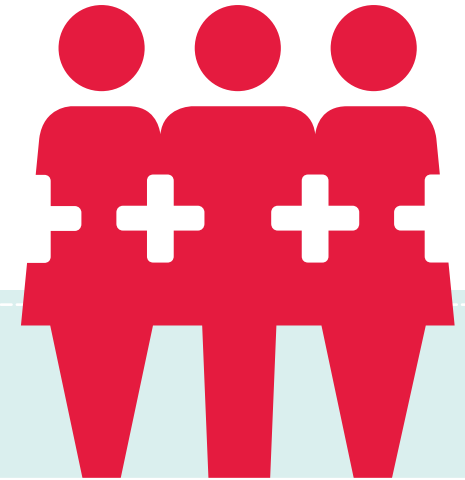




# The Accord on Fire and Building Safety in Bangladesh

Ensuring that no worker needs to fear fire, building collapses or other accidents that can be prevented with reasonable health and safety measures



## SIGNATORIES:



INDUSTRIALL AND UNI GLOBAL UNIONS  
AND 8 INDUSTRIALL AFFILIATES



>190  
BRANDS AND  
RETAILERS



4  
WITNESS  
SIGNATORIES

## COVERED UNDER ACCORD:



>1,600  
FACTORIES



>2 MILLION  
WORKERS

## BANGLADESH GARMENT INDUSTRY:



>30 BILLION  
USD A YEAR

>4 MILLION  
WORKERS

>80%  
TOTAL EXPORTS

## 2018 TRANSITION ACCORD KEY FEATURES:

- Legally-binding agreement between brands & trade unions
- Independent safety inspections & remediation program
- Brand commitment to ensure safety remediation is completed & financially feasible
- Disclosure of inspection reports & corrective action plans
- Safety Committee and Safety Training Program
- Safety and Health Complaints Mechanism
- Protection of right to refuse unsafe work
- Ongoing promotion of right to Freedom of Association to advance safety
- Optional listing of home textiles and fabric & knit accessory suppliers
- Transition of Accord functions to a national regulatory body



# How the Accord works to make garment and textile factories in Bangladesh safe

COMPANY SIGNATORIES DISCLOSE ALL RMG FACTORIES TO ACCORD

## INSPECTIONS & SAFETY REMEDIATION:



Independent factory inspections: fire, structural, electrical safety



Accord produces inspection reports



Factories and Brands develop Corrective Action Plan(s)



Accord conducts follow-up inspections to monitor and verify safety remediation progress



### Key features of remediated factories

- **Fire safety:** Compliant fire protection & detection systems, and safe exits
- **Structural safety:** Structural remediation completed and load management in place
- **Electrical safety:** Proper electrical distribution system and efficient maintenance

## SAFETY COMMITTEE AND SAFETY TRAINING:



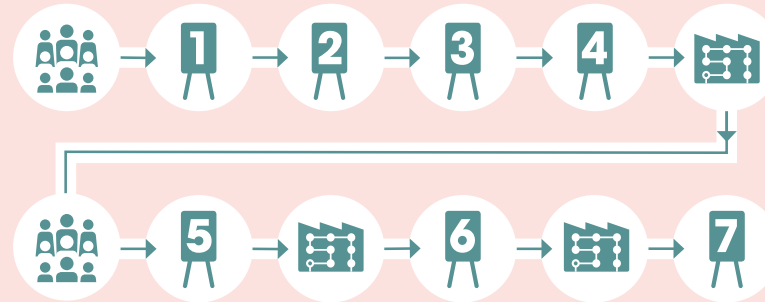
**Training sessions (7)** with joint labour-management Safety Committees



**Walk-throughs** of the factory to identify actual or potential safety hazards



**All Employee Meetings** to inform all workers of workplace safety, safe evacuation, and their rights under the Accord



**Functional Safety Committees and informed workers** who address and monitor safety at the factory



## SAFETY & HEALTH COMPLAINTS MECHANISM:

Workers and worker representatives at Accord covered factories can raise concerns about health and safety risks safely and confidentially with the Accord.

The complaints received are published on the Accord website.



Workers/worker representatives file a safety complaint



Accord conducts investigation of complaint



Resolution of complaint, communicated to all workers in the factory



**Trusted avenue** for workers to raise safety concerns and workers protected from reprisals