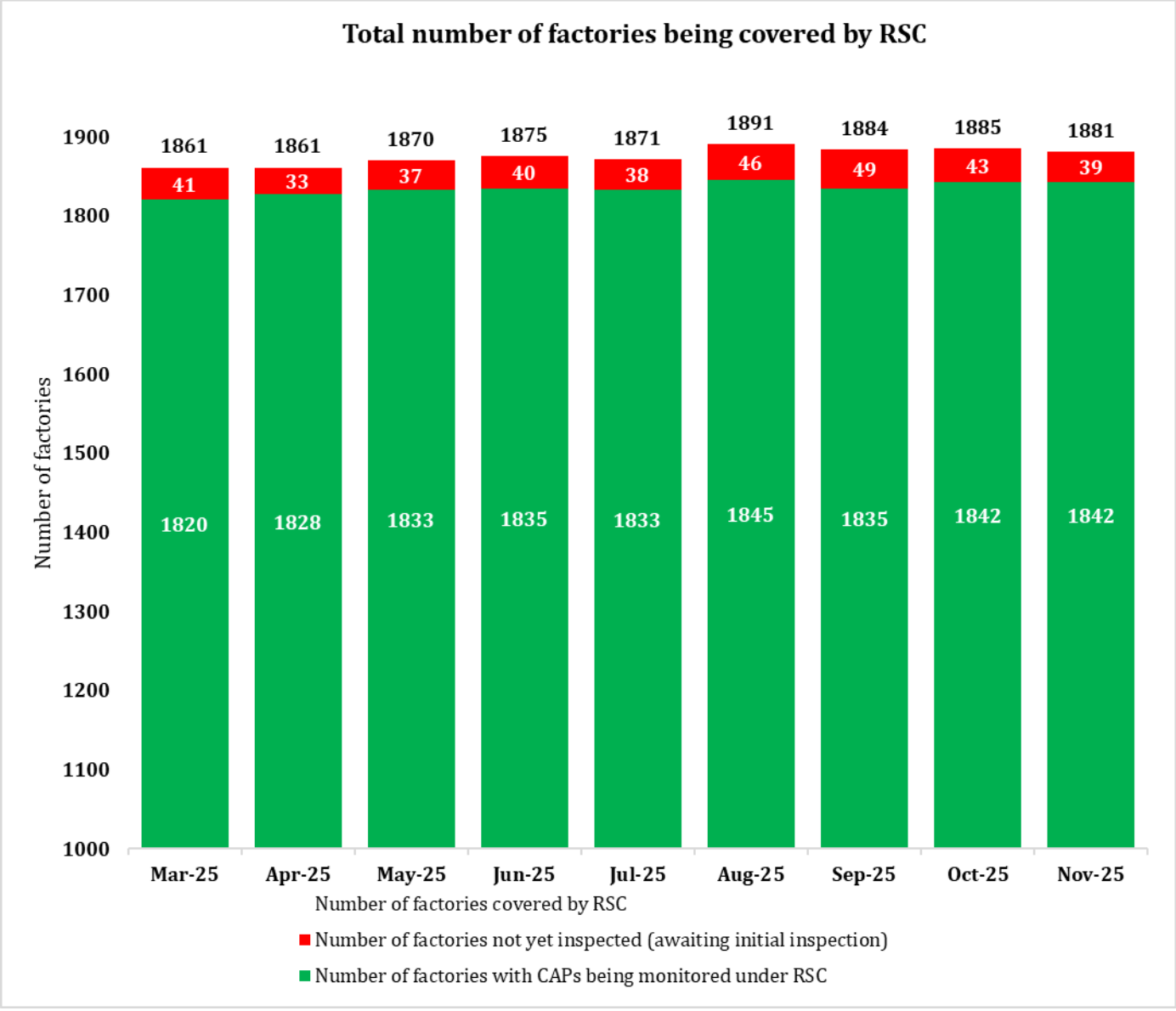


Figure 1: Number of factories covered by RSC

INSPECTIONS HIGHLIGHTS

- Total number of inspections: **517** in November.
- Number of unique factories inspected: **337** in November.
- The total inspection number is **1.53** times the number of unique factories covered, indicating multiple inspections were conducted simultaneously.

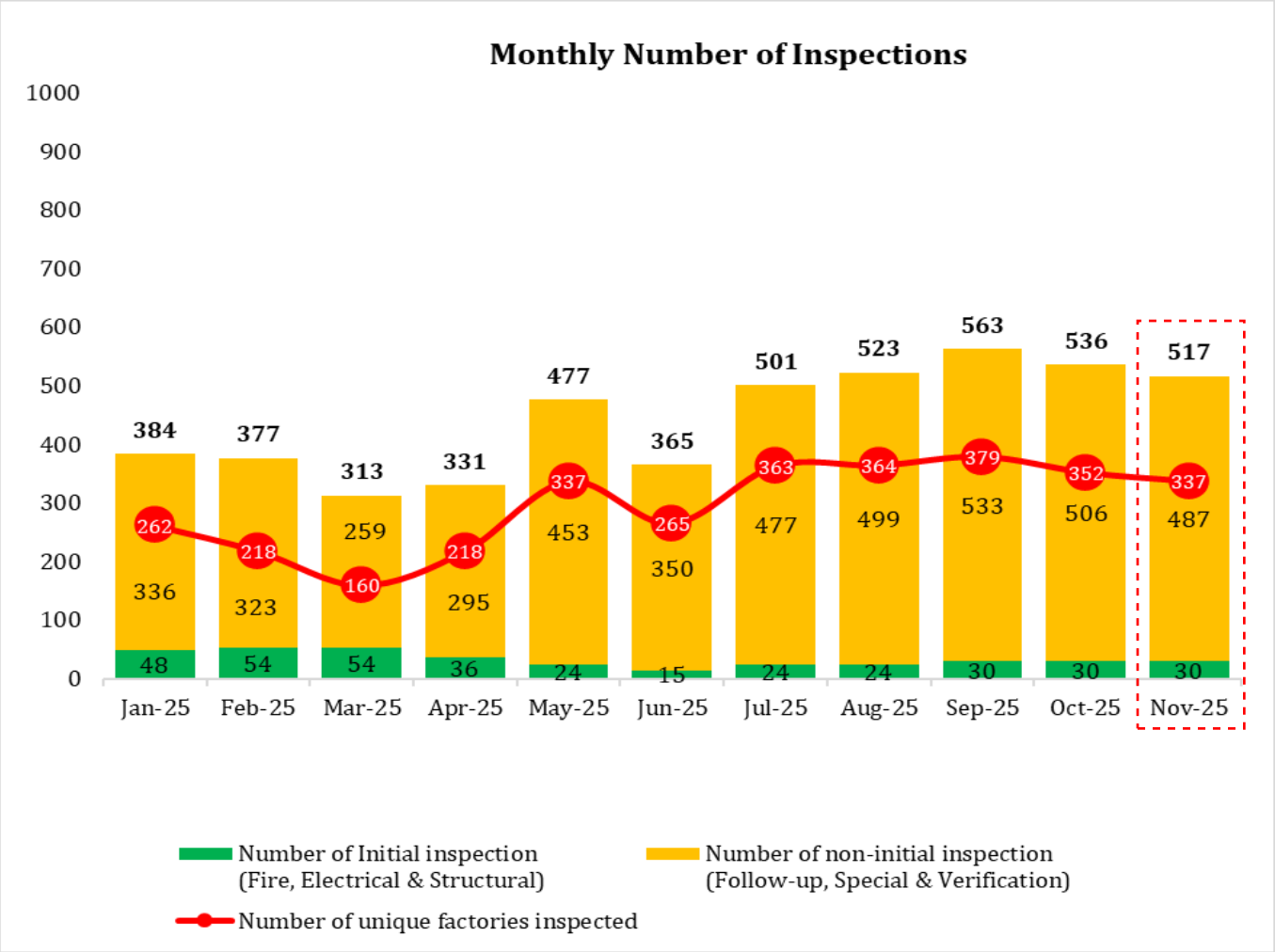


Figure 2: Number of Inspections Conducted by the RSC

MONTHLY UPDATE ON SAFETY REMEDIATION

REMEDIATION PROGRESS ON INITIAL FINDINGS (As of November 2025)

- Out of 1,881 covered factories, 655 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.

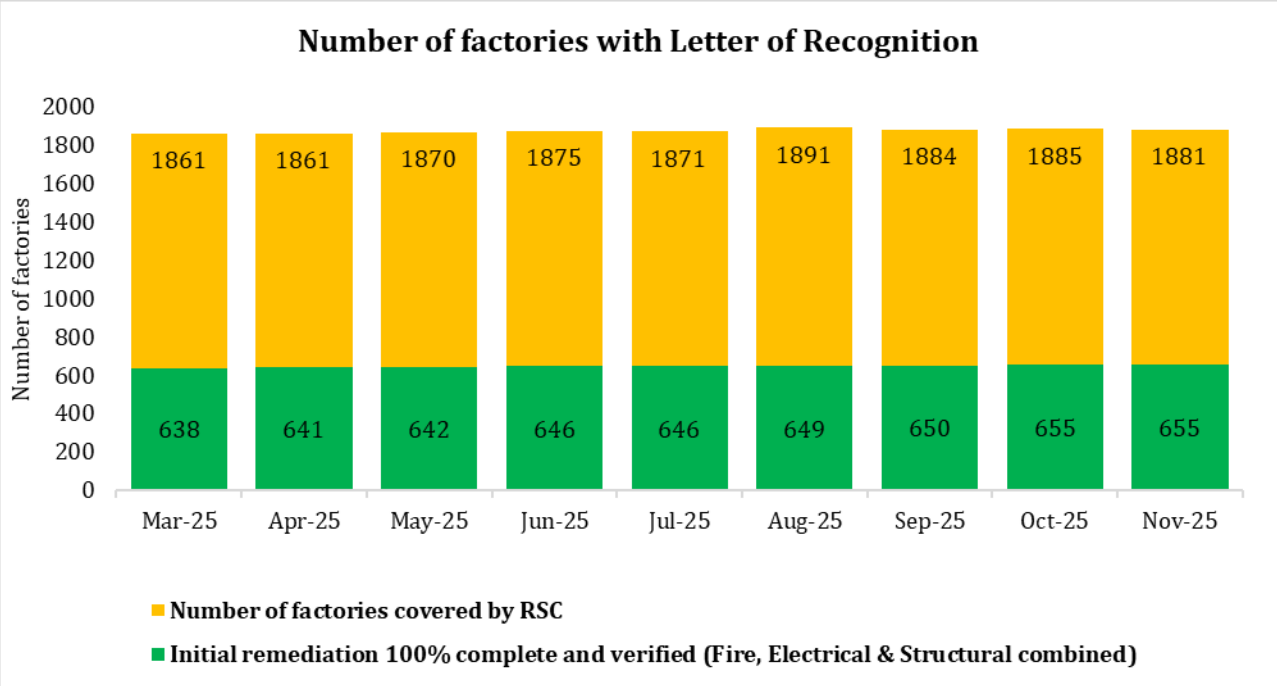


Figure 3: Number of Initial 100% remediated factories (combinedly recognised)

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

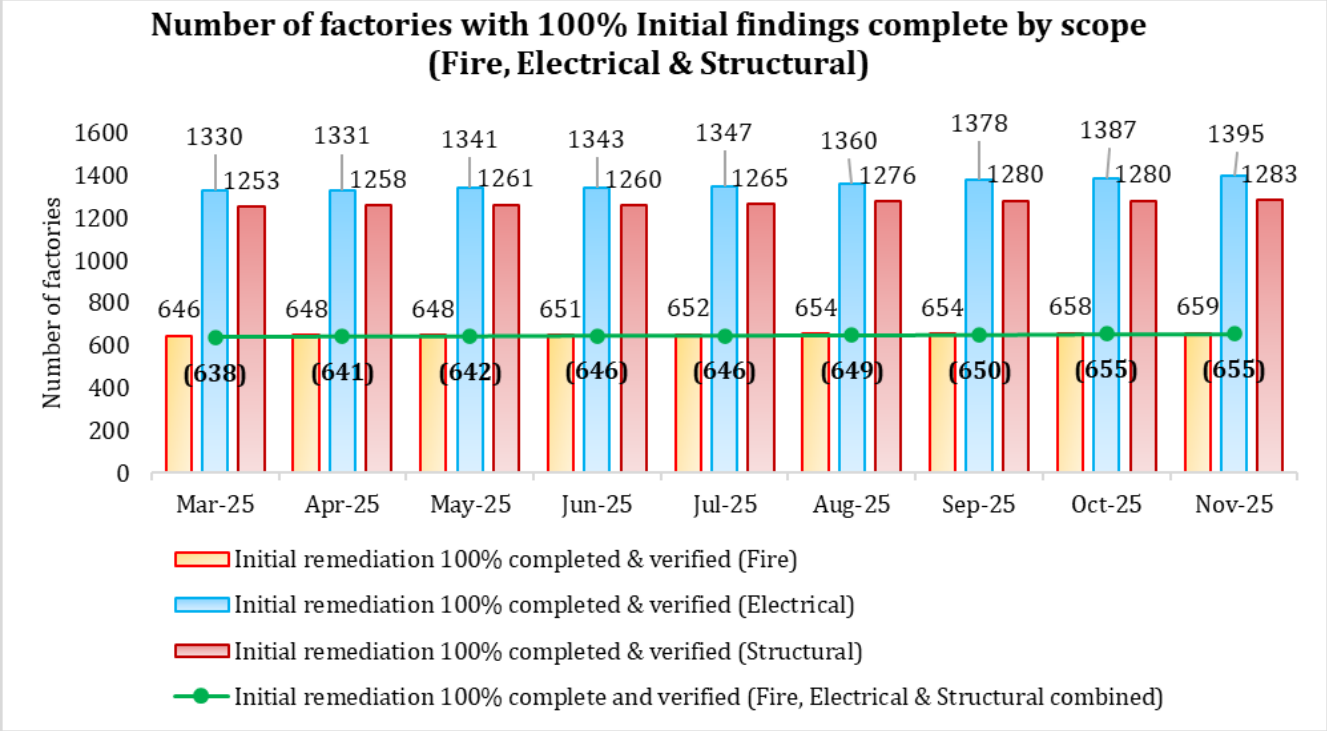


Figure 4: Number of Initial 100% remediate factories by scope (Fire, Electrical & Structural)

PROGRESS WITH REMEDIATION OF INITIAL FINDINGS (As of November 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 **766** factories that have completed 100% of their initial findings (including pending verification). Out of these factories, **655** have received the Letter of Recognition (LoRs) as shown in Figure 4.

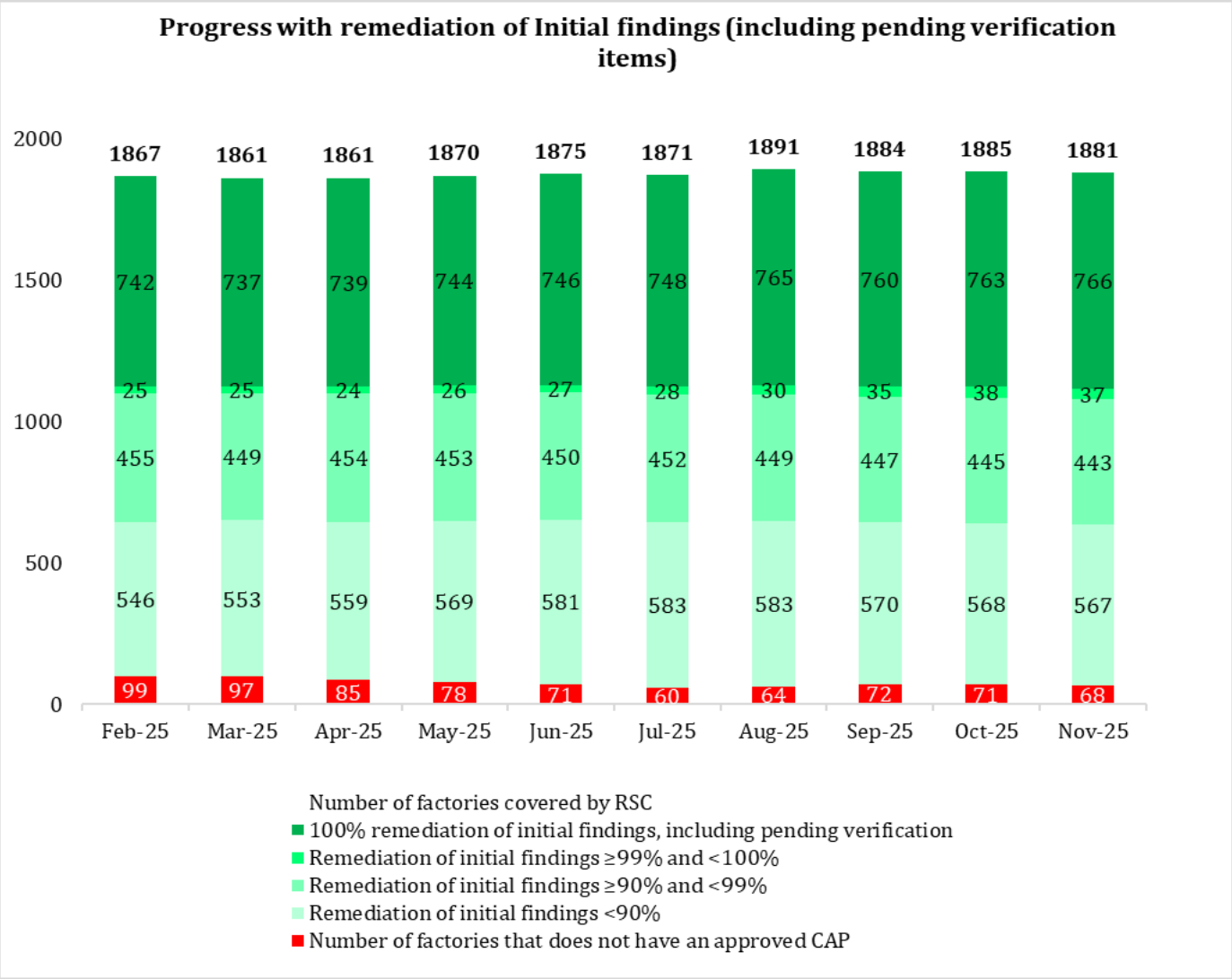


Figure 5: Initial remediation progress (%) considering pending verification

PROGRESS RATE ON MAJOR ITEMS BY DISCIPLINE

Remediation Status of Fire Alarm and Detection Systems (As of November 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 1881 covered factories, 68 factories are currently under CAP development procedures.

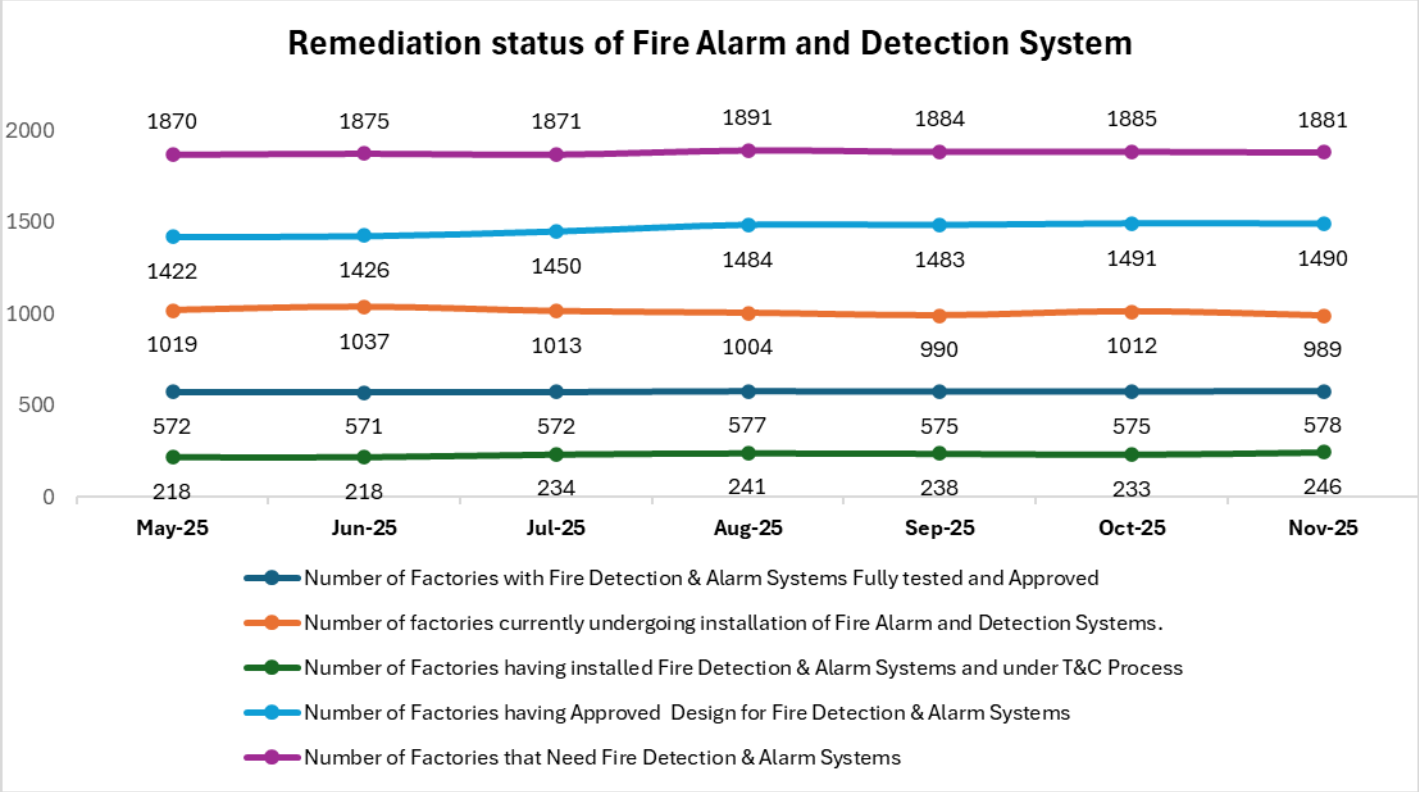


Figure 6: Remediation status of Fire Alarm and Detection System

Note: The number of factories varies due to new listings, delisting, archiving, and the reopening of issues caused by system non-functionality, system modifications, or building extension/modification.

Remediation Status of Fire Suppression Systems (As of November 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 1881 covered factories, 68 factories are currently under CAP development procedures, and 1406 factories have been identified with the SUPS requirement through inspection.

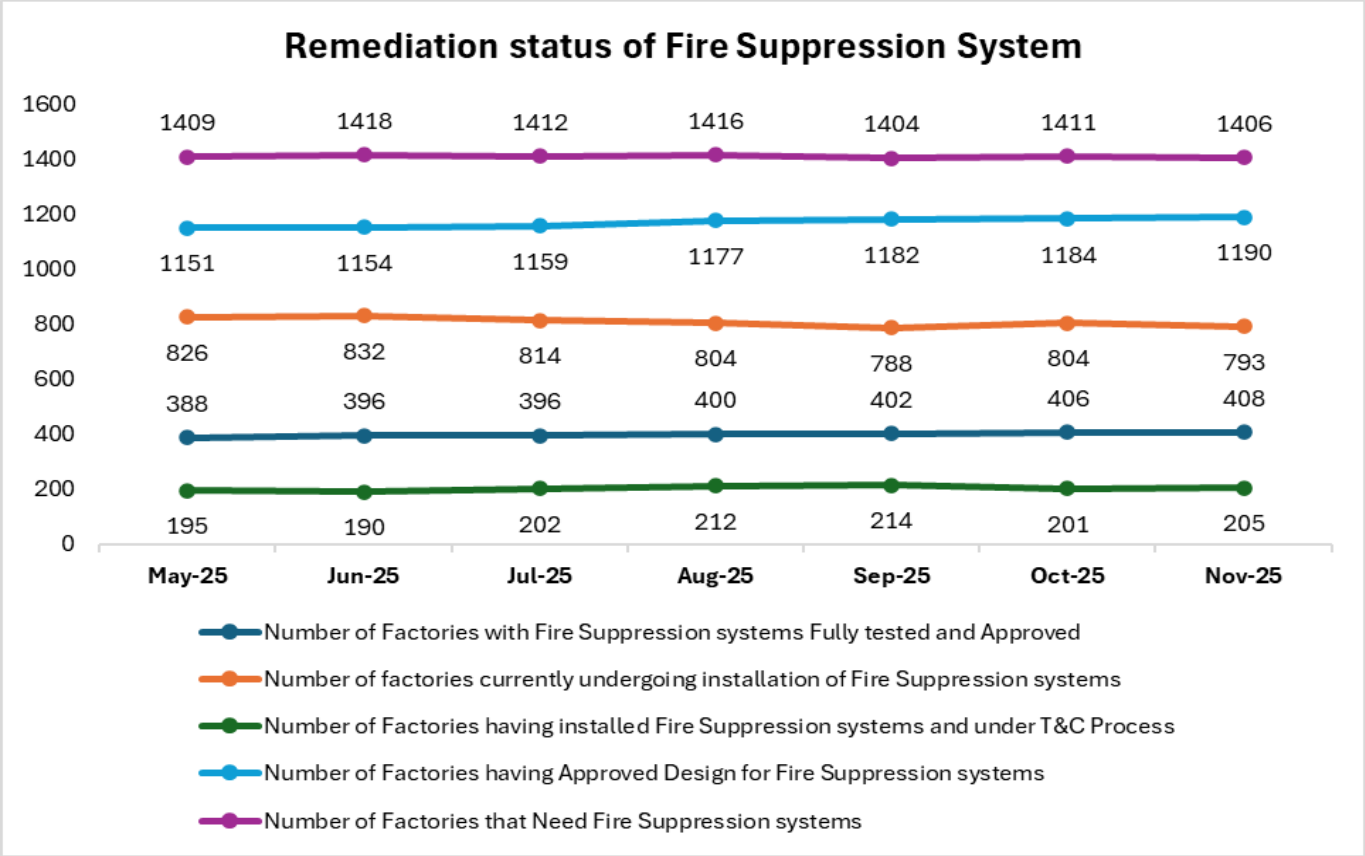


Figure 7: Remediation status of Fire Suppression System

Note: The number of factories varies due to new listings, delisting, archiving, and the reopening of issues caused by system non-functionality, system modifications, or building extension/modification.

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

- **Number of factories having accepted (D)EA: 1386**
- **Number of factories that completed the structural remediation: *796**

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.

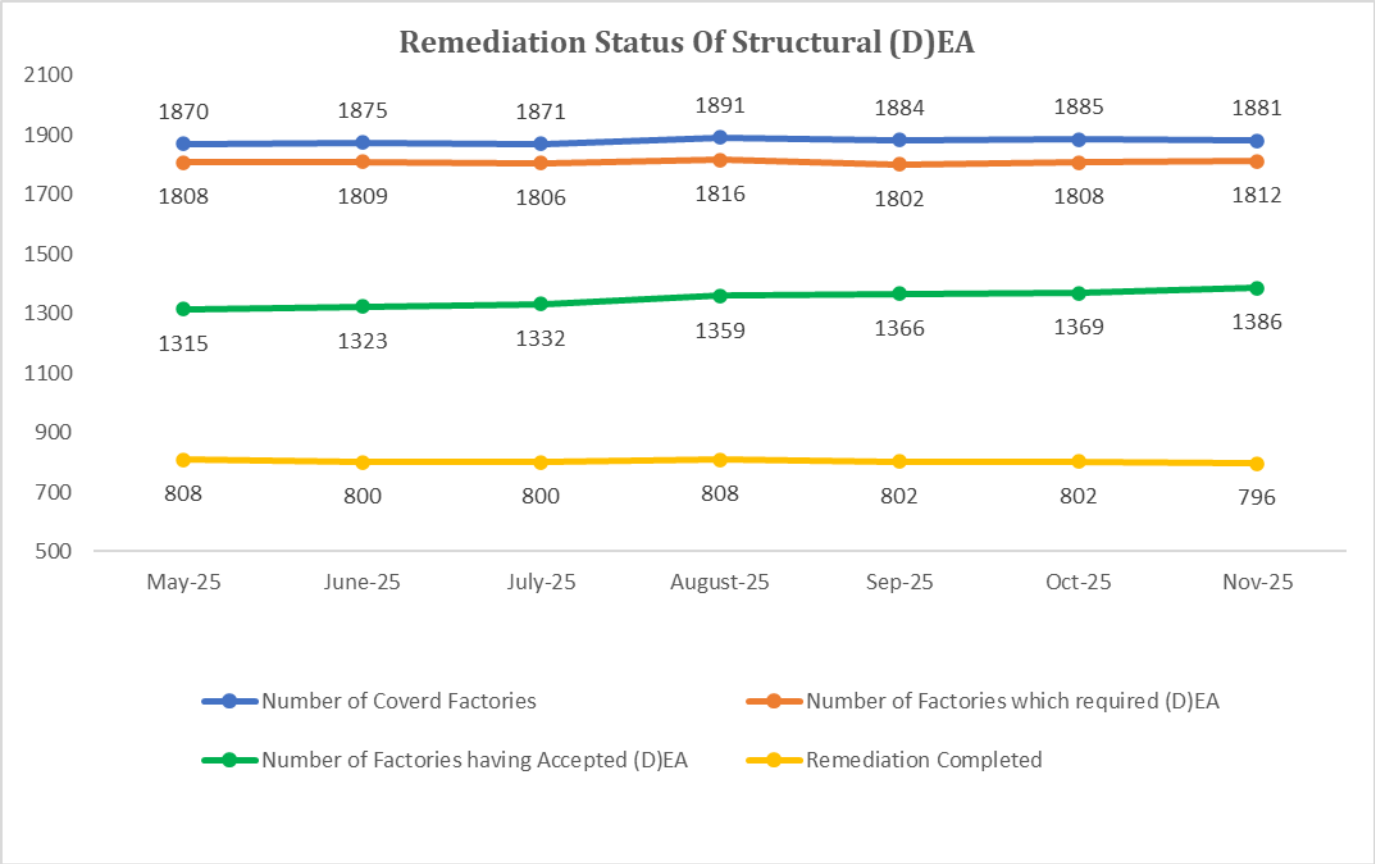
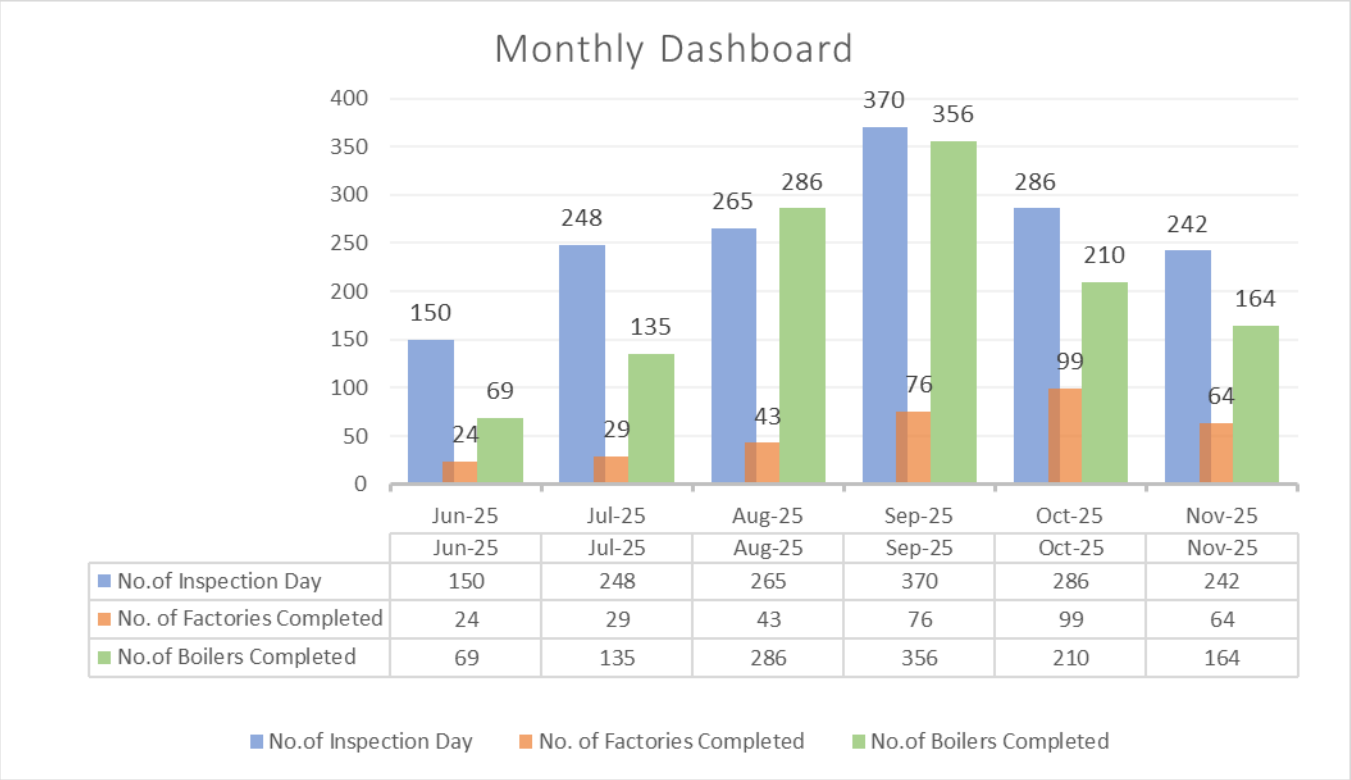


Figure 8: Remediation status of Structural (D)EA

* 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 November 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 November.



	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25
No.of Inspection Day	150	248	265	370	286	242
No. of Factories Completed	24	29	43	76	99	64
No.of Boilers Completed	69	135	286	356	210	164

Figure 9: Monthly Dashboard of Boiler Safety

FACTORY ESCALATION STATUS (As of November 2025)

As of November 2025, **341** factories are in different stages of the escalation process, with **246** in Stage 1 and **95** in Stage 2. It is to be noted that a total of **514** 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, **1,026** have never gone through any escalation process. The percentage of different escalation stages of the RSC-covered factories (**1,881**) is shown in the pie chart below.

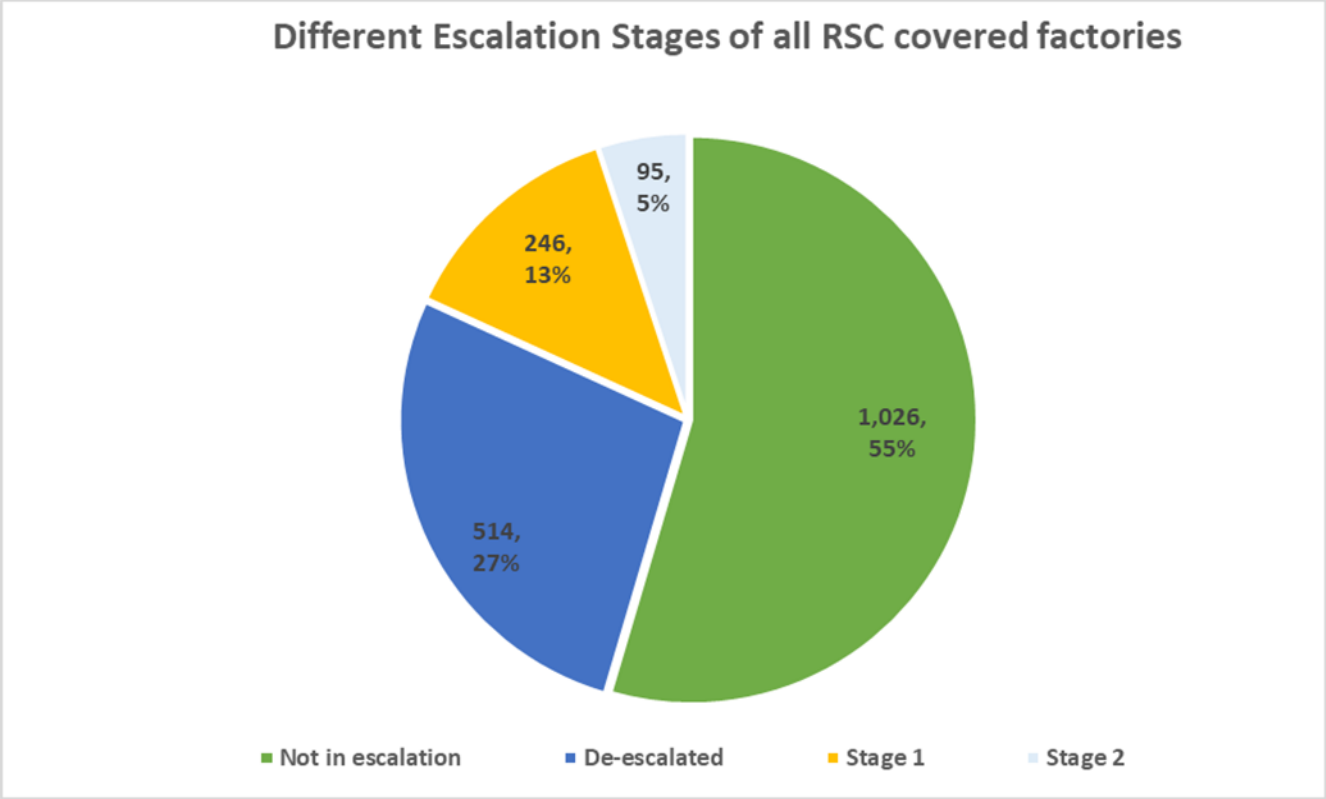


Figure 10: Escalation status of factories

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

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

ACCOUNT ID	ACCOUNT NAME	ESCALATION STATUS	DATE OF ISSUANCE OF ESCALATION
24201	Matrix Apparels Ltd.	Stage-3	02-Nov-25
10240	Marquee Manufacturer Ltd (Previously Sark Knitwear Ltd.)	Stage-3	16-Nov-25
10271	Actor Sporting Ltd.	Stage-3	20-Nov-25

LIST OF FACTORIES THAT RECEIVED RECOMMENDATION OF PARTIAL/FULL EVACUATION IN THE MONTH OF NOVEMBER 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 November 2025 RSC didn't recommend partial or full evacuation to any of its covered factories.**

REPORTED FACTORY INCIDENT(S) IN THE MONTH OF NOVEMBER 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, **10 reported incidents occurred at the RSC-covered factory in November 2025.**

ACCOUNT ID	ACCOUNT NAME	DATE OF THE INCIDENT	INCIDENT SUMMARY
9500	LIBAS TEXTILES LTD	10-November-25	According to a statement provided by employees of the printing section; On 10 November 2025, between 5:00 pm to 5:30 pm, the deceased, who was holding a water spray machine and appearing to shake slightly while moving toward the left side of the table. Shortly thereafter, he collapsed while still holding the machine. Co-workers immediately

			switched off the electrical power supply and assisted him, observing that he was unconscious and unable to speak, though breathing was observed. Subsequently, an emergency fire alarm was activated by one worker. Factory officials arrived at the scene, and arrangements were made to transfer him to Khaza Badrudozza Modern Hospital. He was later transferred to Shahid Tajuddin Medical College Hospital, where the duty physician declared him deceased. There was an initial indication of a potential insulation issue within the water spray machine, which could have contributed to the incident if the equipment body had not been properly grounded. But, during the RSC's inspection, no such insulation damage of the electrical wire of the water spray machine was found, and all earth connections were found correctly connected to the ground. As a result, the exact cause of the incident could not be conclusively determined.
9519	Robintex (Bangladesh) Ltd.	21- Nov-2025	The RSC conducted a post-earthquake inspection on 23 November 2025. Cracks were observed on building walls following the earthquake on 21 November 2025. Appropriate corrective action measures are in place following RSC's post-earthquake inspection for non-compliant areas. There were no reported injuries or fatalities due to this incident.
9567 **24452** **25760**	Brandix Casualwear Bangladesh Ltd Brandix Apparel Bangladesh Ltd. Brandix Apparel Bangladesh Ltd. (Extension)	21- Nov-2025	The RSC conducted a post-earthquake inspection on 24 November 2025. RSC received information from a news link that during the earthquake on 21-Nov-2025, several workers were injured while coming out of the factory building in panic after receiving the information about the earthquake. During this event, around 80 workers were injured and taken to hospitals. During the inspection, there was no visual structural distress observed in buildings due to the seismic event. Due to the absence of earthquake awareness and preparedness, some female workers panicked during the sudden incident. There were no reported injuries or fatalities due to this incident.

12862	Stylesmyth SAN Apparels Ltd.	21- Nov-2025	The RSC conducted a post-earthquake inspection on 24 November 2025 following the earthquake on 21 November 2025. During the inspection, there was no visual structural distress observed in buildings due to the seismic event; however, minor plaster and hairline cracks were noted in the brick walls and stair slab. Appropriate corrective action measures are in place following RSC's post-earthquake inspection for non-compliant areas.
26388	Fashion Pulse Ltd.	21- Nov-2025	The RSC conducted a post-earthquake inspection on 23 November 2025 following the earthquake on 21 November 2025. During the inspection, there was no visual distress observed in the building. No reported fatalities were associated due to this seismic event. There were 27 reported injuries, who were injured during the evacuation from the compound's main entrance to the main road. Appropriate corrective action measures are in place following RSC's post-earthquake inspection for non-compliant areas.
12571	Day Fashions Ltd	21- Nov-2025	The RSC conducted a post-earthquake inspection on 24 November 2025 following the earthquake on 21 November 2025. During the inspection, cracks in the non-structural brick walls (near the toilet area and stair area) on the 4th and 5th floors in the factory building were observed. The factory management informed the team that these cracks existed before the seismic activity. There were two reported injuries, who were injured during the evacuation. Corrective action measures are in place following RSC's post-earthquake inspection.
9500	LIBAS TEXTILES LTD.	21- Nov-2025	The RSC conducted a post-earthquake inspection on 24 November 2025 following the earthquake on 21 November 2025. No reported fatalities or injuries were associated to this incident. Appropriate corrective action measures are in place following RSC's post-earthquake inspection for non-compliant areas.
11229	HASAN TANVIR FASHION WEARS LTD	21- Nov-2025	The RSC conducted a post-earthquake inspection on 24 November 2025 following the earthquake on 21 November 2025. There was no visual structural distress observed in buildings due to the seismic event. The lack of earthquake awareness and preparedness guide contributed to the panic situation.

10455	COAST TO COAST (PVT.) LTD.	21- Nov-2025	The RSC conducted a post-earthquake inspection on 24 November 2025 following the earthquake on 21 November 2025. Seven female employees experienced panic attacks and briefly lost consciousness. The factory medical team provided first aid, and they left with their families after recovery. Additionally, three workers sustained minor injuries during the rush in the second evacuation. They received initial treatment at the Factory's medical centre and were referred to a nearby hospital for further checks before returning home the same evening. During the inspection, there was no visual structural distress observed in buildings due to the seismic event. However, cracks in the non-structural façade were found in the toilet zone of Building 1.
11554 **22933** **23867** **24278** **24749**	Chorka Textile Ltd. Chorka Textile Ltd. (new building) Chorka Textile Ltd (Warehouse Extension) Chorka Apparels Ltd Chorka Apparels Ltd. (Extension)	21- Nov-2025	The RSC conducted a post-earthquake inspection on 24 November 2025 following the earthquake on 21 November 2025. No reported fatalities or injuries were associated to this incident. During the post-earthquake inspection, the RSC structural engineers observed the following. 1. **Factory Building of Chorka Textile Ltd. (New Building) (22933)**. • Several cracks beneath slabs and beams (2nd floor & roof). • Masonry cracks in the walls (stair zone, peripheral walls, ground floor). 2. **Facility Shed 1 [Chorka Textile Ltd. (11554)]** • Window glass panel shattered (had already been removed). 3. **Production Building of Chorka Apparels Ltd. (24278).** • • Masonry cracks in the walls (stair zone, peripheral walls, ground floor). Appropriate corrective action measures are in place following RSC's post-earthquake inspection for non-compliant areas.

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

The RSC received 402 complaints during the reporting period mentioned. Of these, 255 (63%) are Occupational Safety & Health (OSH) related complaints, and 147 (37%) 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 (November 2025)

Complaints Receiving Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
November-25	255	147	402	63%	37%
RSC Period	3,106	7,827	10,933	28%	72%
ACCORD Period	1,190	1,089	2,279	52%	48%
Total Period	4,296	8,916	13,212		

Complaints Closing Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
November-25	70	184	254	28%	72%
RSC Period	2,726	7,805	10,531	26%	74%
ACCORD Period	1,049	1,050	2,099	50%	50%
Total Period	3,775	8,855	12,630		

Complaints In-Progress/ Pending Statistics					
Duration	OSH	Other NON-OSH	Total	OSH%	Other NON-OSH%
November-25	520	61	581	90%	10%
RSC Period	520	61	581	90%	10%
ACCORD Period	1	0	1	100%	0%
Total Period	521	61	582		

Monthly Closing Status- OSH Complaints		
SL	**Category**	**Quantity**
1	Resolved	41
2	Disengaged	10
3	Handled by the other RSC Department	1
4	Not Sustained	5
5	Factory Not Covered	1
6	Withdrawn	12
Total		70

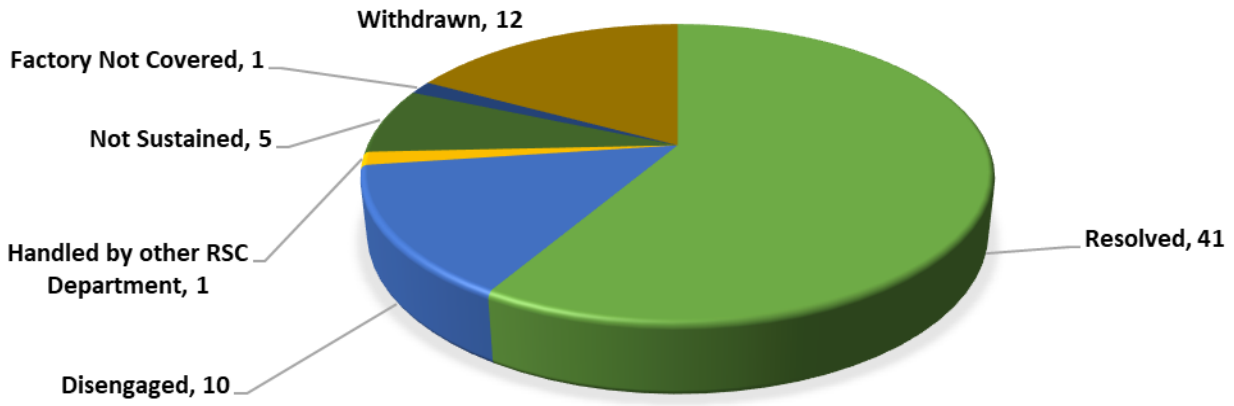


Figure 11: Monthly Closing Status of OSH Complaints

NB: The final status of OSH & NON-OSH data in November 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. November 25 (1 November – 30 November 2025), RSC period (1 June 2020 – 30 November 2025), Accord Period (1 August 2014 – 30 May 2020), Total period 1 August 2014- 30 November 2025

MONTHLY UPDATE OF OSH TRAINING PROGRAMME (As of November 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 November -2025				
Particular (Number of)	**For November 2025**	**As of November -2025**		
		Accord (Until 31st May 2020)	**Work done by Accord & RSC**	**RSC Period**
Safety Committee (SC)				
-SC Enrolled in RSC Training Programme	-	1,279	1,745	466
-Total Safety Committee Meeting	56	634	4,357	3,723
Training Conducted				
-Total Sessions	87	7,825	20,450	12,625
- No. of SC Members Enhanced Capacity	787	10,831*	22,224	11,393
- Walk Through	98	2,294	8,610	6,316
- Walk Through Findings	626	13,047	49,344	36,297
Factories Completed OSH Training Full Cycle				
-Regular	-	558	1,354	796
-Resumption	9	-	950	950
All Employee Meeting (AEM)****				
- Total AEM Conducted	43	2,742	4,330	1,588
- Factories Covered	43	1,350**	1,745	395
- Workers Reached	81,032	1,905,681***	2,884,087	978,406
Factories Awarded – Letter of Acknowledgement (LOA)	1	530	1,318	788

* 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.

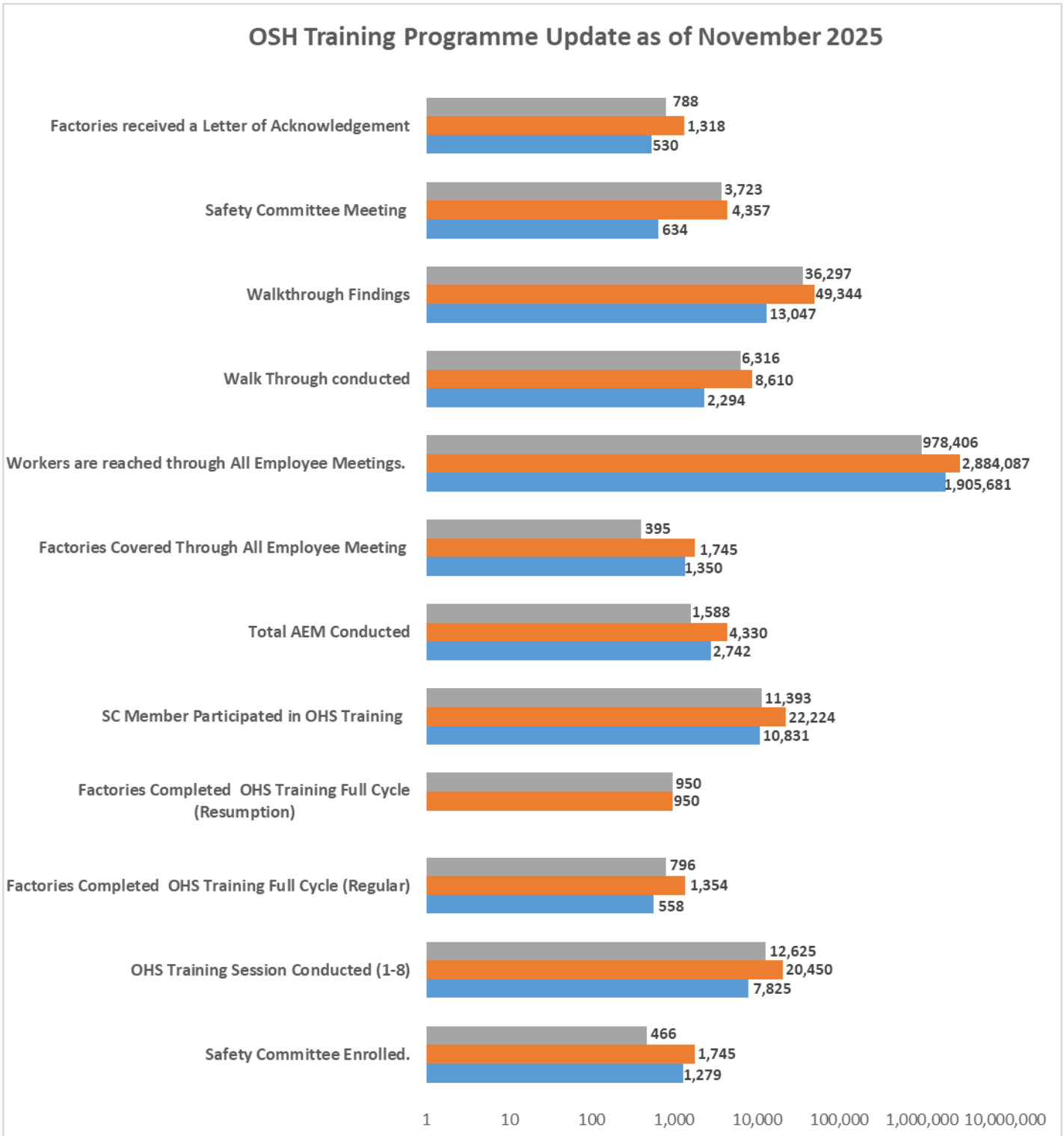
*** The maximum number of workers who participated in at least one of the 3 AEMs.

Advanced OSH Training Programme (Cluster#1 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 November 2025	Total (as of November 2025)
Initial Meeting	-	74
AEM	6	71
Worker Reached through AEMs	25,995	270,870
Training	49	106
Training Participants	955	1034*

*The number of participants who participated in at least 1 training, to avoid repeated counting of the SC members.



	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	466	12,625	796	950	11,393	1,588	395	978,406	6,316	36,297	3,723	788
Accord+RSC Period Till date	1,745	20,450	1,354	950	22,224	4,330	1,745	2,884,087	8,610	49,344	4,357	1,318
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 November 2025