

ACCORD COVERAGE OF COLLEGIATE APPAREL SUPPLIER FACTORIES

- **22** university licensees sourcing from Bangladesh
- **29** collegiate apparel supplier factories in Bangladesh
 - Employing 30,000+ workers
- **87%** of safety hazards (1,200+ individual issues) now eliminated

Collegiate Supplier Factories Producing for Accord Signatory Licensees

Factory	Licensees	% Initial CAP progress
Actor Sport	CC Creations	98%
Al.-Amin Export Ltd	Accolade	81%
Baek Doo*	Zephyr	43%
BP Wears	FoTL, Four Point	81%
Dada Dhaka	Ahead, Columbia, Adidas, Top of the World	96%
Dhakarea	Mitchell and Ness/Adidas	100%
Eurozone	Accolade	99%
G.A.B. Limited	New Agenda	88%
House of Caps*	W Republic	62%
Magpie Composite Textile	Ahead	74%
Newage Apparels	Ash City	97%
Nurani Dyeing & Sweater Ltd.*	Bruzer	63%
One Composite Mills	Knights	100%
Posmi Sweaters	Accolade	94%
Ripon Knitwear Ltd	New Agenda	100%
Rizvi Fashions Ltd.	FoTL	98%
S.S. Sweater	Accolade	69%
SNV Stitches	FoTL	100%
Supreme Stitch	Knights	94%
Total Fashion	Knights	99%
Uni Gears	Outerstuff	100%

Collegiate Supplier Factories Producing for *NON* Accord Signatory Licensees , But Covered by Accord through Other Buyers

Factory	Licensees	% Initial CAP progress
Dekko Apparels	Ash City	100%
GH Haewae	Ash City	95%
Unimas	Halo Branded, Top Promotions	100%

Collegiate Supplier Factories *NOT* Covered by the Accord

Factory	Licensees	% Initial CAP progress
Impulse Sweaters	Siskiyou Buckle Company, Traditional Craft	n/a

UNIVERSITY LICENSEES THAT HAVE SIGNED THE 2018 ACCORD RENEWAL

- Adidas
- Ahead
- Bruzer Sportsgear
- Fruit of the Loom
- Knights Apparel
- New Agenda
- Outerstuff
- Top of the World/Captivating Headwear/Vetta
- W Republic
- Zephyr



UNIVERSITY LICENSEES THAT HAVE *NOT* SIGNED THE 2018 ACCORD RENEWAL

- Ash City Worldwide
- CC Creations
- Columbia
- Four Point
- Halo Branded
- Northwest
- Siskiyou Buckle
- Standard Chair of Gardner
- Top Promotions
- Traditional Craft



ENFORCEMENT OF THE BANGLADESH ACCORD

First-ever Accord arbitration
settlements reached

W R C

WORKER RIGHTS
CONSORTIUM

ACCORD DISPUTE RESOLUTION PROCEDURE

- **Enforceability** by worker representatives is a key strength of Accord
- Dispute resolution procedure allows **enforcement actions over brands' failure to meet obligations**
- Procedure involves:
 - Dialogue with brand
 - Charges to, investigation by Steering Committee
 - Final appeal to binding arbitration

ENFORCEMENT ACTIONS DRIVE SAFETY PROGRESS



First actions brought in 2015 over inadequate progress (only 33% of hazards then corrected in 1,650 factories)



Since first actions brought, percentage of hazards corrected has reached 84% (100,000+ safety upgrades completed)

Actions not only *compel* specific brand, but *incentivize* all brands to do better

Objective of arbitration cases brought by worker representatives against 2 signatory brands – enforce brand obligations under Accord to:



Require supplier factories to remedy hazards by deadlines set by Accord inspectors



Negotiate terms with factories to make it feasible to cover costs of remediation

AVAILABLE DETAILS OF ARBITRATION SETTLEMENTS

Limited public information - **subject to confidentiality.**

Cases handled at Hague Permanent Court of Arbitration

Terms of settlements:

- Brand #1 agreed to pay **\$2 m. to help complete safety renovations**
- Brand #2 agreed to pay an **undisclosed (but 'substantial') sum** for same purpose

STRENGTHS AND WEAKNESSES OF ENFORCEMENT MECHANISM

Shows brands that:



Fulfilling safety commitments is **not optional** – agreement is enforceable.



Not fulfilling safety commitments **can have costs** – incentivizes all brands to do better.



But mechanism is **too slow, expensive, and opaque.**

IMPROVEMENTS UNDER 2018 ACCORD RENEWAL

Greater role / capacity for
Accord staff to:

- Assess when brands not meeting obligations.
- Issue recommendations directly to brands for improving performance.



2018 ACCORD RENEWAL

- 140 + signatories
- Purpose of ensuring that the progress achieved under the first Accord is maintained
- Opens door to a possible expansion of scope
- New protections for workers who face retaliation from their employer when they advocate for improved safety
- Improvements to the dispute resolution mechanism

