

ANNUAL REPORT 2013



ACC  **RD**
on Fire and Building Safety in Bangladesh

CONTENTS

BACKGROUND TO THE ACCORD	3
PURPOSE	4
ACCORD FUNDING	4
IMPLEMENTATION PROGRESS (JUNE 2014)	5
Independent inspection program	5
Key findings and results from inspections	5
Remediation	6
Transparency and reporting	6
Worker empowerment and training program	6
DIRECTOR'S REPORT	7
Director's Statement (June 2014)	7
FINANCIAL REPORT 2013	8
1. Balance sheet 31-12-2013	8
2. Statement of income and expenditure	9
3. Accounting policies	10
4. Specification of the balance sheet: current assets	11
Explanation of the balance sheet: current liabilities	12
5. Statement of income and expenditure - explanation income	13
Statement of income and expenditure - explanation expenditure (continued)	14
6. Tangible fixed Assets	15
Auditors report	16
BOARD OF DIRECTORS	18
EXECUTIVE LEADERSHIP TEAM	18
LIST OF SIGNATORIES	19
Union Signatories	20
Witness Signatories	20



BACKGROUND TO THE ACCORD

The Accord on Fire and Building Safety in Bangladesh (the Accord) was signed on May 15th 2013, in the immediate aftermath of the Rana Plaza building collapse, one of the world's worst industrial disasters, killing more than 1100 people and injuring more than 2000. The Accord is an unprecedented agreement to make ready-made garment (RMG) factories safe in Bangladesh, signed by RMG industry global brands and retailers and 2 global unions and their national RMG affiliates.

The Bangladeshi textile and garment manufacturing sector is an important driver of the country's economic growth. The industry accounts for 80% of total exports and employs approximately 4 million people, many of whom are women. The industry is however, also plagued with a long history of health and safety tragedies.

Prior to the Rana Plaza tragedy, various stakeholders had already been involved in negotiations on a similar agreement to ensure fire and building safety in Bangladesh. IndustriAll Global Union, key Bangladeshi unions, and international labour rights groups such as Clean Clothes Campaign and Worker Rights Consortium signed the "MOU on Fire and Building Safety" with two major brands, PVH and Tchibo. In the weeks following the Rana Plaza tragedy, this agreement formed the direct basis for the Accord on Fire and Building Safety in Bangladesh. The parties to the MOU agreed to dissolve the MOU and sign the Accord instead, with the NGO signatories

voluntarily changing their status to witness signatory. On May 13th, 2013, H&M announced that it would sign the Accord with IndustriAll and UNI Global. In the hours and days that followed, almost forty companies announced their intention to sign the Accord. It was formally signed between the international brands and retailers, the global unions and Bangladeshi unions on May 23, 2013, with the NGOs Clean Clothes Campaign, International Labour Rights Forum, Maquila Solidarity Network and the Worker Rights Consortium signing as witnesses.

In June 2013, an implementation plan was agreed and the Bangladesh Accord Foundation was established in the Netherlands in October 2013, governed by a Steering Committee with equal representation of the signatory brands and trade unions with a neutral Chair provided by the International Labour Organisation (ILO). The Accord leadership was appointed in November 2013, consisting of: an Executive Director International Operations; Executive Director Bangladesh Operations; and a Chief Safety Inspector.

Accord offices were set up in Amsterdam and Dhaka with growing teams of professional staff. The Amsterdam office is primarily responsible for international operations whereas the Dhaka office is responsible for all operations in Bangladesh including the inspection and training program.



PURPOSE

The Accord is an independent, legally binding agreement between brands and trade unions designed to work towards a safe and healthy Bangladeshi Ready-Made Garment Industry. Our purpose is to enable a working environment in which no worker needs to fear fires, building collapses, or other accidents that could be prevented with reasonable health and safety measures.

The six key components of the Accord

- Legally binding agreement between brands and trade unions to enable a safe working environment in the Bangladeshi garment industry
- Independent inspections program supported by brands, in which workers and trade unions are involved
- Reporting system of public disclosure of all factories, inspection reports and corrective action plans
- A commitment by signatory brands to ensure sufficient funds are available for remediation and to maintain sourcing relationships
- Democratically elected health and safety committees in all factories to identify and act on health and safety risks
- Worker empowerment through an extensive training program and complaints mechanism and right to refuse unsafe work

ACCORD FUNDING

Each signatory company contributes funding in proportion to the annual volume of its garment production in Bangladesh, relative to those of the other signatory companies, up to a maximum contribution of \$500,000 per year averaged over the 5 years of the Accord.

The Steering Committee may also seek financial contributions from governmental and other donors, and employs transparent procedures for the accounting and oversight of all contributions.



IMPLEMENTATION PROGRESS (JUNE 2014)

INDEPENDENT INSPECTION PROGRAM

The Accord's Chief Safety Inspector, Brad Loewen, leads a thorough and credible programme of safety inspections, the standards of which are based largely on the Bangladesh National Building Code and are the product of discussions facilitated by the ILO, between the Accord, the National Tripartite Plan of Action, and the Alliance for Bangladesh Worker Safety. The Accord provides the Chief Safety Inspector with the authority to report publicly on the results of his findings and to issue remediation orders.

Independent pilot inspections of a first batch of 10 factories started in November 2013. Since February 2014 inspection teams have been in the field inspecting more than 50 factories per week. For the initial inspections the Accord has contracted four international engineering firms: Woosun (electrical); Hughes (fire) and Arup & WSP (structural). Combined they have approximately 110 international and local engineers and technical experts working on the inspections. Additionally, the Chief Safety Inspector is building a team of 25 permanent Bangladesh Accord staff engineers.

More than 800 factory inspections for fire, electrical and structural safety have been completed, and the Accord intends that all initial inspections will be completed by end September 2014.

KEY FINDINGS AND RESULTS FROM INSPECTIONS

Accord inspections are identifying safety risks in all three areas. Some findings, such as reducing weight loads and adhering to load management plans, can be easily corrected and are already being implemented. Other findings are a matter of cleaning up, organizing, and then being disciplined in maintenance practices. These include properly connecting and sealing electrical wires and keeping wires and circuits free of dust and lint. Further findings and safety requirements involve more substantial measures. For example: installing fire doors, automated smoke detectors and fire alarm systems, establishing fire protected exits from factory buildings, and strengthening of columns in the buildings.

In less than 2% of all inspected factories, the structural inspection findings led our Chief Safety Inspector to request the authorities to evacuate the building until additional strength testing took place and/or until immediate remedial measures were taken to allow the safe resumption of production and re-occupancy. In such cases, the Accord team is working with the owners, brands, labour representatives and governmental authorities to facilitate the tests and remediation. The factory is required to pay the workers for up to six months while remediation takes place and signatory brands are responsible to work with the factory owners to ensure that sufficient funds are available for renovations and payment of wages during upgrade and renovations.



REMEDIATION

After each factory has been inspected for fire, electrical and structural safety, the reports are shared with factory owners, the active Accord brands and worker representatives and a Corrective Action Plan (CAP) is developed by the factory owners and the brands. Under the Accord, the signatory brands are responsible for ensuring sufficient funds are available to pay for structural repairs or renovations. This includes negotiating commercial terms with suppliers to ensure that it is financially feasible for factories to maintain safe workplaces and comply with any structural repairs or safety improvements, and where appropriate, the use of alternative means such as joint investments, loans, accessing donor or government support.

Factories that are participating fully in the inspection, remediation, health and safety, and training activities as laid down by the Accord are rewarded with long term sourcing commitments from the brands. Failure of a supplier to cooperate will trigger the signatory brands to implement a notice and warning process, which could lead to termination of the business relationship.

More than 100 CAPs have now been agreed and the Accord will ensure CAPs will be developed for all inspected factories in the coming year. The Accord will also continue to monitor implementation of the CAPs and all other commitments under the agreement.

TRANSPARENCY AND REPORTING

Under the Accord, the results of factory inspections and any remediation plans and efforts will be made public, adding incentive for factories to improve safety conditions in a timely manner and ensuring that serious risks are not left unaddressed. In addition, a full list of factories subjected to the program will be made publicly available, without linking the names of factories to individual buyers.

The Accord has disclosed inspection reports and corrective action plans (CAPs) of 60 factories to date.

WORKER EMPOWERMENT AND TRAINING PROGRAM

The Accord delivers a comprehensive training programme for workers and factory owners. The goal of the training program is to empower workers and support factory owners to take ownership of the implementation of key Accord provisions. These include: making an effective contribution to the inspections, monitoring and remediating inspection findings, running Health and Safety Committees, using the complaint mechanism and exercising the right to refuse unsafe work when necessary. In July 2014, a Training Coordinator will start implementation of the training program under the supervision of the Executive Director Bangladesh Operations.

The Accord will facilitate the election of genuine labour-management health and safety committees at each factory producing for Accord brands. Building these committees and making them effective in addressing and monitoring health and safety issues on a day-to-day basis is a central focus of the Accord training efforts. Functioning health and safety committees are key to making sure the work of the Accord continues over the long term.

DIRECTOR'S REPORT

DIRECTOR'S STATEMENT (JUNE 2014)

Following the formation of the Accord in May 2013, the Directors, Steering Committee, the Executive Leadership Team and all Signatories have worked tirelessly to get this ground breaking initiative off the ground.

From an initial 25 Brand Signatories in May 2013 we are delighted that over 180 global brands and retailers have now signed the Accord, representing over 1500 garment factories and in excess of 2 million workers.

The financial contributions generated from the increase in members has allowed the Accord to implement a progressive, and to a degree, aggressive inspection programme resulting in over 800 factory inspections by end June 2014. We are also confident of meeting our target of inspecting all 1500 factories by end September 2014.

To meet this challenging target it has been necessary to seek additional short term funding from Brand Signatories by increasing the Year 2 member contributions to the Accord. We are confident however, that a reduction in member's contributions in the latter years of the Accord 5 year agreement will compensate for this additional short term funding requirement.

We are delighted to publish herewith the financial report for the year ending 31st December 2013 highlighting a surplus of income over expenditure of \$4,434m. This surplus was generated due to the political instability in Bangladesh throughout December 2013 to March 2014 resulting in the postponement of the roll out of the inspection programme.

These surplus funds have now been fully utilised in the inspection programmes during 2014 with the result that 84% of the total Accord income and brought forward surplus will be accounted for in the inspection programme.

The budget for the financial year ending 31st December 2014 is projected to generate a deficit of \$7,786m due to incurring the full cost of the inspection programme as previously advised. Taking into account the surplus of \$4,434m carried forward from 2013 this will result in a cumulative deficit in December 2014 of \$3,352m which will be fully recovered by the end of year 2 in May 2015. The decision taken to seek additional short term funding for the inspection programme is supported by the fact that we will have a cash fund of circa \$1,350m at the start of year 3 of the Accord in June 2015.

In conclusion, we are confident that the Accord is well positioned both financially and operationally to deliver on its stated purpose of a safe and healthy Bangladeshi RMG sector.

Monika Kemperle.

Melanie Steiner.

Board Members and Members of the Audit and Remuneration Committee.

Amsterdam July 10th 2014



FINANCIAL REPORT 2013

1. BALANCE SHEET 31-12-2013

	December 31, 2013	
		\$
Assets		
Tangible fixed assets		
Computers and software	1,051	1,051
Receivables		
Debtors	5,523,481	
Other receivables and accrued assets	172,233	
Banks		5,695,714
		3,070,467
		8,767,232
<hr/>		
	December 31, 2013	
		\$
Liabilities		
General reserve		
Reserve value at January 1	-	
Balance financial year	4,434,760	
		4,434,760
Current liabilities		
Creditors	222,210	
Salaries, taxes, social contributions	63,116	
Remaining accounts payable	92,142	
Accounts received in advance	3,955,003	
		4,332,471
		8,767,232

2. STATEMENT OF INCOME AND EXPENDITURE

		2013
		\$
Income		
	Membership fees	5,322,612
	Credit interest	94
		5,322,706
Total income		5,322,706
<hr/>		
		2013
		\$
Expenses		
General		
	Personnel costs	312,827
	Housing costs	-
	Organisation costs	1,287
	Banking and exchange difference costs	12,226
	Group corporate costs	371,134
	Bangladesh operations	190,471
	Depreciations	-
		887,945
Total expenses		887,945
Result		4,434,760

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Bangladesh Accord Foundation has not included the budget in the financial statement because the 2013 budget has not been used as an important management instrument for the control of activities.

3. ACCOUNTING POLICIES

General

The financial report has been made in accordance with the Dutch Accounting Standard Board's Guideline RJ 640 for 'Not for-profit organizations'.

All assets and liabilities are stated at their face value, unless otherwise mentioned. Foreign currency amounts are valued against the exchange rate, using the website of the Belastingdienst. Exchange rate differences have been included in the result.

Tangible fixed assets

Tangible fixed assets are valued at purchase price minus depreciation. Depreciation is based on the expected duration of life taking into account the 5 year agreement of the Accord. Depreciation of computers and laptops is 33,33%

Liquid assets

All cash and bank balances listed under liquid assets are discretionary.

Accounts receivable and accounts payable

Receivables, liabilities and accruals are included at face value, less any provision for doubtful accounts. These provisions are determined by individual assessment of the receivables.

Accounting policies for determining the result

Income

Income consists of membership fees. The membership fees are invoiced for the period June-May. So 7/12th is income for this year and 5/12th is deferred income. The membership fee is calculated from a scale based on the Brand's FOB USD value of goods exported from Bangladesh.

Result

The result is the difference between income and expenditure at historical cost, taking into account the above valuation principles.

4. SPECIFICATION OF THE BALANCE SHEET: CURRENT ASSETS

		December 31, 2013	
		\$	
Receivables			
Debtors			
	Debtors	5,523,481	
			5,523,481
<hr/>			
Debtors: 96% of the outstanding amount have been received.			
<hr/>			
Other receivables and accrued assets			
	To be invoiced	141,736	
	VAT	4,324	
	Paid in advance	25,237	
	Deposits	937	
			172,233
Banks			
	ING EUR	2,539,941	
	ING USD	499,931	
	ING savings	1	
	Money in transit	30,593	
			3,070,467
<hr/>			

EXPLANATION OF THE BALANCE SHEET: CURRENT LIABILITIES

	December 31, 2013
	\$
General reserve	
Accumulated reserves	
Reserve at January 1	-
Result	4,434,760
Reserve at December 31	4,434,760

This surplus was generated due to the political instability in Bangladesh throughout December 2013 to March 2014 resulting in the postponement of the roll out of the inspection programme. These surplus funds have now been fully utilised in the inspection programmes during 2014 with the result that 84% of the total Accord income and brought forward surplus will be accounted for in the inspection programme.

Creditors		
	Miscellaneous	222,210
		222,210

Salaries, taxes and social contributions		
	Social taxes	6,625
	Remuneration foreign employees	53,705
	Net salaries	2,786
		63,116

Remaining accounts payable		
	JD Williams	47,562
	Expenses Executive Team	21,922
	Website	4,282
	Auditor	10,604
	Remaining accounts payable	7,772
		92,142

Accounts received in advance		
	Deferred income	3,955,003
		3,955,003

Deferred income is 5/12th of the invoiced membership fees of year 1 (2013-2014).

Off-balance obligations

The Accord has contracted 4 globally renowned international inspection companies to complete 1500 factory inspections during the course of 2014. The total contract liability is \$17.4m, which will be fully expended by October 2014.

5. STATEMENT OF INCOME AND EXPENDITURE - EXPLANATION INCOME

Income	2013
	\$
Membership fees	5,322,612
	5,322,612

Membership fees 2013 is 7/12th of the total membership fees of year 1 (2013-2014).

Credit interest	94
	94

Statement of income and expenditure - explanation expenditure

Expenses	\$2013
	\$
Personnel expenses	
Gross salaries	17,696
Remuneration foreign employees	62,500
Social contributions	2,299
Pension contributions	6,250
Allowances	26,603
Relocation	
Consultancy fees	193,729
Travel & subsistence	3,750
Staff in Bangladesh	
	312,827

There are 6 Board Members who receive no remuneration.

The Executive Team consists of 3 people.

Allowances include medical health and life assurance, home leave, education contribution, housing contribution and hardship for the members of the Executive Team based in Bangladesh. The consultancy fees consists of consultants which were assigned at the startup of the Accord. In November and December some of them became employees. For them the consultancy fees can be seen as pre-contract costs.

Organisation costs	
Communications	651
Computer maintenance and installation	605
Printing and copying	31
	1,287

STATEMENT OF INCOME AND EXPENDITURE - EXPLANATION EXPENDITURE (CONTINUED)

Expenses	2013
	\$
Banking and exchange difference costs	
Banking costs and exchange differences	12,226
	12,226
Group corporate costs	
Brands meetings	11,322
Website development and support	34,376
Public relations	26,492
Legal advice	50,092
Bookkeeping and salary administration	837
Auditor	10,604
Recruitment executive team	154,398
Fair Factories Clearinghouse	49,107
Miscellaneous	33,907
	371,134
Bangladesh operations	
Facilities	-
Motor pool	98
Supplies & equipment	149
Inspections	190,224
	190,471
Independent pilot inspections of a first batch of 10 factories started in November 2013.	

6. TANGIBLE FIXED ASSETS

	Acquisition	Date	Lifecycle (months)	Depreciation till 2013	Value 1/1/2013	Acquisition 2013	Depreciation 2013	Value 31/12/2013
Computers								
Software			36					-
Printer			36					-
Camera	1,051	Dec-13	36	-	-	1,051	-	1,051
2 computer screens			36					-
Mini laptop			36					-
4 computers			36					-
Video camera			36					-
Laptop			36	-	-			-
	1,051			-	-	1,051	-	1,051
Disinvestments								
	1,051			-	-		-	1,051
						total	-	1,051

INDEPENDENT AUDITOR'S REPORT

To: the Board of Bangladesh Accord Foundation, Amsterdam.

We have audited the accompanying financial statements of Bangladesh Accord Foundation, Amsterdam, which comprise the balance sheet as at 31 December 2013, the statement of income and expenses for the year then ended and the notes, comprising a summary of the accounting policies and other explanatory information.

Board's responsibility

Board is responsible for the preparation and fair presentation of these financial statements and for the preparation of the board report, both in accordance with the Guidelines for annual reporting of the Dutch Accounting Standards Board, especially Guideline 640 "Not-for-profit organizations". Furthermore board is responsible for such internal control as it determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing. This requires that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.

In making those risk assessments, the auditor considers internal control relevant to the foundation's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the foundation's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by board, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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Opinion

In our opinion, the financial statements give a true and fair view of the financial position of Bangladesh Accord Foundation, Amsterdam, as at 31 December 2013 and of its result for the year then ended in accordance with the Guidelines for annual reporting of the Dutch Accounting Standards Board, especially Guideline 640 "Not-for-profit organizations".

Amsterdam, 10 July 2014

Dubois & Co. Registeraccountants

Signed on original: G. Visser RA

BOARD OF DIRECTORS

ALEX GONZALEZ BUSQUETS, Inditex	Appointed 21st October 2013
ANDY YORK, N Brown Group	Appointed 21st October 2013
ALKE BOESSIGER, UNI Global Union	Appointed 21st October 2013
MELANIE PATRICIA STEINER, PVH	Appointed 21st October 2013 Member of the Audit and Remuneration Committee
MONIKA KEMPERLE, IndustriALL Global Union	Appointed 21st October 2013 Member of the Audit and Remuneration Committee
ROY RAMESH, IBC Affiliate	Appointed 21st October 2013

EXECUTIVE LEADERSHIP TEAM



ALAN ROBERTS

Executive Director of International Operations
He was the former Chair of the Ethical Trading Initiative and has worked in corporate social responsibility and supply chain roles across companies such as Marks and Spencer, Apparel Group, Pentland Group, Speedo, Otto UK Ltd, Burberry and Littlewoods.



ROB WAYSS

Executive Director of Bangladesh Operations
Former Chief Technical Advisor in Bangladesh for the International Labour Organisation. He previously worked in several capacities for the American Center for International Labor Solidarity, an organisation with close ties to U.S. trade unions, the New York City Mayor's Office of Labor Relations, the United States Agency for International Development and the US Peace Corps.



BRAD LOEWEN

Chief Safety Inspector
Former Administrator of Commercial Plan Examination and Inspections at the City of Winnipeg. He has previously worked in roles related to fire safety, workplace safety and health, mediation and conciliation, and engineering for organizations including the Canadian Government, the University of Winnipeg, the Government of the Northwest Territories, the Province of Manitoba and Steinbach Fire Dept.

LIST OF SIGNATORIES

A&M Holmberg Oy
Abercrombie & Fitch
Adidas
Aldi North
Aldi South
American Eagle Outfitters
Arcadia Group
Artsana S. P. A (Chicco & Prenatal)
Auchan (DOAPI) (registered SNC OIA)
AX Stores (Ahlens)
Baum Hueter International GmbH
Belotex (Miro Radici Hometextile GmbH)
Benetton
Bestseller
Bonmarche
Brands Fashion GmbH
C&A
Camaieu
Carrefour
Charles Voegelé Trading AG
Chicca Body-Fashion GmbH & Co. KG
Colombus Textilvertrieb GmbH
Comtex GmbH
Coolcat
Coop Danmark A/S
Cotton on Group
Danielle Group plc
Dansk Supermarked Textile
Daytex mode
De Bijenkorf
Debenhams
Deltex
Distra Warenhandelsgesellschaft mbH & Co. KG
DK Company
E Leclerc
E5
Edinburgh Woolen Mills
EIWOTEX GmbH/TAA Mosgen
El Corte Ingles
Entrade Manufacturing Company Ltd
Ernsting's Family
Esprit Europe Services GmbH
Etam Groep B.V.
Face to Face GmbH&Co.KG (Karl Rieker GmbH & Co. KG)
Fashion Team HandelsgmbH
Fast Retailing (Uniqlo)
Fat Face
FINANCIERE D'AGUESSEAU
Fipo Group
Florett Textil GmbH & Co. KG
Forever New
Fruit of the Loom
Full Service Handels GmbH
G.Gueldenpfennig GmbH (JCK)
Gebra Non Food Handelsges GmbH
Gina Tricot AB
Groupe Casino Ltd
Gruppo Coin SpA
G-Star
Hanson Im- und Export GmbH (Li & Fung)
Heli Far East Ltd
Helly Hansen
Hema
Hemtex
Hennes & Mauritz AB (H&M)
Herding Heimtextil (Klaus Herding GmbH)
Hess Natur-Textilien GmbH
Holland House Fashion
Horizonte Unternehmensgruppe
Horst Kruger GmbH
Hüren OHG professional outfits
HVEG (Fashion Linq)
IC Companys A/S
ICA Sverige (ICA Gruppen AB)
Inditex
Intersport AB
J2 Licensing, Inc
JBC NV
Jogilo NV
John Lewis
Jolo Fashion
JULIUS HÜPEDEN GmbH
Juritex
KappAhl
Karstadt
Kik Textilien
Killtec Sport - und Freizeit GmbH
K-Mart (Australia)
Knights Apparel
L.A. T Sportswear, Inc
Lakeshirts Inc.
Lidl (Gesellschaft und Umwelt International)
Loblaw Companies Limited
LPP
Malu NV
Mango
Marks and Spencer
Matalan
MAVI
Mayoral
Metro Group
Milords International Ltd
Morrisons Plc
Mosgen Limited (Peakstone)
Mothercare
MS Mode Holding BV
Multiline Textil GmbH
MV Sport/Weatherproof
N Brown Group
New Frontier GmbH
New Look
New Wave Group AB
Next
Olymp Benzer GmbH & Co. KG (Olympen)
O'Neill Europe BV
Orsay GmbH
Ospig Textil Logistik GmbH
OTL Brands Ltd (Oceania Trading Ltd)
Otto Group
Outerstuff Ltd.

Pacific Brands
Padma Textiles
Perrinwear (Perrin Resort Apparel)
Pretty Girl Fashion Group
Primark
Puma
PVH
PWT Group A/S (Texman)
Reima Oy
Rewe Group
Rheinwält
River Island
RNB RETAIL AND BRANDS AB (Polarn O. Pyret AB)
S.Oliver
Sainsbury's
Sandryds Handels AB
Schmidt Group (Bay City Textilhandels GmbH)
Scoop NYC/ Zac Posen
Sean John Apparel
Seidensticker Logistik GmbH (Rawe Moden)
Shop Direct Group
Specialty Fashions
Stadium AB
Steilmann Holding AG
Stockmann (Lindex)
Suprema Strick- und Wirkwarenfabrik GmbH
Switcher
T Shirt International, Inc.
TALLY WEIJL Trading AG
Target (Australia)
Tchibo
Teidem B.V
TEMA GROUP (LC Waikiki)
Tesco
Tex Alliance (& Cronytex Sourcing)
Texsport BV
The Antigua Groups, Inc
The Sting B.V.
Top of the World
Topgrade International (Hebestreit Garment Int. GmbH)
Topline Shirts
Uncle Sam GmbH (Uncle Sam Walter)
V&D
Van Der Erve
Varner Retail
Veldhoven International B.V
Viania
Vingino (Love for Denim BV)
Vistaprint Schweiz GmbH
Voice Norge AS
We Europe BV
Wibra Supermarkt B.V.
Woolworths Australia
Wunsche Group
Y'Organic BV
Zeeman
Zephyr Headwear

UNION SIGNATORIES

IndustriALL Global Union
UNI Global Union
IndustriALL Bangladesh Council
Bangladesh Textile and Garments Workers League
Bangladesh Independent Garments Workers Union Federation
Bangladesh Garments, Textile & Leather Workers Federation
Bangladesh Garment & Industrial Workers Federation
Bangladesh Revolutionary Garments Workers Federation
National Garments Workers Federation
United Federation of Garments Workers

WITNESS SIGNATORIES

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

ACCORD

on Fire and Building Safety in Bangladesh



Colophon

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Annual report 2013

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Photography: Pretzel Films/Bangladesh Accord Foundation
Layout: Iwan Fokin

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