

Promoting Safe and Sustainable Supply Chains

Experiences from the Garment Sector in Bangladesh

15 Dec 2015 at 9 am EDT



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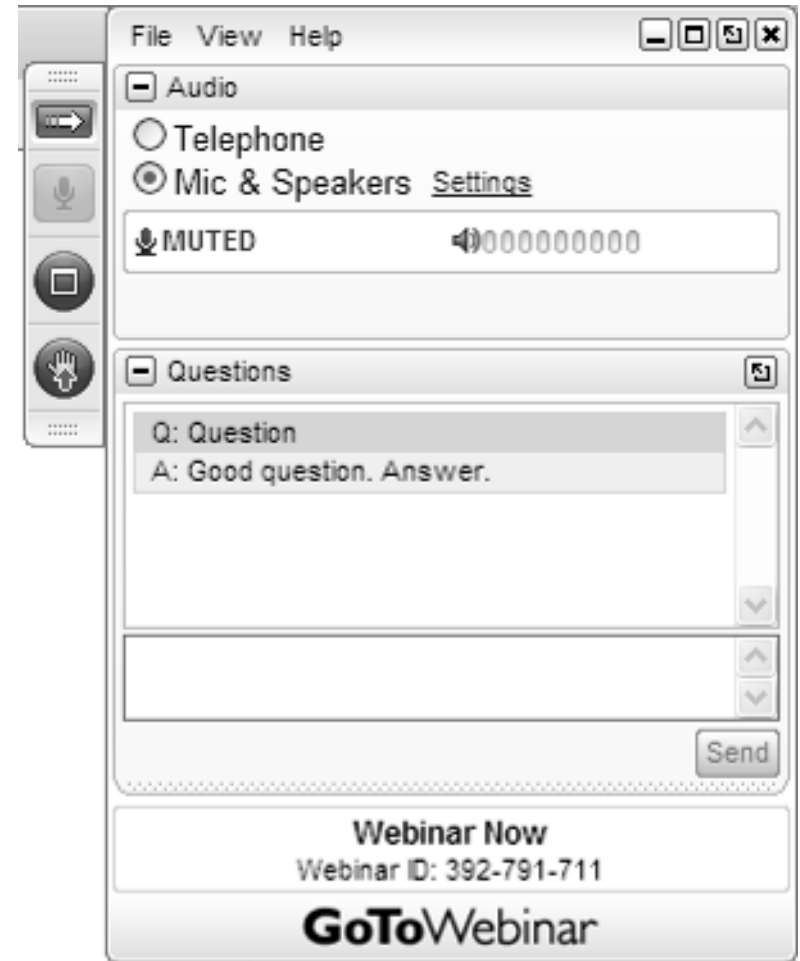


Questions

Technical Difficulties: If you have technical issues, please let us know by typing a message in the Questions pane (A). You can raise your hand (B) if we do not respond.

Q&A: We will be taking questions on content at the end, but you can send them to us throughout the webinar by using the Questions pane (A). Please specify to whom the question should be directed.

Example: *Question for John Doe: What is Human Trafficking?*



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Agenda



Welcome and Introduction

Ms. Elena Bombis, Manager - Supply Chain Sustainability, UN Global Compact



Overview of the Accord on Fire and Building Safety

Mr. Rob Wayss, Executive Director - Bangladesh Operations, Accord on Fire and Building Safety in Bangladesh



Trade union's role in the Accord

Ms. Christy Hoffman, Deputy General Secretary, UNI Global Union



A business perspective on the Accord

Ms. Melanie Steiner, Chief Risk Officer, PVH Corp.

Q&A – Remaining Time



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Supply Chain Sustainability - Tools & Resources

The UN Global Compact encourages signatories to engage with their suppliers around the Ten Principles, thereby developing more sustainable supply chain practices. To assist with this, UN Global Compact has created the following website <http://supply-chain.unglobalcompact.org/>. On this website, you will find information designed to assist business practitioners in embedding sustainability in supply chains.



Sustainable Supply Chains: Resources and Practices

This website provides information on initiatives, resources and tools to assist companies in developing more sustainable supply chains, as well as examples of good company practices.



Supply Chain Sustainability - A Practical Guide for Continuous Improvement, Second Edition

This guide illustrates how Global Compact signatories can implement the ten principles throughout their supply chains and integrate sustainability into procurement strategies. In 2015, the guide was revised to ensure the inclusion of and alignment with relevant standards and initiatives, and also to reflect current and emerging trends within this area. It includes several updated and new company examples. (The second edition is available in English; the original Guide, launched in 2010, is available in English, Chinese-Mandarin, Japanese, German, Turkish, Portuguese, Hindi-Urdu, Bengali, and Spanish.)



A Guide to Traceability: A Practical Approach to Advance Sustainability in Global Supply Chains

This guide provides an overview of the importance of traceability for corporate sustainability objectives, outlines the global opportunities and challenges it represents, and summarises practical steps for implementing traceability programmes within companies.



Occupational Safety and Health in the Supply Chain

This document calls on business to invest in positive OSH measures to improve long term value and provides guidance for companies and their suppliers on improving safety and health in the workplace. Also included are practical examples from individual companies and descriptions of partnerships, initiatives and resources to assist companies in improving occupational health and safety.



Addressing the Retention of Identity Documents

The retention of worker identity documents is a common practice among employers and recruitment agencies in many countries and sectors around the world. This note calls on business to take action to address the practice and its associated risk of labour abuse. References to relevant international standards and links to additional resources provide further guidance to business.

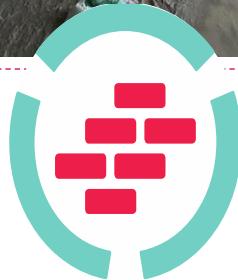


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Bangladesh Accord

Promoting Safe and Sustainable Supply Chains:
Experiences from the Garment Sector in Bangladesh
| Rob Wayss | **15 December, 2015**



ACCORD
on Fire and Building Safety in Bangladesh



● THE SIX KEY COMPONENTS OF THE AGREEMENT ●●●●●●●●●●

1

A five year **legally binding agreement** between companies and trade unions to ensure a safe working environment in the Bangladeshi RMG industry

2

An independent **inspection program** supported by companies in which workers and trade unions are involved

3

Public disclosure of all factories, inspection reports and corrective action plans (CAPs)

4

A **commitment** by signatory companies to ensure sufficient funds are available for remediation and to maintain sourcing relationships

5

Democratically elected safety and health committees in all factories to identify and act on safety and health risks

6

Worker empowerment through an extensive training program, complaints mechanism and right to refuse unsafe work



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on Fire and Building Safety in Bangladesh





Signatories

**Established 15th
May 2013**

BRANDS & RETAILERS

> 200 garment brands,
retailers and importers from
22 countries



UNIONS

UNI Global Union, IndustriALL
Global Union, 8 IndustriALL
Bangladesh Council affiliates

NGO WITNESSES

Clean Clothes Campaign, Worker Rights
Consortium, International Labor Rights Forum,
Maquila Solidarity Network



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How?



INSPECTION & REMEDIATION PROGRAM

ACCORD



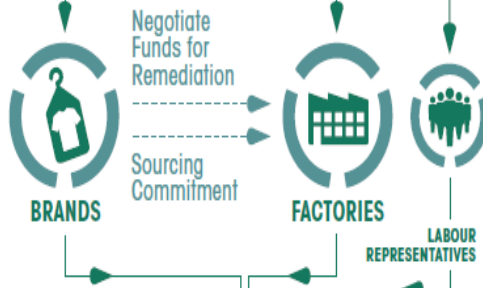
Disclosure of factories by brands



INDEPENDENT FACTORY INSPECTIONS



INSPECTION REPORTS



CORRECTIVE ACTION PLAN

WORKER PARTICIPATION PROGRAM



TRAINING



On fire safety



On establishing OHS committees



On right to refuse unsafe work

Democratic elections



OHS COMMITTEES



COMPLAINT MECHANISM

MONITORING REMEDIATION



WORKER SAFETY





Key facts



**> 1500 FACTORIES
INSPECTED**



**> 2 MILLION
WORKERS**



**> 80,000 ISSUES
IDENTIFIED**

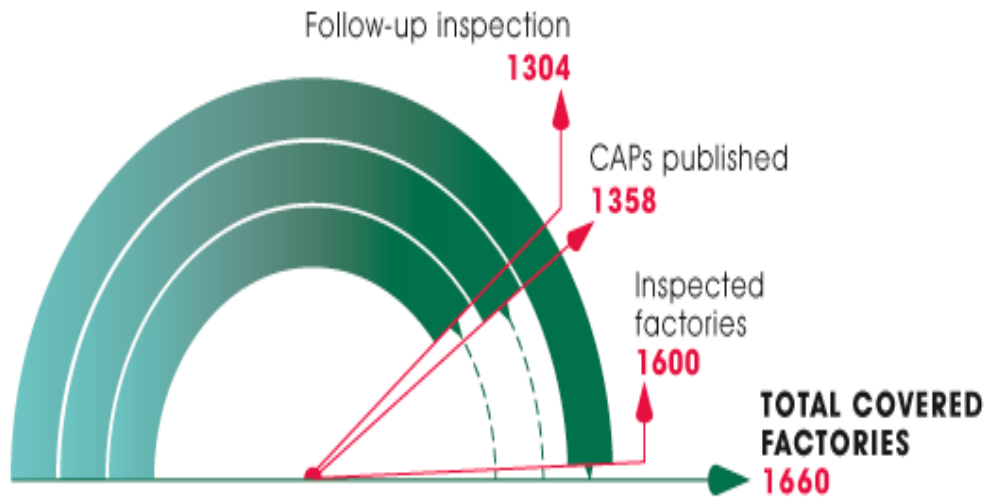


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Inspections update

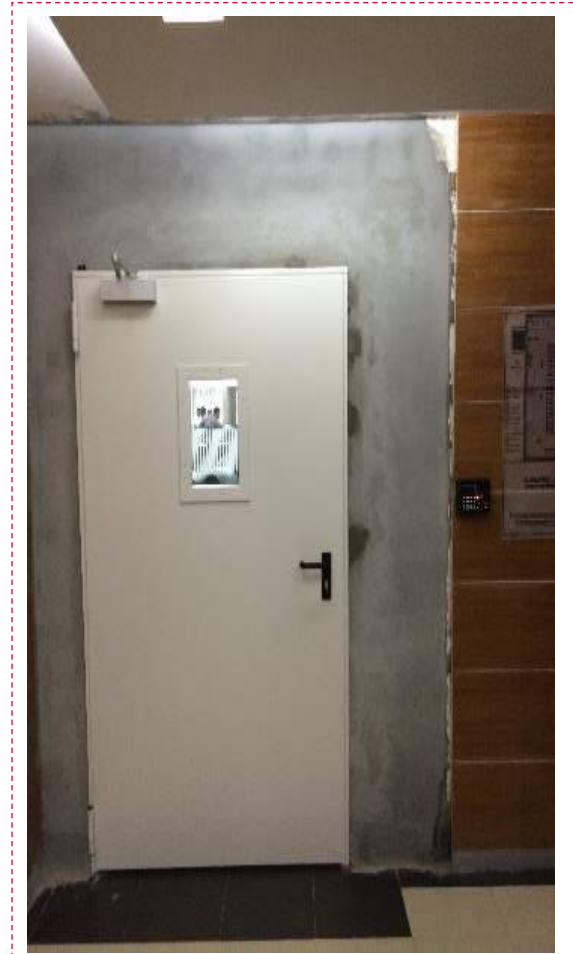
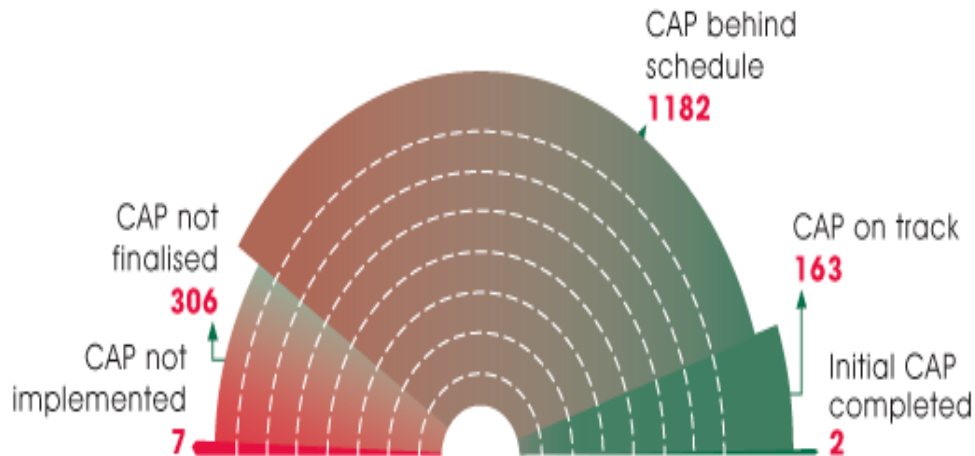


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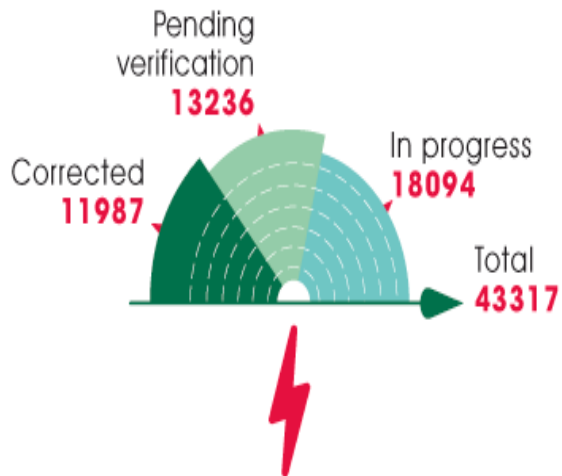
CAP Progress status



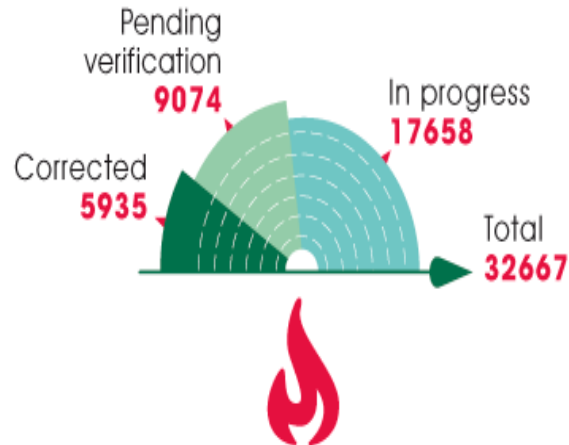


Remediation status safety issues

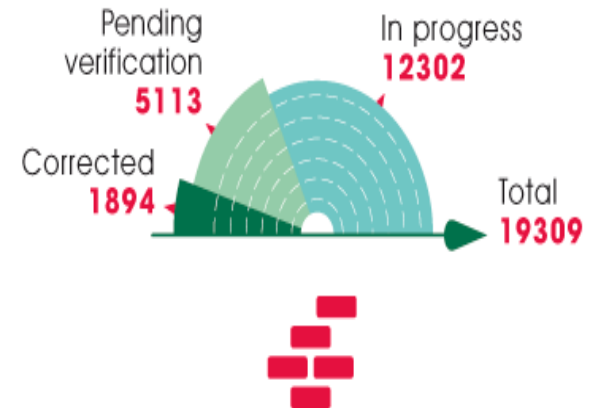
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Electrical



Fire



Structural



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Electrical hazard Before - After



Before



After



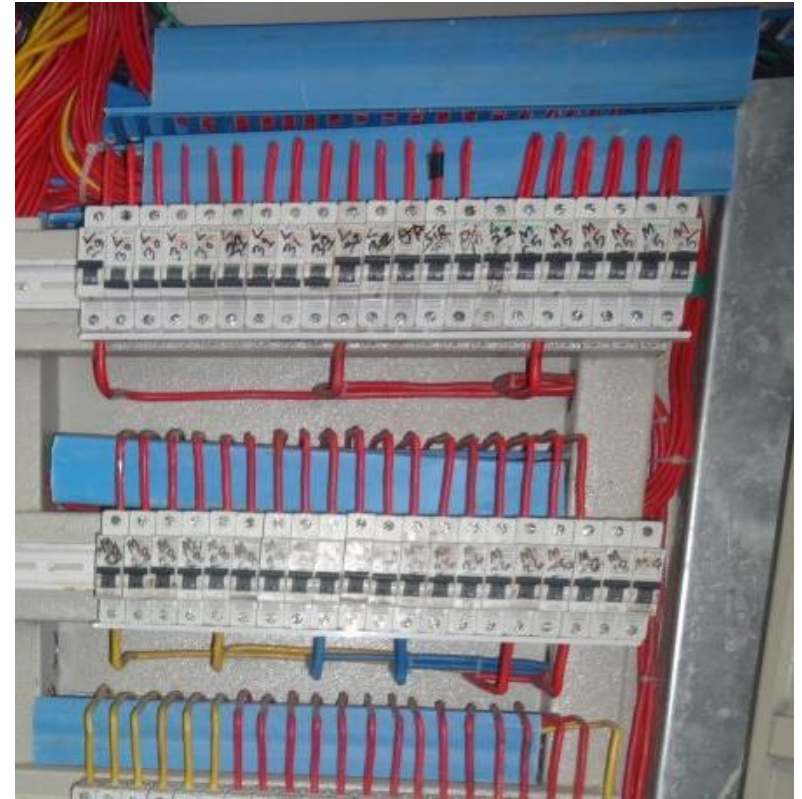
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Electrical hazard Before - After



Panel-board with Loop connection
in circuit breaker terminal.



Panel-board with no Loop
connection in circuit breaker



Fire hazard Before - After



Before: Collapsible gate



After: Fire door installed





Fire separation Before - After



Before separation



After separation



Structural hazard Before - After



Before: excess weight on roof



After: hole made in watertank at ha



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Accelerating remediation

- Intensive monitoring of factories with slowest remediation
- More stringent application of escalation procedure
- Recognition letters to factories who complete the initial CAP



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Worker Participation Programme

Four Key Components

Right to refuse
unsafe work



Complaints
mechanism



Training
programme



OHS
Committees



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OSH Committee Pilot program

The pilot program started with 15 unionised factories

- 13 factories confirmed participation
- 11 OSH Committees established
- 13 Initial Meetings, 11 All Employee meetings
- 7 training session completed at 5 factories



Complaints mechanism

Scope:

OSH issues and alleged associated reprisals

To date:

- 62 complaints received
- 36 resolved/concluded, 12 non-OSH, 14 in progress
- Dedicated phone number
- Booklet on Complaint Mechanism and Right to Refuse unsafe work



Complaints:

01769969000



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ACCORD



**For a safe Ready-Made Garment Industry
in Bangladesh**

www.bangladeshaccord.org

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on Fire and Building Safety in Bangladesh

Bangladesh Accord



Rana Plaza







INSPECTION FINDINGS



- In 1085 factories where Corrective Action Plans have been approved, **over 67,000** safety violations.
- Dangerous hazards in every building
- Most violations are electrical, followed by fire.



EXITING



ELECTRICAL



Structural and Fire Load



STATUS

- 6500 + repairs, mostly electrical
- 1004 factories are behind schedule with repairs
- About half of these factories are behind schedule with half or more of the violations
- 600 still have no corrective action program

ADDRESSING DELAYS

- 1494 Follow up inspections have taken place
- Steering Committee has voted to increase numbers of reinspections, as this seems to generate response from the factory

What have we accomplished?



- Brands and unions working together to save lives.
- We have changed «business as usual»
- Brands are making a long term commitment BG.
- More than USD 50 million over the 5 year period for operations, inspections and safety training.

CHALLENGES AHEAD

- Many difficult and expensive repairs have yet to begin.
- Too little financial support from brands to pay for remediation.
- 30 years of bad practices are difficult to change
- Enforcement of agreement

ইন্টারফ্যাব শাট ম্যানুফ্যাকচারিং লিমিটেড
পরিষ্কার পরিচ্ছন্নতা অভিযান ২০১৪

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জনাব আব্দুল মান্নান

মহাপরিচালক



A Business Perspective on the Accord



Ms. Melanie Steiner, Chief Risk Officer, PVH Corp



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Q & A



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Thank You

Thank you for joining us today.

Presentation slides and a recording of the webinar will be available on the UN Global Compact website.

If you have any additional questions, please contact:

Elena Bombis, bombis@unglobalcompact.org



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