ALLIANCE MEMBERSHIP OVERVIEW

The Alliance for Bangladesh Worker Safety was founded by a group of North American apparel companies and retailers and brands, and currently has members in the United States, Canada, and Australia that collectively source from more than 650 factories. The Alliance has one goal:

To substantially improve worker safety in the ready-made-garment (RMG) industry by upgrading factories, educating workers and management, empowering workers, and building institutions that can enforce and maintain safe working conditions throughout Bangladesh.

Since July 2013, the Alliance has accomplished the following:

- Developed and adopted a common safety standard harmonized with other initiatives
- Completed electrical, fire, and structural inspections of all Alliance factories
- Established a team of technical experts and remediation case managers in Dhaka
- Conducted a survey of more than 3,200 factory workers to assess health & safety knowledge and concerns, and ensure that their experiences drive our work
- Piloted a Worker Helpline (Amader Kotha) in 250+ factories for workers to confidentially share safety concerns without fear of retaliation
- Completed basic fire safety training for workers and managers in all Alliance factories (estimated 1.1 million trained)

While progress has been made, there is still much work to be done! Alliance member companies demonstrate—and act on—a commitment to working with factories to provide a safe environment for factory workers. By joining the Alliance, your company benefits from:

- **Aligning with a Binding, Credible, and Transparent Approach.** The Alliance is a binding, five-year undertaking that is results-oriented, measurable and verifiable. We have developed partnerships with leading fire safety institutions such as the University of Maryland, the University of Texas, and the National Fire Protection Association to provide technical guidance and independent evaluation of our efforts. We are transparent with our results, including posting all factory inspection reports, Corrective Action Plans (including progress made), and the Alliance factory list on our website.

- **Amplifying the Sustainability and Impact of your Efforts.** The Alliance supports Bangladeshi institutions in having greater resources to enforce building and fire safety and ultimately to honor the National Tripartite Plan of Action commitments. We are working with government, trade unions, and employers to institutionalize safety programs and build in-country fire protection capacity to protect future generations of workers. We believe that shared responsibility with local partners is key to lasting, sustainable solutions.

- **Scaling Your Financial Resources.** Commitments of $50 million have been pledged for program implementation, with some members committing up to a total of $100 million in accelerated access to low-cost capital to help fund factory safety improvements. The Alliance is also reaching out to bilateral and multilateral funders for additional financial support.

Focused on results and building the capacity to sustain them, the Alliance provides a way for all concerned parties — international buyers, Bangladeshi factory owners, workers’ organizations, and governments — to work together to improve conditions on the ground.
MEMBER BENEFITS & COMMITMENTS

The Alliance promotes a shared responsibility between members, factories, and partners on the ground. As an Alliance Member, your membership dues give you access to the benefits below:

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<th>Alliance Benefits</th>
<th>Member Responsibility</th>
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| **Factory Safety Inspections** | • Standardized process with established inspection and reporting procedures by qualified engineers  
• Access to the Fair Factories Clearinghouse (FFC) as a common report-sharing platform  
• Cost of follow-up visits and final safety inspections to verify remediation  
• Disclose active factory list to the Alliance and keep updated (member associations with specific factories are not disclosed)  
• Cost of initial safety inspections (shared among all members sourcing from a factory) |
| **Remediation** | • A team of technical experts and a centralized system to track factory progress on remediation plans, and to work with factories on improving building and fire safety  
• Up to 4 months’ of workers’ wage compensation for any factory that needs to be temporarily closed for remediation  
• Factory access to low-cost financing for remediation work  
• Participate in CAP meetings (for members with local staff)  
• Follow up with factories that are not showing progress in remediating CAP findings |
| **Training** | • Basic fire safety training for workers and management in all factories  
• Training for security guards  
• Additional safety training to come for contractors and hazardous positions  
• Cost of training support visits (for any factories that do not meet requirements)  
• Ensure that factories meet training obligations |
| **Worker Empowerment** | • Factory access to and training on worker helpline, which allows workers to anonymously report safety concerns  
• A standardized process, approach, and training to establishing worker safety committees (currently in pilot phase)  
• For members with local staff, confirming training and the availability of helpline materials during routine visits |
| **Stakeholder relations, Communications & Collaboration** | • Sharing of best practices and lessons learned from Alliance members  
• Opportunities to provide input into how we implement our objectives  
• A unified approach to engaging government and navigating the Bangladesh political and business landscapes  
• External and internal communication tools to help tell your story to consumers and inspire employee pride |

Over the next three years, the Alliance aims to build a foundation with members, factories, and government that will promote a culture of safety within the RMG sector long after the Alliance’s tenure has ended. We hope that by 2018, processes developed by the Alliance will be successfully transitioned to the Bangladesh government and other relevant stakeholders. We aim to provide members with practical solutions to mitigate risk and promote safety through their existing internal compliance programs in the future. Finally, we offer the opportunity to meet and create relationships with local partners who can have a measurable impact on worker safety and productivity, and therefore on your bottom line.

www.bangladeshworkersafety.org