

# ACCORD

on Fire and Building Safety in Bangladesh

*Stichting Bangladesh Accord Foundation  
AJ Heights Building, 5<sup>th</sup> & 12<sup>th</sup> Floors, Cha 72/1/d, Pragati Sarani, North Badda  
Dhaka 1212, Bangladesh*

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17 August 2016

*Subject: Termination of Fresh Fashion Wear Ltd. under Article 21 of the Accord.*

The Accord is a legal agreement between international garment brands and unions that represent workers. The purpose of the Accord is to protect the safety of garment workers by inspecting factory buildings, identifying risks to worker safety, and making sure that factory owners eliminate these risks by renovating and repairing the buildings.

The Accord would like to inform you that the Fresh Fashion Wear Ltd. (FFWL) has been terminated under the provision of Article 21 of the Accord. Despite the best efforts of the Accord, Fresh Fashion Wear Ltd. has repeatedly refused to engage with the Accord Occupational Safety and Health (OSH) Complaint Mechanism and failed to adequately implement Accord requirements and measures consistent with the Accord OSH Complaints Mechanism.

The Accord has made numerous efforts to arrive at a resolution with the owners of Fresh Fashion Wear Ltd. in relation to matters raised in a safety complaint submitted to the Accord by an RMG union federation and several FFWL workers which included allegations of reprisal for workers exercising safety protections of the Accord. Fresh Fashion Wear Ltd. refused to constructively engage to address and resolve the allegations raised in the safety complaint.

As a result of the above, Accord signatory brands will not do any business with Fresh Fashions Ltd. and will not place any orders at this factory. This factory may requalify as a supplier to Accord signatory brands after a period of no less than 24 months from the date of termination, subject to Accord verification that the matters raised in the safety complaint have been satisfactorily remedied. The Accord wants to ensure that all workers at Fresh Fashion Wear Ltd. are aware of this situation.

The brands that have signed the Accord will make a reasonable effort to ensure that any workers whose employment has been terminated as a result of any loss of orders at a factory are offered employment with safe suppliers. There is no guarantee that a job will be available, but the brands will try to assist.

The Accord will inform the Ministry of Labour and Employment (MoLE) Inspector General that this factory is no longer covered by the Accord. The Accord will also provide all current information related to the safety inspections and status of remediation at these factories to the Inspector General.

For information, workers can contact:

The Accord:

- Mr. Rob Wayss, Mobile No. 01755-583744
- Mr. Brad Loewen, Mobile No. 01781-900956

The Industriall Bangladesh Council:

- Mr. Roy Ramesh Chandra, Mobile No. 01819-223014
- Mr. Amirul Haque Amin, Mobile No. 01731-201302
- Mr. Kutubuddin Ahmed, Mobile No. 01711-047688

Also, the government of Bangladesh has established a helpline for RMG workers at: 0800-4455000. There is no charge for calling this number.

**STICHTING BANGLADESH ACCORD FOUNDATION**  
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