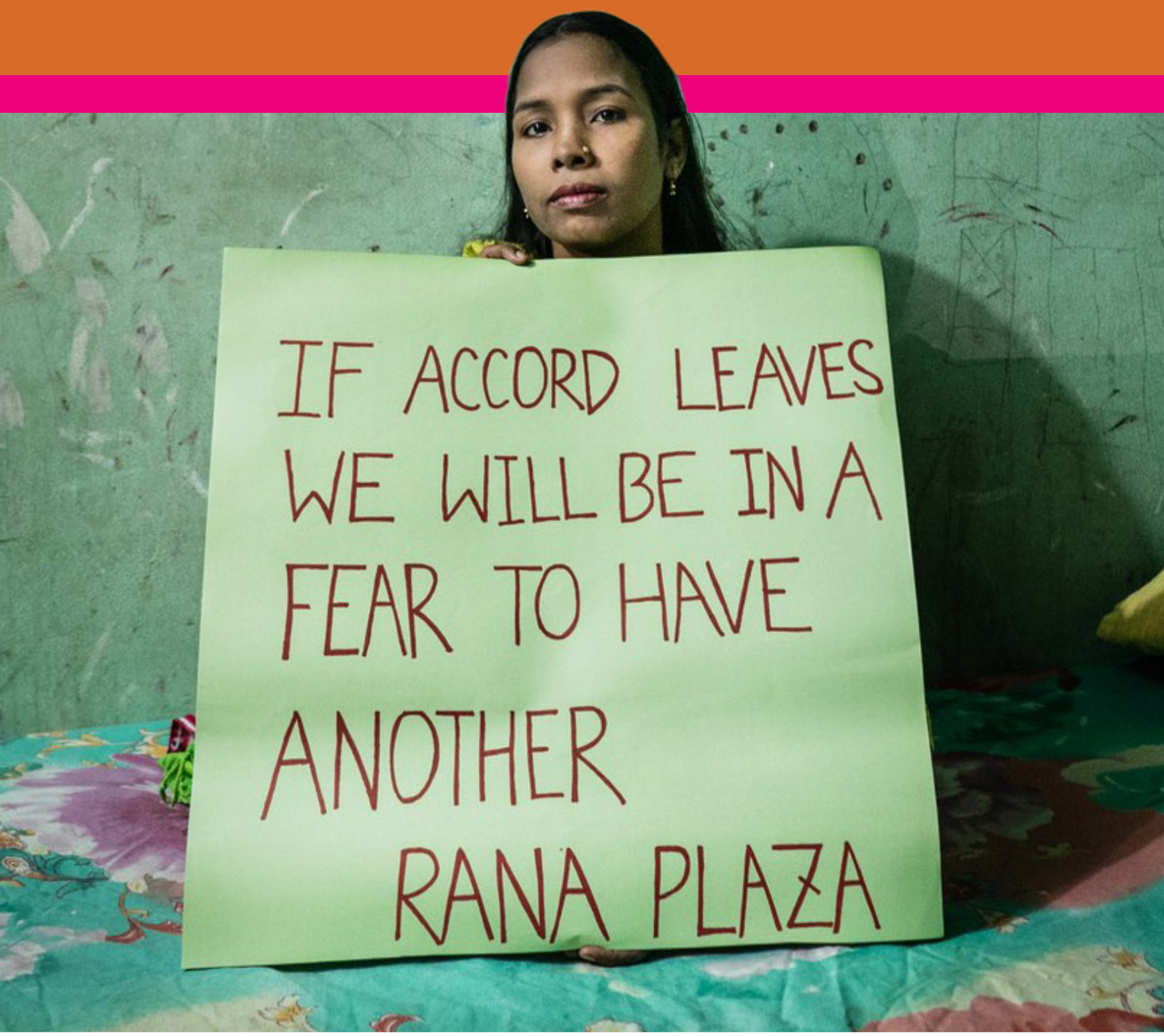
UNFINISHED BUSINESS:

Outstanding safety hazards at garment factories show that the Accord must be extended and expanded



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INTERNATIONAL LABOR RIGHTS FORUM

Unfinished Business: Outstanding safety hazards at garment factories show that the Accord must be extended and expanded

The Accord on Fire and Building Safety in Bangladesh (the Accord) is set to expire on May 31, 2021, after eight years of making factories safer for more than 2 million garment workers. Unions and labor rights advocates have proposed a binding successor agreement that will continue the Accord in Bangladesh and expand the model to other countries where garment workers' safety is routinely put at risk. Apparel brand signatories of the groundbreaking agreement must decide whether to continue and expand the Accord's life-saving work or to allow it to expire, and risk the lives of innumerable workers.

It is well established that the Accord has been the most successful safety program in the contemporary history of apparel supply chains, overseeing vast numbers of safety renovations and drastically reducing risk of injury and death for millions of Bangladeshi garment workers.

What is less well understood is that, despite this extraordinary progress, deadly safety risks remain in a substantial number of factories producing for Accord signatory brands. Based on a review of the Accord's publicly available, factory-by-factory, data on safety progress, this report enumerates uncorrected safety hazards at factories producing for 12 leading brands covered by the Accord. The data show that each of these brands is sourcing from dozens of factories that have failed to install fire alarms, sprinkler systems, and/or adequate emergency exits. Every brand included in this report is fully aware of the safety deficiencies at its factories in Bangladesh and receives regular reports on these from the Accord.

It is important to recognize that, if the Accord agreement is not extended and expanded:

The circumstances of factories with unresolved safety problems would get worse, not better. Absent the robust oversight of the Accord, factories and brands would no longer have the critical financial incentive that has proven necessary to motivate and allow factories to protect the progress that has been made and continue to improve factory safety. Moreover, factory safety is a continuous process that requires ongoing monitoring and maintenance; termination of the Accord would swiftly lead to backsliding at factories where progress has been completed.

Voluntary initiatives would replace the Accord's safety program, leaving companies unaccountable. The Accord worked, where a hundred voluntary programs that preceded it failed, because the brands' commitments under the program are legally binding; because truly independent inspectors run the program; and because the Accord has the power to force brands to pay for safety renovations and to pull business from factories that refuse to carry them out. The inevitable result of any non-binding replacement would be more injuries and deaths in garment factories.

The failure of brands to extend and expand the Accord would prevent progress in other garment-producing countries. Recent mass fatality disasters at garment factories in countries like Morocco and Egypt demonstrate that workers around the world continue to face life-threatening safety risks. Advocates in garment-producing countries like Pakistan have long called for the Accord to be expanded to cover factories producing for brands in countries beyond Bangladesh.

Sources of the Data in this Report

The safety data in this report are drawn directly from the Accord's publicly available database of initial hazards identified at each Accord-covered factory and the status of remedial measures required for each hazard. For the purposes of this report, unless a remedial measure has been publicly verified by the Accord engineers as corrected, it is considered to be incomplete. This is because, although some safety renovations may appear to be "pending verification" on a factory's publicly disclosed corrective action plan, until the Accord engineers have verified them as complete, the remediation status is based only on non-independent self-reporting by the factories themselves, and may not be sufficient for meeting the Accord's requirements.

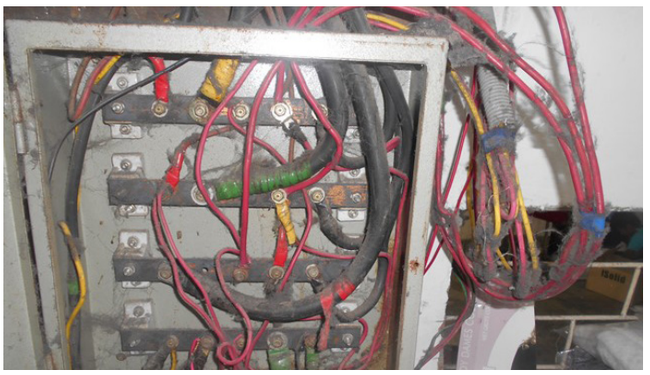
Linkages between brands and supplier factories are based exclusively on each brand's own publicly disclosed supplier list.

Photos included in this report were taken by the Accord engineers during initial inspections. These photos represent common safety hazards at Accord-covered factories but are not necessarily taken at factories associated with specific brands named in this report.

Under the Accord's program, brands are responsible for ensuring that safety remediation is carried out at all current supplier factories, as well as those from which they previously sourced for at least 18 months after their departure from the facility. The data in this report therefore reflect all factories from which the brands have sourced within the last 18 months.

Cover photo: Kristof Vadino

ALDI North



Inadequate support and protection of cables in an overloaded electrical outlet. This is extremely dangerous, as it can cause electrocution, as well as electrical short circuits or fires.

Inadequate support and protection of cables was the most common electrical hazards identified at Accord-covered factories.

88%

OF SAFETY RENOVATIONS REQUIRED BY THE ACCORD'S ENGINEERS AT FACTORIES PRODUCING FOR ALDI NORTH HAVE BEEN COMPLETED

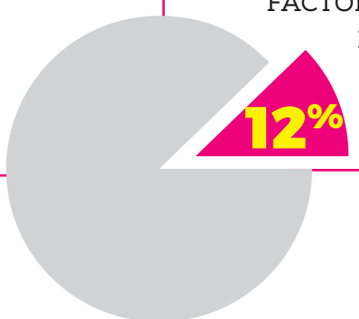
HOWEVER, OF THE REMAINING **12% OF SAFETY HAZARDS**, THE FOLLOWING WORK REMAINS:

61

FACTORIES LACK SAFE EXITS

92

FACTORIES LACK FIRE ALARM AND DETECTION SYSTEMS



85

FACTORIES LACK A FIRE SUPPRESSION SYSTEM (E.G. SPRINKLER SYSTEMS)

35

FACTORIES POSE SAFETY HAZARDS THAT REQUIRE IMMEDIATE ATTENTION*

*Safety hazards that the Accord engineers have identified to be high risk and easily correctible include, for example, boxes and/or material blocking the exit ways and locks on exit doors.

ALDI South

87%

OF SAFETY RENOVATIONS REQUIRED BY THE ACCORD'S ENGINEERS AT FACTORIES PRODUCING FOR ALDI SOUTH HAVE BEEN COMPLETED

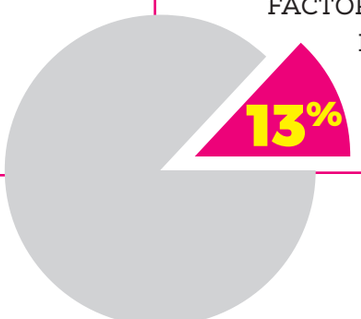
HOWEVER, OF THE REMAINING **13% OF SAFETY HAZARDS**, THE FOLLOWING WORK REMAINS:

68

FACTORIES LACK SAFE EXITS

107

FACTORIES LACK FIRE ALARM AND DETECTION SYSTEMS



95

FACTORIES LACK A FIRE SUPPRESSION SYSTEM (E.G. SPRINKLER SYSTEMS)

36

FACTORIES POSE SAFETY HAZARDS THAT REQUIRE IMMEDIATE ATTENTION

Product inadequately stored. This is a dangerous practice because the product may fall on top of workers, causing them injury, but also because, in case of fire, the product may amplify the fire.

The product must be stored in designated areas and in accordance with the factory's management load plan. Putting too much weight on a floor can lead to the collapse of the floor or even the building.

BESTSELLER

Bestseller: Jack & Jones, Vero Moda

Chemicals inadequately stored, which may lead to fire ignition and in some cases, explosion. Chemicals in a factory must be stored appropriately and all workers handling chemicals must receive training on how they should be stored and utilized, and the potential dangers they pose.

87%

OF SAFETY RENOVATIONS REQUIRED BY THE ACCORD'S ENGINEERS AT FACTORIES PRODUCING FOR BESTSELLER HAVE BEEN COMPLETED

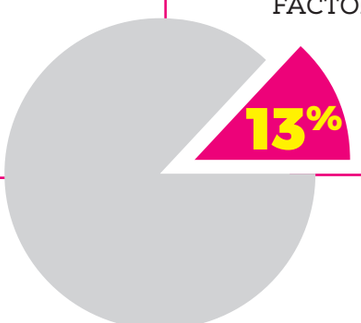
HOWEVER, OF THE REMAINING **13% OF SAFETY HAZARDS**, THE FOLLOWING WORK REMAINS:

70

FACTORIES LACK SAFE EXITS

90

FACTORIES LACK FIRE ALARM AND DETECTION SYSTEMS



82

FACTORIES LACK A FIRE SUPPRESSION SYSTEM (E.G. SPRINKLER SYSTEMS)

27

FACTORIES POSE SAFETY HAZARDS THAT REQUIRE IMMEDIATE ATTENTION

89%

OF SAFETY RENOVATIONS REQUIRED BY THE ACCORD'S ENGINEERS AT FACTORIES PRODUCING FOR C&A HAVE BEEN COMPLETED

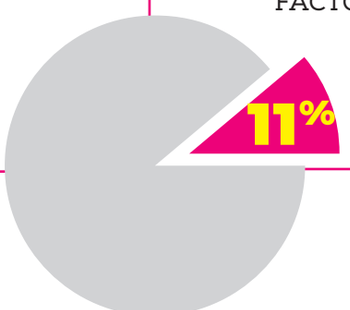
HOWEVER, OF THE REMAINING **11% OF SAFETY HAZARDS**, THE FOLLOWING WORK REMAINS:

74

FACTORIES LACK SAFE EXITS

107

FACTORIES LACK FIRE ALARM AND DETECTION SYSTEMS



115

FACTORIES LACK A FIRE SUPPRESSION SYSTEM (E.G. SPRINKLER SYSTEMS)

24

FACTORIES POSE SAFETY HAZARDS THAT REQUIRE IMMEDIATE ATTENTION

Dust and dirt accumulated on electrical wiring, which can cause sparks and start a fire. This fire hazard was identified at over 60% of the Accord-covered factories.

Hennes & Mauritz AB (H&M)

A burner being utilized inside the factory for cooking purposes. This is a dangerous practice and contrary to safety regulations, as it involves the use of open flames and non-compliant gas supplies.

91%

OF SAFETY RENOVATIONS REQUIRED BY THE ACCORD'S ENGINEERS AT FACTORIES PRODUCING FOR H&M HAVE BEEN COMPLETED

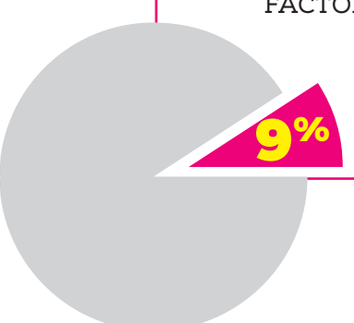
HOWEVER, OF THE REMAINING **9% OF SAFETY HAZARDS**, THE FOLLOWING WORK REMAINS:

118

FACTORIES LACK SAFE EXITS

159

FACTORIES LACK FIRE ALARM AND DETECTION SYSTEMS



163

FACTORIES LACK A FIRE SUPPRESSION SYSTEM (E.G. SPRINKLER SYSTEMS)

44

FACTORIES POSE SAFETY HAZARDS THAT REQUIRE IMMEDIATE ATTENTION

Lidl Gesellschaft & Umwelt

91%

OF SAFETY RENOVATIONS REQUIRED BY THE ACCORD'S ENGINEERS AT FACTORIES PRODUCING FOR LIDL HAVE BEEN COMPLETED

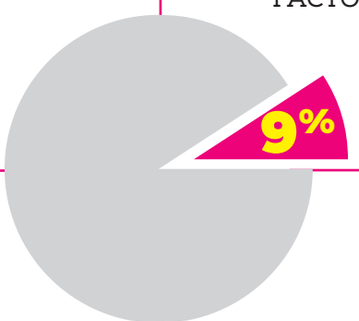
HOWEVER, OF THE REMAINING **9% OF SAFETY HAZARDS**, THE FOLLOWING WORK REMAINS:

146

FACTORIES LACK SAFE EXITS

200

FACTORIES LACK FIRE ALARM AND DETECTION SYSTEMS



194

FACTORIES LACK A FIRE SUPPRESSION SYSTEM (E.G. SPRINKLER SYSTEMS)

61

FACTORIES POSE SAFETY HAZARDS THAT REQUIRE IMMEDIATE ATTENTION

Fire at Matrix Sweaters, February 2016. Fortunately, the fire occurred before the workers started their shift and no casualties were reported.

The initial inspection at this factory (2014) revealed a large number of life-threatening safety hazards, including a lack of adequate fire exits, no fire doors, no sprinklers, insufficient smoke alarms, collapsible gates and lockable doors at the exits, non-enclosed stairwells, and numerous electrical safety risks. Based on the factory's Corrective Action Plan, at the time of the fire, the factory had corrected approximately 35% of the total required safety remediation.

Lindex

The high temperature is a sign of an unhealthy electrical system. This is a fire hazard, as the increased thermal levels can damage the cable insulation, leading to electrical short circuits or fires.

91%

OF SAFETY RENOVATIONS REQUIRED BY THE ACCORD'S ENGINEERS AT FACTORIES PRODUCING FOR LINDEX HAVE BEEN COMPLETED

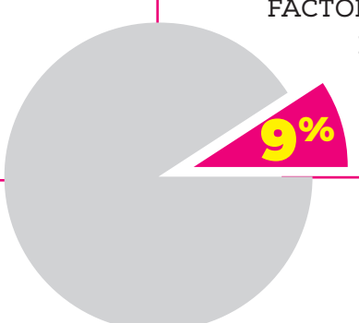
HOWEVER, OF THE REMAINING **9% OF SAFETY HAZARDS**, THE FOLLOWING WORK REMAINS:

17

FACTORIES LACK SAFE EXITS

34

FACTORIES LACK FIRE ALARM AND DETECTION SYSTEMS



34

FACTORIES LACK A FIRE SUPPRESSION SYSTEM (E.G. SPRINKLER SYSTEMS)

7

FACTORIES POSE SAFETY HAZARDS THAT REQUIRE IMMEDIATE ATTENTION

Loblaw: Joe Fresh

Loblaw Companies Limited

95%

OF SAFETY RENOVATIONS REQUIRED BY THE ACCORD'S ENGINEERS AT FACTORIES PRODUCING FOR LOBLAW HAVE BEEN COMPLETED

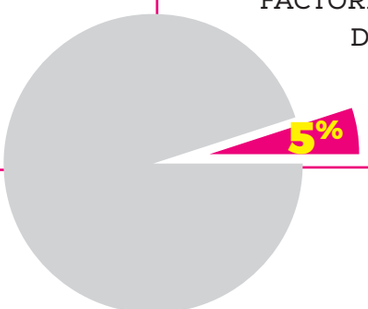
HOWEVER, OF THE REMAINING **5% OF SAFETY HAZARDS**, THE FOLLOWING WORK REMAINS:

11

FACTORIES LACK SAFE EXITS

18

FACTORIES LACK FIRE ALARM AND DETECTION SYSTEMS

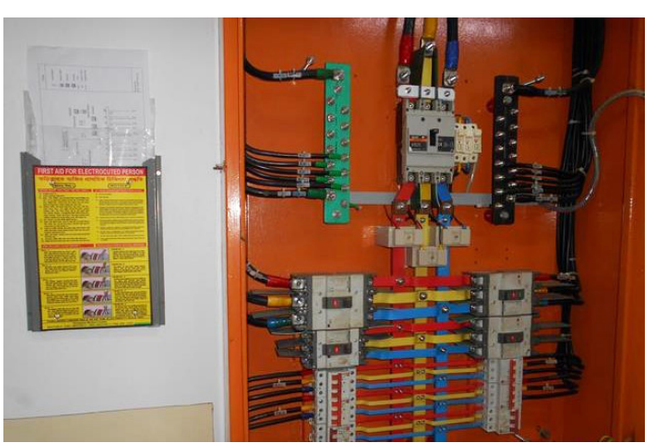


18

FACTORIES LACK A FIRE SUPPRESSION SYSTEM (E.G. SPRINKLER SYSTEMS)

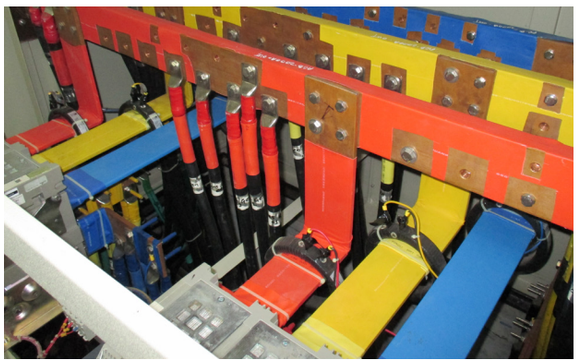
3

FACTORIES POSE SAFETY HAZARDS THAT REQUIRE IMMEDIATE ATTENTION



Electrical panel board at an Accord-covered factory, after remediation. The cables and control devices inside the panel are adequately supported and protected.

PVH: Calvin Klein, Tommy Hilfiger, Heusen, IZOD, ARROW



Electrical Bus Bar in LT Panel at an Accord-covered factory, after remediation. Proper maintenance ensures that all elements are kept free of dust and dirt, which prevents malfunctioning and electrical short circuits.

94%

OF SAFETY RENOVATIONS REQUIRED BY THE ACCORD'S ENGINEERS AT FACTORIES PRODUCING FOR PVH HAVE BEEN COMPLETED

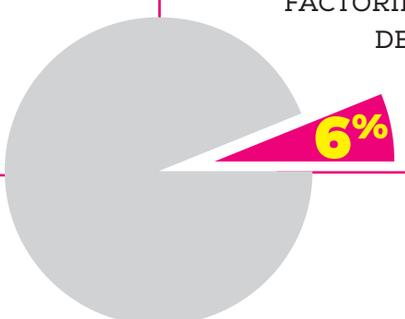
HOWEVER, OF THE REMAINING **6% OF SAFETY HAZARDS**, THE FOLLOWING WORK REMAINS:

53

FACTORIES LACK SAFE EXITS

85

FACTORIES LACK FIRE ALARM AND DETECTION SYSTEMS



79

FACTORIES LACK A FIRE SUPPRESSION SYSTEM (E.G. SPRINKLER SYSTEMS)

13

FACTORIES POSE SAFETY HAZARDS THAT REQUIRE IMMEDIATE ATTENTION

Varner: Dressmann, Bik Bok, Carlings, Volt, Urban, Cubus, WOW

VARNER

90%

OF SAFETY RENOVATIONS REQUIRED BY THE ACCORD'S ENGINEERS AT FACTORIES PRODUCING FOR VARNER GROUP HAVE BEEN COMPLETED

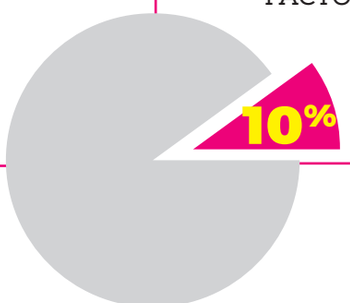
HOWEVER, OF THE REMAINING **10% OF SAFETY HAZARDS**, THE FOLLOWING WORK REMAINS:

30

FACTORIES LACK SAFE EXITS

44

FACTORIES LACK FIRE ALARM AND DETECTION SYSTEMS



43

FACTORIES LACK A FIRE SUPPRESSION SYSTEM (E.G. SPRINKLER SYSTEMS)

6

FACTORIES POSE SAFETY HAZARDS THAT REQUIRE IMMEDIATE ATTENTION

Storage blocking the means of egress, which prevents a safe evacuation of the factory in case of fire or another emergency.

In addition to removing the storage in the way of egress, Accord-covered factories are required to ensure a safe evacuation of the building by removing all lockable/collapsible gates, installing adequate lighting and exit signs, and providing a fire-protected pathway to the exterior of the building.

WE Fashion

Example of fire safety remediation at Accord-covered factories.

BEFORE: Before the Accord was established, garment factories in Bangladesh were commonly using collapsible gates/sliding doors/rolling shutters (top), which can trap workers inside the factory in case of fire or another workplace accident. This safety hazard was identified at 85% of the Accord-covered factories. Moreover, almost all Accord-covered factories were using an out-dated or faulty fire alarm system (bottom). Many of these alarm systems relied on a manual on/off switch, which means that workers often didn't know there is a fire and they must evacuate the building.

92%

OF SAFETY RENOVATIONS REQUIRED BY THE ACCORD'S ENGINEERS AT FACTORIES PRODUCING FOR WE FASHION HAVE BEEN COMPLETED

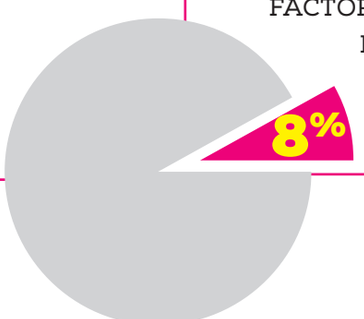
HOWEVER, OF THE REMAINING **8% OF SAFETY HAZARDS**, THE FOLLOWING WORK REMAINS:

14

FACTORIES LACK SAFE EXITS

21

FACTORIES LACK FIRE ALARM AND DETECTION SYSTEMS



17

FACTORIES LACK A FIRE SUPPRESSION SYSTEM (E.G. SPRINKLER SYSTEMS)

2

FACTORIES POSE SAFETY HAZARDS THAT REQUIRE IMMEDIATE ATTENTION

Zeeman

ZEEMAN

91%

OF SAFETY RENOVATIONS REQUIRED BY THE ACCORD'S ENGINEERS AT FACTORIES PRODUCING FOR ZEEMAN HAVE BEEN COMPLETED

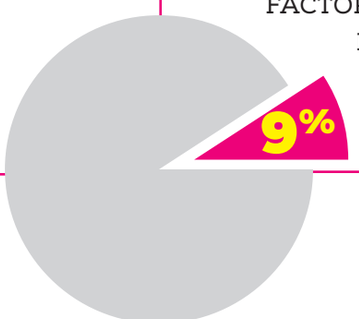
HOWEVER, OF THE REMAINING **9% OF SAFETY HAZARDS**, THE FOLLOWING WORK REMAINS:

11

FACTORIES LACK SAFE EXITS

14

FACTORIES LACK FIRE ALARM AND DETECTION SYSTEMS



13

FACTORIES LACK A FIRE SUPPRESSION SYSTEM (E.G. SPRINKLER SYSTEMS)

3

FACTORIES POSE SAFETY HAZARDS THAT REQUIRE IMMEDIATE ATTENTION

Example of fire safety remediation at Accord-covered factories.

AFTER: Accord-covered factories are required to install compliant and certified fire doors and fire detection and protection systems. The automatic fire alarm must be properly connected to the egress lighting and the fire doors (left), and the fire pump (right) must be able to deliver the necessary water pressure to extinguish fires on all floors of the factory.

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