

Factory name	Complaint filed by	Date filed	Status	Description complaint	Outcome complaint	Number of times filed
APT International Ltd	Individual Worker(s)	19 May 2020	Resolved	<p>The Complainant(s) alleged non-payment of workers' April 2020 wages and Eid-ul-Fitr bonus.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to immediately pay the workers their due April 2020 wages and Eid-ul-Fitr bonus.</p>	The Complainant(s) informed the Accord that workers were paid their due wages for April 2020 and their Eid-ul-Fitr bonus through their bKash account.	1
Factory name withheld	Individual Worker(s)	13 May 2020	Withdrawn	<p>The Complainant alleged being pressured to resign from his/her employment after reporting for work 2 days late when the factory reopened after the Covid-19 related temporary closure.</p> <p>The Complainant's proposed remedy was to be reinstated to his/her previous employment at the factory.</p>	The Complainant withdrew the complaint informing the Accord that s/he had been reinstated to his/her previous employment at the factory.	1
YAGI Bangladesh Garments Limited (YBG)	Individual Worker(s)	6 May 2020	Non-OSH	<p>The Complainant alleged non-payment of earned wages after resigning from his/her employment. The Complainant reported that s/he did not give prior notice because Factory Management had previously refused to accept his/her resignation.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay his/her earned wages.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

DK Knitwear Ltd.	Individual Worker(s)	5 May 2020	Resolved	<p>The Complainant(s) alleged non-payment of March 2020 wages to workers who were absent from work due to the Covid-19 lockdown and unable to collect their wages at the factory. The Complainant(s) also alleged workers had no information on when they would be paid their April 2020 wages.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to immediately pay the workers their due March and April 2020 wages.</p>	The Complainant(s) informed the Accord that workers had been paid their due wages for March and April 2020, and their Eid-ul-Fitr bonus.	1
Esquire Knit Composite Ltd.	Individual Worker(s)	5 May 2020	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after s/he resigned from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was that Factory Management immediately pay his/her due separation from employment benefits in accordance with the labour law and the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Esquire Knit Composite Ltd.	Individual Worker(s)	5 May 2020	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after s/he resigned from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was that Factory Management immediately pay his/her due separation from employment benefits, in accordance with the labour law and duration of employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Jeans Manufacturing Co. Ltd.	Individual Worker(s)	5 May 2020	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after s/he resigned from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was that Factory Management immediately pay his/her due separation from employment benefits in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	5 May 2020	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged non-payment of March 2020 wages to 30 workers due to technical problems with their mobile bank accounts and Factory Management's failure to address the issues.</p> <p>The proposed remedy of the Complainant(s) was that Factory Management immediately pay workers their due March 2020 wages.</p>	The Complainant(s) withdrew the complaint informing the Accord that Factory Management had paid the workers their due earned wages for March 2020.	1
Factory name withheld	Individual Worker(s)	5 May 2020	Non-OSH	<p>The Complainant alleged being forced to resign from his/her employment because s/he was reportedly no longer needed at the factory.</p> <p>The Complainant's proposed remedy was to continue his/her employment at the factory.</p>	The Complainant withdrew the complaint informing the Accord that s/he did not wish to proceed due to fear of retaliation.	1
Factory name withheld	Individual Worker(s)	5 May 2020	Non-OSH	<p>The Complainant alleged being forced to resign from his/her employment because s/he was reportedly no longer needed at the factory.</p> <p>The Complainant's proposed remedy was to continue his/her employment at the factory.</p>	The Complainant withdrew the complaint informing the Accord that s/he did not wish to proceed due to fear of retaliation.	1

Factory name withheld	Individual Worker(s)	4 May 2020	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged non-payment of due wages for a large number of workers for the months of March and April 2020.</p> <p>The proposed remedy of the Complainant(s) was for the workers to be paid their due wages.</p>	<p>The Complainant(s) withdrew the complaint informing the Accord that they had decided not to proceed with the complaint.</p> <p>The Accord communicated with members of the factory Safety Committee who reported that workers had been paid their due March 2020 wages and would shortly receive their due April 2020 wages.</p>	1
Euphoria Apparels Ltd	Individual Worker(s)	4 May 2020	Non-OSH	<p>The Complainant alleged being forced to resign for being absent from work without authorisation, reportedly because s/he was sick.</p> <p>The Complainant's proposed remedy was to be reinstated or immediately be paid his/her due separation from employment entitlements, based on the duration of employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
ZA Apparels Ltd (Jacket fty)	Individual Worker(s)	4 May 2020	Non-OSH	<p>The Complainant alleged non-payment of due earnings after being terminated from his/her employment for making a mistake at work.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay his/her due earnings.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	3 May 2020	Not processed	The Complainant(s) alleged workers not knowing whether they are still employed as they have been repeatedly denied entry to the factory and told that Factory Management will call them when it needs them to report for work.	Not processed. The factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1

Factory name withheld	Individual Worker(s)	30-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged Factory Management terminated a large number of workers who were unable to report for work because they were in their villages, despite announcements from the Government of Bangladesh and the BGMEA that workers who are currently in their villages need not report for work and shall not lose their jobs.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to allow the workers to continue their employment until the workers can safely return to Dhaka, when the Covid-19-related crisis improves.</p>	The Complainant(s) withdrew the complaint informing the Accord that other workers had joined the factory and s/he was expecting the decision to retrench workers to be reversed.	1
Polo Composite Knit Ind. LTD.	Individual Worker(s)	30-Apr-20	Non-OSH	<p>The Complainant(s) alleged workers being required to report for work on Friday 1 May 2020, which is International Workers' Day and a Government holiday.</p> <p>The proposed remedy of the Complainant(s) was for the factory to be closed on 1 May 2020 to allow workers to take the Government holiday.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Rizvi Fashions Ltd.	Individual Worker(s)	29-Apr-20	Resolved	<p>The Complainant(s) alleged Factory Management threatened to terminate workers who were still in their villages if they failed to report for work on 30 April 2020, despite announcements from the Government of Bangladesh and the BGMEA that those workers who are currently staying in their villages do not need to report for work, even if the factory reopens, and shall not lose their jobs.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to allow these workers to continue their employment until they can safely return to Dhaka when the Covid-19-related health crisis improves.</p>	The Complainant(s) informed the Accord that the issue had been resolved and that workers would be allowed to continue their employment at the factory.	1
Factory name withheld	Individual Worker(s)	27-Apr-20	Disengaged	<p>The Complainant alleged s/he was terminated after being physically and verbally abused by a named member of Factory Management, reportedly because the Complainant was late for work.</p> <p>The Complainant's proposed remedy was to be reinstated to his/her previous position at the factory.</p>	The Accord was unable to process the complaint because the Complainant became disengaged /unreachable.	1
Factory name withheld	Individual Worker(s)	27-Apr-20	Disengaged	<p>The Complainant(s) raised concerns about the risk to workers' health posed by the potential transmission of Covid-19 when workers return to work at factory at the end of the government-declared Covid-19 related shutdown.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to take adequate preventive and protective measures to combat the transmission of Covid-19.</p>	The Accord was unable to process the complaint because the Complainant(s) disengaged from the Accord complaint mechanism.	1

Factory name withheld	Individual Worker(s)	26-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant alleged workers being paid reduced wages for April 2020 due to a lay-off that was declared during the government-declared holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainant was for workers to receive their full salary for the month of April 2020.</p>	The Complainant(s) withdrew the complaint informing the Accord that s/he was satisfied that workers were receiving a portion of their wages, given that the factory did not have any orders.	1
Daeyu Fashions Ltd	Individual Worker(s)	26-Apr-20	Non-OSH	<p>The Complainant(s) alleged a large number of newly joined workers being terminated because they did not have the required skills.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to reinstate the workers.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories. The Accord was subsequently informed that the workers were terminated following a skills assessment conducted by a buyer.	1
Factory name withheld	Individual Worker(s)	26-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant (s) alleged being informed that workers who had worked at the factory for less than one year would not be paid their April 2020 wages.</p> <p>The proposed remedy of the Complainant(s) was for workers to be paid their April 2020 wages.</p>	The Complainant withdrew the complaint informing the Accord that workers had been paid their April 2020 wages and 50% of their Eid bonus before the commencement of Eid.	1
Factory name withheld	Individual Worker(s)	26-Apr-20	Not processed	<p>The Complainant(s) alleged non-payment of due wages and other separation from employment entitlements to 20 cleaners who had reportedly been terminated from their employment.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to pay the 20 cleaners their due wages and other separation from employment entitlements.</p>	The RSC was unable to process the complaint because the Complainant(s) became disengaged /unreachable.	1

Factory name withheld	Individual Worker(s)	23-Apr-20	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after resigning from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due separation from employment entitlements.</p>	The Accord was unable to process the complaint because the Complainant became disengaged /unreachable.	1
Belamy Textiles Ltd.	Individual Worker(s)	23-Apr-20	Resolved	<p>The Complainant alleged being unfairly dismissed from his/her employment for being absent from work without prior authorisation. The Complainant reported that s/he had been sick and declared unfit for work by the factory medical offer and that Factory Management had refused to accept his/her medical documents.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately reinstate the complainant to his/her previous position in the factory.</p>	Factory Management informed the Accord that it had reviewed the allegations and reinstated the Complainant to his/her position. The Accord confirmed with the Complainant that s/he had successfully rejoined the factory.	1
Chorka Textile Ltd.	Individual Worker(s)	23-Apr-20	Resolved	<p>The Complainant(s) alleged workers who were in their villages being threatened with termination if they failed to report for work during the Covid-19 lockdown.</p> <p>The Complainant(s) also raised concerns over the risk to workers' health resulting from potential exposure to Covid-19 in the factory.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to allow the workers to continue their employment until they can safely return to Dhaka when the Covid-19 health crisis improves, and for Factory Management to take adequate preventive and protective measures to combat the transmission of Covid-19.</p>	The Complainant(s) informed the Accord that the workers had not been terminated but had re-joined the factory and that they considered Factory Management to have taken adequate preventive and protective measures to combat the transmission of Covid-19.	1

Factory name withheld	Individual Worker(s)	23-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant alleged being retrenched, together with a number of other workers who had worked at the factory for six months or less, during the Government-declared public holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainant was for the workers to be reinstated and allowed to continue their employment throughout and after the Government-declared public holiday.</p>	The Complainant withdrew the Complaint informing the Accord that s/he had been reinstated because other workers were unable to return to work from their villages because of the Covid-19 health crisis.	1
PNG (BD) Ltd.	Individual Worker(s)	22-Apr-20	Withdrawn	<p>The Complainant(s) alleged non-payment of due wages for March 2020. The Complainant(s) also alleged that a named senior Factory Manager was routinely abusive towards the workers.</p> <p>The Complainant(s)'s proposed remedy was to be paid their due wages for March 2020 and for the abusive named senior Factory Manager to resign from his employment.</p>	The Complainant confirmed that the workers received their salary for both March and April 2020 without any intervention from the Accord. The Complainant filed a separate complaint with respect to the named senior Factory Manager's misbehavior with the workers under a separate reference number, which will be processed with that complaint.	1
Factory name withheld	Individual Worker(s)	21-Apr-20	Not processed	The Complainant(s) alleged non-payment of workers' March 2020 wages.	Not processed. The factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory name withheld	Individual Worker(s)	21-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant alleged being verbally abused and instructed not to report for work again after s/he failed to report for work when the factory re-opened because s/he was unable to return from his/her home town due to the restrictions imposed during the Covid-19 health crisis.</p> <p>The Complainant's proposed remedy was to be allowed to continue his/her employment at the factory.</p>	The Complainant withdrew the complaint informing the Accord that s/he had been allowed to continue his/her employment and considered the matter resolved.	1

KDS IDR Limited	Individual Worker(s)	20-Apr-20	Resolved	<p>The Complainant alleged non-payment of full wages after being absent from work on sick leave.</p> <p>The Complainant's proposed remedy was to immediately be paid the remainder of his/her due earned wages.</p>	The Accord confirmed with the Complainant that Factory Management paid the remainder of his/her due earned wages.	1
YAGI Bangladesh Garments Limited (YBG)	Individual Worker(s)	20-Apr-20	Non-OSH	<p>The Complainant alleged non-payment of due earned wages, leave entitlements and separation from employment benefits after resigning from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was that Factory Management immediately pay his/her due earned wages, earned leave entitlements and other separation from employment benefits, in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
ABANTI COLOUR TEX LTD	Individual Worker(s)	19-Apr-20	Non-OSH	<p>The Complainant(s) alleged Factory Management retrenched workers whose service at the factory was less than six months during the government-declared public holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainants was to continue their employment at the factory during and after the government-declared holiday to combat Covid-19</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	2
Factory name withheld	Individual Worker(s)	19-Apr-20	Not processed	The Complainant(s) alleged Factory Management informed workers whose service at the factory was less than 3 months that they would not be paid wages for April 2020, the period of the Government-declared public holiday to combat Covid-19.	Not processed. The factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1

Jerat Shirt Limited	Individual Worker(s)	19-Apr-20	Non-OSH	<p>The Complainant(s) alleged Factory Management retrenched workers who had worked at the factory for three months or less, during the government-declared public holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainant(s) was for the workers to be reinstated and allowed to continue their employment throughout and after the government-declared public holiday.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	16-Apr-20	Non-OSH	<p>The Complainant(s) alleged Factory Management retrenched workers who had worked at the factory for less than three months, during the government-declared public holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainant(s) was for the workers to be reinstated and allowed to continue their employment throughout and after the government-declared public holiday.</p>	Non-OSH complaint. Not processed by the Accord. The Complainant withdrew the complaint informing the Accord that Factory Management had decided to allow the workers to continue their employment at the factory.	1
Cotton Field (BD) Limited	Individual Worker(s)	16-Apr-20	Non-OSH	<p>The Complainants alleged being terminated from their employment without receiving written notice. The Complainants further alleged non-payment of their due separation from employment entitlements.</p> <p>The proposed remedy of the Complainants was for Factory Management to immediately pay their due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

CROSSLINE KNIT FABRICS LTD.	Individual Worker(s)	16-Apr-20	Non-OSH	<p>The Complainant alleged non-payment of March 2020 wages to workers who had left for their villages during the Government- declared public holiday to combat Covid-19 and were unable to collect their wages from the factory.</p> <p>The Complainant later reported that many of these workers were unable to return to work when the factory re-opened because of the lack of transport and/or landlords not allowing them to stay at their homes in Dhaka due to fear of transmission of Covid-19.</p> <p>The Complainant's proposed remedy was that these workers be paid through their Bkash account and allowed to continue their employment at the factory once they are able to return to Dhaka.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Jerat Shirt Limited	Individual Worker(s)	16-Apr-20	Non-OSH	<p>The Complainants alleged Factory Management retrenched workers who had worked at the factory for three months or less, during the Government-declared public holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainant(s) was for the workers to be reinstated and allowed to continue their employment throughout and after the Government-declared public holiday.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	2

Cassiopea Sweaters Ltd	Individual Worker(s)	16-Apr-20	Non-OSH	<p>The Complainant(s) alleged Factory Management deducted 4 days' wages and attendance bonus after the factory closed for 4 days in March 2020, in line with the government-declared public holiday to prevent transmission of Covid-19.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to pay workers their full wages throughout the government-declared public holiday in March and April 2020, until factory production resumes.</p>	Non-OSH complaint. Not processed by the RSC. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	16-Apr-20	Not processed	<p>The Complainant(s) alleged non-payment of due wages for March 2020.</p> <p>The proposed remedy of the Complainant(s) was for workers to be paid their due wages for March 2020.</p>	Not processed. The factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory name withheld	Individual Worker(s)	15-Apr-20	Withdrawn	<p>The Complainant(s) alleged Factory Management retrenched workers during the government-declared public holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to reinstate the workers and for the workers to be allowed to continue their employment at the factory during and after the government-declared holiday to combat Covid-19.</p>	Not processed by the Accord because the Complainant withdrew the complaint informing the Accord that the factory had reinstated the retrenched workers.	1

SHISHIR KNITTING & DYEING LTD	Individual Worker(s)	15-Apr-20	Non-OSH	<p>The Complainant(s) alleged non-payment of due wages and Factory Management repeatedly postponing the payment of wages. The Complainant(s) reported an estimated 400 workers were protesting at the factory to demand the immediate payment of their wages.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to immediately pay workers their due wages.</p>	<p>Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories. In its notification, the Accord reminded Factory Management that the safety of all workers and employees associated with the factory is ultimately the responsibility of Factory Management.</p>	1
Factory name withheld	Individual Worker(s)	13-Apr-20	Non-OSH	<p>The Complainant(s) alleged non-payment of due wages for March 2020.</p> <p>The proposed remedy of the Complainant(s) was for workers to be paid their due wages for March 2020.</p>	<p>Non-OSH complaint. Not processed by the Accord. Not forwarded to parties because the Complainant(s) informed the Accord that Factory Management had paid the workers their due wages.</p>	1
Factory name withheld	Individual Worker(s)	13-Apr-20	Not processed	<p>The Complainant (s) alleged being informed that workers who had worked at the factory for less than one year would not be paid their April 2020 wages.</p> <p>The proposed remedy of the Complainant(s) was for workers to be paid their April 2020 wages.</p>	<p>Not processed by the Accord. The Complainant(s) became disengaged / unreachable after submitting the complaint to the Accord.</p>	1
Rising Fashions Ltd.	Individual Worker(s)	13-Apr-20	Non-OSH	<p>The Complainant alleged that due to a fall in orders caused by Covid-19, Factory Management has retrenched a number of newly-joined workers including the Complainant, during the Government-declared public holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainant was to be reinstated to his/her previous position and allowed to continue his/her employment throughout and after the Government-declared public holiday, when the Covid-19-related health crisis improves.</p>	<p>Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.</p>	1

Southern Services Ltd	Individual Worker(s)	13-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant alleged non-payment of the second instalment of her maternity benefit entitlements.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay the second installment of her maternity benefit entitlements.</p>	The Complainant withdrew the complaint informing the Accord that Factory Management had paid the second instalment of her maternity benefit entitlements.	1
Factory Name Withheld	Individual Worker(s)	12-Apr-20	Non-OSH	<p>The Complainant alleged being unable to submit documents required to open a Bkash account after missing the required deadline.</p> <p>The Complainant's proposed remedy was to be allowed to submit the necessary documents so that s/he can be paid on time.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the Complainant's request because the matter had been resolved.	1
Factory name withheld	Individual Worker(s)	12-Apr-20	Non-OSH	<p>The Complainant(s) alleged Factory Management posted a notice listing the names of 40-50 workers, whose service at the factory was less than one year, who were to be retrenched.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to reinstate the retrenched workers and allow them to continue their employment during the Government-declared public holiday to combat Covid-19, and once the Covid-19-related crisis improves.</p>	The Complainant withdrew the complaint informing the Accord that Factory Management had reversed its decision following a protest by the workers, and that the workers had not been retrenched but were continuing their employment at the factory.	1
Factory name withheld	Individual Worker(s)	12-Apr-20	Not processed	<p>The Complainant(s) alleged non-payment of due wages for March 2020.</p> <p>The proposed remedy of the Complainant(s) was for workers to be paid their due wages for March 2020.</p>	Not processed. The factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory name withheld	Individual Worker(s)	12-Apr-20	Non-OSH	<p>The Complainant(s) alleged non-payment of due wages for March 2020.</p> <p>The proposed remedy of the Complainant(s) was for workers to be paid their due wages for March 2020.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties because the Complainant(s) informed the Accord that Factory Management had paid the workers their due earned wages using Bkash.	1

Interfab Shirt Mfg Co Ltd	Individual Worker(s)	12-Apr-20	Non-OSH	<p>The Complainant(s) alleged Factory Management retrenched 700 workers whose service at the factory was less than one year, during the government-declared public holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to reinstate the 700 workers and allow them to continue their employment during and after the government-declared public holiday. If the workers were not reinstated, then the proposed remedy was to provide the 700 workers with financial compensation.</p>	The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	9-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged 35-40 workers being forced to resign due to the fall in orders resulting from Covid-19. The Complainant(s) further alleged non-payment of workers' due separation from employment entitlements.</p> <p>The proposed remedy of the Complainant(s) was to receive their due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties because the Complainant(s) withdrew the complaint informing the Accord that Factory Management had agreed to pay the workers their due separation benefits and collected the workers' Bkash numbers accordingly.	1
Factory name withheld	Individual Worker(s)	8-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant(s) raised concerns over the risk to workers' health resulting from potential exposure to Covid-19 in the factory.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to address the risk of workers contracting Covid-19 by temporarily closing the factory.</p>	The Complainant withdrew the complaint informing the Accord that Factory Management had temporarily closed the factory in order to prevent the spread of Covid-19.	1

Aboni Knitwear	Individual Worker(s)	8-Apr-20	Resolved	<p>The Complainant(s) alleged an estimated 350-400 workers whose service at the factory was less than one year were retrenched, despite announcements made by the Government of Bangladesh that workers should not be retrenched during the government-declared public holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainants was for Factory Management to reinstate the retrenched workers and allow them to continue their employment during the government-declared public holiday to combat Covid-19, and once the Covid-19-related crisis improves.</p>	<p>Factory Management informed the Accord that they had decided not to retrench any workers on humanitarian grounds. The Complainant(s) confirmed that the retrenched workers had been reinstated to their previous positions at the factory.</p>	1
Cassiopea Sweaters Ltd	Individual Worker(s)	8-Apr-20	Non-OSH	<p>The Complainant(s) alleged Factory Management deducted 4 days' wages and attendance bonus after the factory closed for 4 days in March 2020, in line with the government-declared public holiday to prevent transmission of Covid-19.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to pay workers their full wages throughout the government-declared public holiday in March and April 2020, until factory production resumes.</p>	<p>Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.</p>	1

Interfab Shirt Mfg Co Ltd	Individual Worker(s)	8-Apr-20	Not processed	<p>The Complainant(s) alleged Factory Management retrenched 700 workers whose service at the factory was less than one year, during the government-declared public holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to reinstate the 700 workers and allow them to continue their employment during and after the government-declared public holiday. If the workers are not reinstated, then the proposed remedy was to provide the 700 workers with financial compensation.</p>	The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	6-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged Factory Management compiled a list of workers to be terminated because they were absent from work during the government-declared public holiday to combat Covid-19. The Complainant(s) also reported workers conducting a protest at the factory over unpaid workers.</p>	The Complainant withdrew the complaint informing the Accord that workers had been paid and not been terminated. The factory was to remain closed until 25 April 2020.	1
Factory name withheld	Individual Worker(s)	6-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant(s) raised concerns over the risk to workers' health resulting from potential exposure to Covid-19 after Factory Management decided to continue production from 6 April 2020, despite the Government's decision to extend the public holiday to control the Covid-19 outbreak. The Complainant(s) further alleged non-payment of their due earnings for days worked in March 2020.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to address the risk of workers contracting Covid-19 by temporarily closing the factory, and to pay the workers their due earnings for days worked in March 2020.</p>	The Complainant withdrew the complaint informing the Accord that Factory Management had temporarily closed the factory and paid the workers their due earnings.	1

Factory name withheld	Individual Worker(s)	6-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant(s) raised concerns over the risk to workers' health resulting from potential exposure to Covid-19 after Factory Management decided to continue production, despite the Government's decision to extend the public holiday to control the Covid-19 outbreak.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to temporarily close the factory.</p>	The Complainant withdrew the complaint informing the Accord that Factory Management had temporarily closed the factory in order to prevent the spread of Covid-19.	1
Factory name withheld	Individual Worker(s)	6-Apr-20	Withdrawn	<p>The Complainant(s) alleged delayed payment of due wages and Factory Management and industrial police using physical force against protesting workers. The Complainant (s) also alleged two workers being killed by a truck as they tried to avoid tear gas shells being thrown at protesting workers.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to immediately pay the workers their due wages.</p>	The Complainant withdrew the complaint informing the Accord that workers were paid their due wages and that the factory would be temporarily closed until 25 April 2020. The Accord investigated the allegations related to the death of two workers and found that the deceased were not employees of the factory.	1
Interfab Shirt Mfg Co Ltd	Individual Worker(s)	6-Apr-20	Non-OSH	<p>The Complainant(s) alleged Factory Management retrenched 700 workers whose service at the factory was less than one year, during the government-declared public holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to reinstate the 700 workers and allow them to continue their employment during and after the government-declared public holiday. If the workers were not reinstated, then the proposed remedy was to provide the 700 workers with financial compensation.</p>	The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Denim Asia Limited	Individual Worker(s)	6-Apr-20	Non-OSH	<p>The Complainant(s) alleged that due to a fall in orders caused by Covid-19, Factory Management retrenched a large number of newly-joined workers during the government-declared public holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to immediately reinstate the retrenched workers and allow them to continue their employment throughout the government-declared public holiday, and once the Covid-19-related health crisis improves.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	5-Apr-20	Resolved outside Accord complaints mechanism	The Complainant(s) alleged large numbers of workers being retrenched by Factory Management during the Government-declared public holiday to combat Covid-19.	The Complainant withdrew the complaint informing the Accord that workers had not been retrenched and that the factory would be temporarily closed until 25 April 2020.	1
Factory name withheld	Individual Worker(s)	5-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged workers being required to work during the public holiday period declared by the Government of Bangladesh to combat COVID-19, raising concerns over the risk to workers' health resulting from potential exposure to Covid-19.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to temporarily close the factory, in accordance with the Government's instruction to close public and private offices.</p>	The Complainant(s) became unreachable. The Accord confirmed with representatives of the Safety Committee that the factory would be temporarily closed until 14 April 2020.	1

Factory name withheld	Individual Worker(s)	5-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant(s) raised concerns over the risk to workers' health resulting from potential exposure to Covid-19 after Factory Management decided to continue production despite the Government's decision to extend the public holiday to combat Covid-19 outbreak.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to address the risk of workers contracting Covid-19 by temporarily closing the factory.</p>	The Complainant(s) became unreachable. The Accord confirmed with representatives of the Safety Committee that the factory would be temporarily closed until 14 April 2020.	1
Factory name withheld	Individual Worker(s)	5-Apr-20	Not processed	<p>The Complainant(s) raised concerns over the risk to workers' health resulting from potential exposure to Covid-19 after Factory Management decided to continue production, despite the Government's decision to extend the public holiday to help combat Covid-19.</p> <p>The Complainant(s) further alleged non-payment of due maternity entitlements.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to temporarily close the factory.</p>	The Complainant(s) informed the Accord that the factory temporarily closed and subsequently became disengaged/unreachable. The Accord did not process the allegations related to non-payment of maternity entitlements because the Complainant(s) did not provide any further information.	1
Factory name withheld	Individual Worker(s)	5-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant(s) raised concerns over the risk to workers' health resulting from potential exposure to Covid-19 after Factory Management decided to continue production, despite the Government's decision to extend the public holiday to control Covid-19 outbreak.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to address the risk of workers contracting Covid-19 by temporarily closing the factory.</p>	Not processed by the Accord. The Accord received information that Factory Management had temporarily closed the factory in order to prevent the spread of Covid-19.	1

Factory name withheld	Individual Worker(s)	5-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant(s) raised concerns over the risk to workers' health resulting from potential exposure to Covid-19 after Factory Management re-opened the factory, despite the Government's decision to extend the public holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to address the risk of workers contracting Covid-19 by temporarily closing the factory.</p>	Not processed by the Accord. The Accord received information that Factory Management closed the factory in order to prevent the spread of Covid-19.	1
Factory name withheld	Individual Worker(s)	5-Apr-20	Withdrawn	<p>The Complainant(s) alleged a lack of adequate measures to prevent the spread of Covid-19 in the factory and to protect workers' health. The Complainant(s) reported hand sanitizer only being available when workers entered the factory and there being no practice of social distancing.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to address the risk of workers contracting Covid-19 by temporarily closing the factory, in accordance with the Government's instruction to close public and private offices.</p>	The Complainant(s) withdrew the complaint informing the Accord that workers have been laid off indefinitely from 7 April 2020.	1

Factory name withheld	Individual Worker(s)	1-Apr-20	Resolved outside Accord complaints mechanism	<p>The Complainant(s) raised concerns over the risk to workers' health resulting from potential exposure to Covid-19 after Factory Management decided to continue production, despite the Government's decision to extend the public holiday to combat Covid-19. The Complainant(s) reported workers from the Sewing and Finishing sections being afraid to go to work after being instructed to report to the factory.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to address the risk of workers contracting Covid-19 by temporarily closing the factory.</p>	The Complainant(s) withdrew the complaint informing the Accord that Factory Management had temporarily closed the factory.	2
Factory name withheld	Individual Worker(s)	31 March 2020	Non-OSH	<p>The Complainant(s) alleged 1400 workers being terminated from their employment without prior notice after Factory Management closed a production line. The Complainant(s) further alleged that the workers were only paid 1 month's wages.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to allow workers to continue their employment at the factory and to pay them their Eid bonus.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the request of the Complainant(s).	1
Factory name withheld	Individual Worker(s)	30 March 2020	Non-OSH	<p>The Complainant(s) reported that they were fearful of losing their jobs after their ID cards were allegedly confiscated and the factory temporarily closed during the Government-declared public holiday to control COVID-19.</p> <p>The proposed remedy of the Complainant(s) was for workers to be able to continue their employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties because the Complainant(s) withdrew the complaint informing the Accord that Factory Management had returned their ID cards and instructed workers to report to the factory when it reopens.	1

Factory name withheld	Individual Worker(s)	30 March 2020	Non-OSH	<p>The Complainant(s) alleged workers being required to work during the public holiday period declared by the Government of Bangladesh to combat Covid-19.</p> <p>The Complainant(s) further alleged Factory Management terminating/retrenching workers without providing notice or due separation from employment benefits.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to temporarily close the factory, in accordance with the Government's instruction to close public and private offices.</p>	<p>The Complainant(s) withdrew the complaint informing the Accord that the issues had been resolved. According to the Complainant(s) the factory was closed from 1-4 April 2020 but re-opened on 5 April 2020, whereupon the police instructed Factory Management to close the factory again, in accordance with the Government decision, and not to retrench workers during this period. Workers were paid their March 2020 wages on 12 April 2020.</p>	1
Factory name withheld	Individual Worker(s)	30 March 2020	Resolved outside Accord complaints mechanism	<p>The Complainant(s) raised concerns over the adequacy of the measures taken to prevent the spread of Covid-19 after Factory Management allegedly informed workers that the risks to health posed by Covid-19 were similar to those of a common cold.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to address the risk of workers contracting Covid-19 by temporarily closing the factory, in accordance with the Government's instruction to close public and private offices.</p>	<p>The Complainant withdrew the complaint informing the Accord that Factory Management had temporarily closed the factory in order to prevent the spread of Covid-19.</p>	1

Crown Wears (Pvt.) Ltd.	Individual Worker(s)	29 March 2020	Non-OSH	<p>The Complainant(s) alleged workers being required to work during the public holiday period declared by the Government of Bangladesh to control the COVID-19 outbreak. The Complainant(s) also reported workers being informed that the days would be deducted from their attendance record if they refused to go to work.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to temporarily close the factory, in accordance with the Government's instruction to public and private offices.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Denim Asia Limited	Individual Worker(s)	29 March 2020	Non-OSH	<p>The Complainant(s) alleged large numbers of workers being terminated without prior notice due to the fall in orders resulting from COVID-19. The Complainant(s) further alleged non-payment of the workers' due separation from employment entitlements.</p> <p>The proposed remedy of the Complainant(s) was to stop terminating workers, temporarily close the factory, and allow workers to continue their employment after the current COVID-19 crisis improves.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	29 March 2020	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged workers being required to work during the public holiday period declared by the Government of Bangladesh to control the COVID-19 outbreak.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to temporarily close the factory, in accordance with the Government's instruction to close public and private offices.</p>	The Complainant(s) became unreachable. The Accord confirmed with representatives of the Safety Committee that the factory would be temporarily closed until 20 April 2020.	1

SQ Celsius Limited	Individual Worker(s)	29 March 2020	Non-OSH	<p>The Complainant(s) alleged workers being laid off and, accordingly, paid significantly reduced wages during the Government-declared public holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management not to lay off the workers of the Knitting Section and to pay these workers their full wages throughout the Government-declared public holiday, until factory production resumes.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Pentagon Knit Com Ltd & Global Apparel Park Limited	Individual Worker(s)	29 March 2020	Not processed	<p>The Complainant(s) alleged 250-300 newly joined workers being retrenched despite the announcement made by the Government of Bangladesh that workers should not be terminated during the government-declared public holiday to combat Covid-19.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to declare a period of leave and allow workers to continue their employment during the government-declared public holiday to combat Covid-19 and once the COVID-19-related health crisis improves.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
CLIFTON TEXTILES & APPARELS LTD	Individual Worker(s)	25 March 2020	Non-OSH	<p>The Complainant(s) alleged Factory Management deducting the number of days the factory was temporarily closed during the government-declared public holiday to control COVID-19 from workers' earned leave entitlements.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management not to deduct the days of factory closure from the earned leave of workers.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Factory name withheld	Individual Worker(s)	25 March 2020	Non-OSH	<p>The Complainant(s) alleged inadequate measures being taken to prevent the spread of Covid-19 in the factory and to protect workers' health.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to address the risk of workers contracting Covid-19 by temporarily closing the factory.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties because the Complainant withdrew the complaint informing the Accord that Factory Management had temporarily closed the factory.	1
Factory name withheld	Individual Worker(s)	25 March 2020	Resolved outside Accord complaints mechanism	<p>The Complainant(s) raised concerns over the risk to workers' health resulting from potential exposure to Covid-19 in the factory. The Complainant(s) also underlined the difficulty for workers in travelling to the factory because the Government had suspended public transport.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to address the risk of workers contracting Covid-19 by temporarily closing the factory.</p>	The Complainant withdrew the complaint informing the Accord that Factory Management had temporarily closed the factory in order to prevent the spread of Covid-19.	1
Factory name withheld	Individual Worker(s)	25 March 2020	Non-OSH	<p>The Complainant(s) alleged workers being given only 3 days of the 10-day holiday period announced by the Government of Bangladesh in order to control the COVID-19 outbreak. The Complainant(s) reported that factory managers had been given 10 days of leave.</p> <p>The proposed remedy of the Complainant(s) was for workers to be given the full 10-day holiday.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties because the Complainant withdrew the complaint informing the Accord that workers had been given the full 10 days of leave.	1

Factory name withheld	Individual Worker(s)	25 March 2020	Resolved outside Accord complaints mechanism	<p>The Complainant alleged non-payment of due separation from employment entitlements after s/he resigned from his/her employment due to an excessive workload and being assigned unattainable targets. The Complainant further alleged workers were verbally abused if they made requests for leave.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due separation from employment entitlements.</p>	The Complainant withdrew the complaint informing the Accord that Factory Management had paid his/her due separation from employment entitlements.	1
Factory name withheld	Individual Worker(s)	25 March 2020	Resolved outside Accord complaints mechanism	<p>The Complainant(s) raised concerns over the risk to workers' health resulting from potential exposure to Covid-19 in the factory.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to address the risk of workers contracting Covid-19 by temporarily closing the factory.</p>	The Complainant withdrew the complaint informing the Accord that Factory Management had temporarily closed the factory in order to prevent the spread of Covid-19.	1
Factory name withheld	Individual Worker(s)	25 March 2020	Withdrawn	The Complainant(s) alleged Factory Management terminating newly joined workers because of the Covid-19 health crisis instead of temporarily closing the factory and declaring a general holiday, in line with the Government's instruction.	Not processed by the Accord because the Complainant withdrew the complaint informing the Accord that the factory had temporarily closed.	1
Factory name withheld	Individual Worker(s)	25 March 2020	Withdrawn	<p>The Complainant(s) raised concerns over the risk to workers' health resulting from potential exposure to Covid-19 in the factory.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to address the risk of workers contracting Covid-19 by temporarily closing the factory.</p>	The Complainant withdrew the complaint informing the Accord that Factory Management had temporarily closed the factory in order to prevent the spread of Covid-19.	1

Globus Garments Ltd.	Individual Worker(s)	24 March 2020	Non-OSH	<p>The Complainant alleged non-payment of due earnings and other separation from employment entitlements after resigning from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due earnings and other separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
N.A.Z Bangladesh Ltd.	Individual Worker(s)	24 March 2020	Non-OSH	<p>The Complainant(s) alleged an estimated 100 workers being forced to resign from their employment.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to allow the 100 workers to continue their employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	24 March 2020	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after being terminated from his/her employment without prior notice or explanation.</p> <p>The Complainant's proposed remedy was to receive his/her due separation from employment entitlements.</p>	The Complainant withdrew the complaint informing the Accord that Factory Management had paid workers their due separation from employment entitlements.	1
Factory Name Withheld	Individual Worker(s)	23 March 2020	Non-OSH	<p>The Complainant alleged non-payment of due wages and other separation from employment entitlements after being instructed to resign from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay his/her due wages and other separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the Complainant's request.	1

Diganta Sweaters Ltd	Individual Worker(s)	23 March 2020	Non-OSH	<p>The Complainant alleged 26 supervisors being forced to resign due to the cancellation of orders caused by Covid-19. The Complainant further alleged non-payment of due earnings and other separation from employment entitlements.</p> <p>The Complainant additionally alleged Factory Management issuing show cause notices to other workers for being absent from work without authorisation when Factory Management itself had caused their absence by preventing the workers from entering the factory.</p> <p>The Complainant's proposed remedy was for Factory Management to reinstate the 26 supervisors to their employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
DONGLIAN FASHION (BD) LTD	Individual Worker(s)	23 March 2020	Non-OSH	<p>The Complainant(s) alleged a large number of workers being terminated from their employment because of the fall in orders resulting from COVID-19. The Complainant(s) reported that these workers had been employed at the factory for less than one year. The Complainant(s) further alleged non-payment of the workers's due separation from employment entitlements.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to stop terminating workers and allow the workers to continue their employment after the Covid-19-related crisis improves.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	23 March 2020	Non-OSH	The Complainant(s) alleged Factory Management terminating large number of workers without prior notice. The Complainant(s) further alleged non-payment of due separation from employment benefits.	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties because the Complainant withdrew the complaint informing the Accord that Factory Management had stopped terminating the workers.	1

Factory name withheld	Individual Worker(s)	23 March 2020	Non-OSH	<p>The Complainant alleged being terminated from employment for being absent from work without authorisation.</p> <p>The proposed remedy of the Complainant was to be reinstated to his/her employment or to receive his/her due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties as the Complainant received his/her due separation from employment entitlements.	1
Factory Name Withheld	Individual Worker(s)	22 March 2020	Non-OSH	<p>The Complainant alleged being forced to resign from his/her employment for being involved in an argument with a co-worker.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at Complainant's request because the Complainant was reinstated to his/her position in the factory.	1
ISLAM GARMENTS LIMITED (UNIT-2)	Individual Worker(s)	22 March 2020	Non-OSH	<p>The Complainant alleged non-payment of due wages and other separation from employment entitlements after being terminated from his/her employment for being absent from work without prior authorisation.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due wages and other separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	22 March 2020	Non-OSH	<p>The Complainant(s) alleged 400 workers being terminated from their employment because of the fall in orders resulting from the Covid-19 crisis. The Complainant(s) further alleged non-payment of due earnings and other separation from employment entitlements.</p> <p>The proposed remedy of the Complainant(s) was for the workers to be immediately paid their due earnings and other separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the request of the Complainant(s) because workers were reportedly paid part of their due payments and most of the workers had left for their village.	1

SQ Celsius Limited	Individual Worker(s)	19 March 2020	Non-OSH	<p>The Complainant alleged being unfairly disciplined for taking casual leave, which s/he claimed was authorised, and subsequently not being informed about his/her employment status.</p> <p>The Complainant's proposed remedy was to continue his/her employment at the factory or to immediately be paid his/her due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
TUNIC APPARELS LTD	Individual Worker(s)	19 March 2020	Resolved	<p>The Complainant(s) alleged that in 2020, female workers who returned to work at the end of their maternity leave were not paid the second instalment of their due maternity benefit.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to immediately pay the workers the second instalment of their due maternity benefits.</p>	The Accord was satisfied Factory Management paid the female workers the second instalment of their due maternity benefits.	1
Factory name withheld	Individual Worker(s)	18 March 2020	Non-OSH	<p>The Complainant(s) alleged experienced workers being terminated arbitrarily by a named factory manager. The Complainant(s) further alleged these workers not being paid their due separation from employment entitlements.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to take steps to stop workers being terminated arbitrarily and to ensure their job security.</p>	Non-OSH complaint. Not processed by the Accord. The Complainant withdrew the complaint, informing the Accord that workers were no longer being terminated arbitrarily because the named factory manager had stopped working at the factory.	1
Orient Allure Knitwear	Individual Worker(s)	16 March 2020	Non-OSH	The Complainant alleged non-payment of due service benefits after being terminated from his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Factory Name Withheld	Individual Worker(s)	15 March 2020	Non-OSH	<p>The Complainant alleged being forced to resign from his/her employment without prior notice or explanation.</p> <p>The Complainant's proposed remedy was to be reinstated to his/her previous position at the factory.</p>	Not processed by the Accord. Not forwarded to parties at the Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	15 March 2020	Resolved outside Accord complaints mechanism	<p>The Complainant alleged non-payment of due earnings after being terminated from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay his/her due earnings.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the Complainant's request because Factory Management paid the Complainant's due earnings.	1
Basundhara Garments Ltd.	Individual Worker(s)	15 March 2020	Resolved	<p>The Complainant alleged non-payment of the first installment of her maternity benefit entitlements.</p> <p>The proposed remedy of the Complainant was to immediately be paid the first installment of her due maternity benefit entitlements.</p>	The Accord confirmed with the Complainant that Factory Management had paid the first installment of her maternity benefit entitlements.	1
Factory Name Withheld	Individual Worker(s)	11 March 2020	Non-OSH	<p>The Complainant(s) alleged non-payment of the overtime allowance.</p> <p>The proposed remedy of the Complainant(s) was for workers to be paid overtime at the required legal premium rate.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties because the Complainant(s) withdrew the complaint being no longer employed at the factory.	1
Factory name withheld	Individual Worker(s)	11 March 2020	Withdrawn	<p>The Complainant alleged being terminated after s/he was absent from work because s/he was sick and his/her request for sick leave was denied.</p> <p>The Complainant's proposed remedy was to immediately be reinstated to his/her previous position at the factory.</p>	Not processed by the Accord. The Complainant withdrew the complaint informing the Accord that s/he had been reinstated to his/her position at the factory and considered the matter resolved.	1

RAIYAN KNIT COMPOSITE LTD	Individual Worker(s)	10 March 2020	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after being terminated from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay his/her due separation from employment entitlements, in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	10 March 2020	Resolved outside Accord complaints mechanism	<p>The Complainant alleged workers being routinely physically abused by a named factory Supervisor.</p> <p>The Complainant further alleged s/he was demoted after submitting a complaint to the factory's grievance mechanism about the conduct of the named factory Supervisor. According to the Complainant, Factory Management took no action against the named factory Supervisor even though its investigation found evidence of the abuse.</p> <p>The Complainant reported that s/he subsequently left the factory.</p> <p>The Complainant's proposed remedy was to receive justice and for Factory Management to take appropriate corrective action to stop the abusive conduct of the named factory Supervisor.</p>	The Complainant withdrew the complaint informing the Accord that the issue had been resolved. Factory Management had apologised to the Complainant, who was continuing in his/her previous position at the factory.	1

Factory name withheld	Individual Worker(s)	9 March 2020	Disengaged	<p>The Complainant(s) alleged workers being routinely verbally and physically abused by a named factory supervisor. The Complainant(s) further alleged Factory Management failed to take action after workers filed a complaint, but reportedly instructed the workers filing the complaint to resign.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to take immediate investigative and corrective action to avoid future occurrences and remedy the abusive behaviour, including by terminating the named factory supervisor.</p>	Not processed by the Accord. The Complainant(s) became disengaged / unreachable after submitting the complaint to the Accord. However, the same allegations were made in two other complaints, which were processed by the Accord.	1
Comfit Composite Knit Ltd.(Unit-3)	Individual Worker(s)	8 March 2020	Non-OSH	<p>The Complainant alleged not being assigned work and being instructed to leave the factory for being absent from work without authorisation due to the birth of his/her child, after his/her request for sick leave was denied. The Complainant further claimed that Factory Management's severe response was retaliation for his/her active role as Co-chair of the factory Participation Committee.</p> <p>The Complainant's proposed remedy was to be reinstated to his/her previous position at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Global Outerwear Ltd.	Individual Worker(s)	8 March 2020	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements, after resigning from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was to be immediately paid his/her due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories..	1

Factory Name Withheld	Individual Worker(s)	4 March 2020	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged workers being forced to perform excessive work hours and overtime and not being paid the overtime allowance for those extra hours worked.</p> <p>The proposed remedy of the Complainant(s) was for overtime to be strictly voluntary and all overtime hours worked to be paid at the required legal premium rate.</p>	The Complainant(s) withdrew the complaint informing the Accord that workers were no longer being forced to perform excessive hours and overtime.	1
Factory Name Withheld	Individual Worker(s)	4 March 2020	Non-OSH	The Complainant initially alleged being terminated from his/her employment for refusing to transfer to a section of which s/he had no prior experience. Later, the Complainant reported working in that section, but being constantly requested to resign by the Production Manager.	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the Complainant's request.	1
MATRIX SWEATERS LIMITED	Individual Worker(s)	3 March 2020	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after being terminated from his/her employment at the factory. The Complainant reported being employed at the factory for 12 years.</p> <p>The Complainant's proposed remedy was that Factory Management immediately pay his/her due separation from employment benefits in accordance with the labour law and duration of employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Familytex (BD) Ltd	Individual Worker(s)	2 March 2020	Non-OSH	<p>The Complainant alleged non-payment of due provident fund and other separation from employment entitlements after resigning from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due provident fund and other separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Familytex (BD) Ltd	Individual Worker(s)	27 February 2020	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after resigning from his/her employment at the factory. The Complainant reported that s/he had worked at the factory for five years.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
FAKIR KNITWEARS LTD.	Individual Worker(s)	25 February 2020	Non-OSH	<p>The Complainant alleged being unfairly dismissed from his/her employment at the factory for falling asleep at work, which the Complainant denied. The Complainant reported that s/he had worked at the factory for 9 years.</p> <p>The Complainant's proposed remedy was to be reinstated to his/her previous position or immediately be paid his/her due separation from employment entitlements, in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Nafa Apparels Ltd. (Former Palmal Knitwear Factory Ltd)	Individual Worker(s)	25 February 2020	Non-OSH	<p>The Complainant alleged partial payment of his/her due separation from employment entitlements after being terminated from employment for being absent from work without prior authorisation, reportedly because s/he was sick.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay the remainder of his/her due earned wages, overtime payment and tiffin allowance.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Factory name withheld	Individual Worker(s)	25 February 2020	Disengaged	<p>The Complainant alleged being terminated from his/her employment for being absent from work on sick leave. The Complainant further alleged non-payment of due wages.</p> <p>The Complainant's proposed remedy was to be immediately paid his/her due wages.</p>	Not processed by the Accord because the Complainant disengaged from the complaint process.	1
Columbia Garments Ltd.	Individual Worker(s)	24 February 2020	Non-OSH	<p>The Complainant alleged non-payment of due earnings and other due separation from employment entitlements, after resigning from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was to be immediately paid his/her due earnings and other separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	23 February 2020	Non-OSH	<p>The Complainant alleged non-payment of his/her due separation from employment entitlements after resigning from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was to receive his/her due separation from employment entitlements.</p>	Not processed by the Accord. Not forwarded to the parties because the Complainant confirmed that Factory Management paid his/her due separation from employment entitlements.	1
Factory name withheld	Individual Worker(s)	23 February 2020	Resolved outside Accord complaints mechanism	<p>The Complainant alleged being forced to resign and not paid due separation from employment entitlements after s/he complained about being threatened, bullied and accused of organising workers.</p> <p>The proposed remedy of the Complainant was to be paid his/her due separation from employment entitlements.</p>	The Complainant withdrew the complaint, informing the Accord that Factory Management paid his/her due separation from employment entitlements.	1

Factory name withheld	Individual Worker(s)	23 February 2020	Not processed	<p>The Complainant alleged being forced to resign after s/he was absent from work on sick leave.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay his/her due separation from employment benefits.</p>	The Accord was unable to process the complaint because the Complainant became disengaged /unreachable.	1
Dird Composite Textiles Ltd.	Individual Worker(s)	23 February 2020	Non-OSH	<p>The Complainant alleged non-payment of due due separation from employment entitlements after s/he resigned from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay his/her due separation from employment entitlements, based on the period of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	20 February 2020	Non-OSH	<p>The Complainant alleged late payment of workers' monthly wages.</p> <p>The Complainant's proposed remedy was for workers to be paid their monthly salary in a timely manner.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was not forwarded to Factory Management and relevant parties because the Complainant withdrew the complaint as the workers reached a resolution with Factory Management.	1
Factory name withheld	Individual Worker(s)	19 February 2020	Resolved outside Accord complaints mechanism	<p>The Complainant alleged non-payment of the 1st instalment of her maternity benefit entitlements. The Complainant further alleged Factory Management asked her to resign from her employment after she requested payment.</p> <p>The Complainant's proposed remedy was to immediately be paid the 1st installment of her maternity benefit entitlements and for Factory Management to commit to pay her the 2nd installment when she returns to work after maternity leave.</p>	The Complainant withdrew the complaint informing the Accord that she had received the 1st installment of her maternity benefit entitlements.	1

Factory name withheld	Individual Worker(s)	19 February 2020	Withdrawn	<p>The Complainant(s) alleged workers being forced to work overtime on shifts that finished as late as 11pm or midnight. The Complainant(s) further alleged workers who refuse to work overtime were subject to verbal abuse.</p> <p>The Complainant's proposed remedy was for all overtime to be strictly voluntary and for Factory Management to take appropriate measures to ensure that the workplace was free from verbal abuse and other forms of workplace violence.</p>	The Complainant withdrew the complaint informing the Accord that the issues related to the allegations raised had been resolved.	1
Factory Name Withheld	Individual Worker(s)	18 February 2020	Non-OSH	The Complainant alleged being suspended from his/her employment on the grounds of false allegations of being involved in a workplace altercation. The Complainant alleged false allegations were brought in retaliation for the Complainant's trade union activities.	Not processed. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections remediation. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory name withheld	Individual Worker(s)	18 February 2020	Non-OSH	<p>The Complainant alleged non payment of due earned wages. The Complainant further alleged Factory Management not accepting his/her resignation.</p> <p>The Complainant's proposed remedy was for Factory Management to pay his/her due earned wages and accept his/her resignation.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1

Plummy Fashions Ltd.	Individual Worker(s)	17 February 2020	Non-OSH	<p>The Complainant alleged non-payment of service benefit entitlements after being terminated from his/her employment because a prohibited chemical was found during an audit.</p> <p>The Complainant's proposed remedy was either to continue his/her employment at the factory or to receive service benefits in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	16 February 2020	Non-OSH	<p>The Complainant alleged non-payment of due earnings after resigning from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was for Factory Management to pay his/her due earnings.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the Complainant's request.	1
MILLENNIUM TEXTILES (SOUTHERN) LTD	Individual Worker(s)	16 February 2020	Non-OSH	<p>The Complainant alleged refusal to pay his/her due separation from employment entitlements for over four years of service after s/he was instructed to resign for making a mistake at work. The Complainant reportedly left the factory without signing a letter of resignation.</p> <p>The Complainant's proposed remedy was to be immediately paid his/her due separation from employment entitlements, in accordance with the labour law and the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	13 February 2020	Non-OSH	<p>The Complainant alleged non-payment of his/her full due separation from employment entitlements after resigning from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay the remainder of his/her due separation from employment entitlements.</p>	The Accord was unable to process the complaint because the Complainant became disengaged /unreachable.	1

Factory name withheld	Individual Worker(s)	12 February 2020	Non-OSH	<p>The Complainant alleged 25 workers being forced to resign from their employment. The Complainant further alleged that the 25 workers were not paid their due separation from employment entitlements.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay the 25 workers their due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant withdrew the complaint informing the Accord that the workers were paid their due separation from employment entitlements.	1
Body Fashion (Pvt) Ltd.	Individual Worker(s)	11 February 2020	Non-OSH	<p>The six Complainants alleged non-payment of their due separation from employment entitlements after being terminated from their employment without prior notice or explanation.</p> <p>The proposed remedy of the Complainants was to be reinstated to their previous positions at the factory or immediately be paid their due separation from employment entitlements, in accordance with the duration of their employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	11 February 2020	Not processed	<p>The Complainant alleged twenty workers being retrenched in a manner that was not in accordance with the BLA, which states that in any particular category employers should retrench those workers which were last to have been employed.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately reinstate the twenty workers to their previous positions and pay their lost earnings.</p>	Not processed. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections remediation. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1

Factory Name Withheld	Individual Worker(s)	9 February 2020	Non-OSH	<p>The Complainants alleged workers being relocated to a factory that was not their designated factory. The Complainants further alleged workers being forced to resign from employment and not receiving their due separation from employment entitlements.</p> <p>The proposed remedy of the Complainants was to continue their employment at their designated factory or to be paid their due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord safety and health complaints mechanism. The issue of factory closure is being processed separately under Article 8 of the Accord, which is related to relocation and closure of factories.	1
Sharaf Apparels Ltd	Individual Worker(s)	9 February 2020	Non-OSH	<p>The Complainant alleged non-payment of separation from employment entitlements after being forced to resign from his/her employment for allegedly making mistakes at work. The Complainant further alleged that the PM found mistakes in his/her work in retaliation for the Complainant filing a complaint with senior management against the PM.</p> <p>The Complainant's proposed remedy was for Factory Management to reinstate him/her to his/her previous position at the factory or immediately pay his/her due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	9 February 2020	Non-OSH	<p>The Complainant alleged late disbursement of wages to workers.</p> <p>The Complainant further alleged that workers are not provided with tiffen when they were working overtime.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1

Factory name withheld	Individual Worker(s)	9 February 2020	Not processed	<p>The Complainant alleged non-payment of due separation from employment entitlements after being terminated from his/her employment for being absent from work without prior authorisation because s/he was sick.</p> <p>The Complainant's proposed remedy was to be paid his/her due separation from employment entitlements.</p>	The Complainant withdrew the complaint informing the Accord that s/he was pursuing the matter through the Labour Court.	1
Factory name withheld	Individual Worker(s)	9 February 2020	Resolved outside Accord complaints mechanism	<p>The Complainant alleged workers being routinely verbally abused by a named factory Supervisor.</p> <p>The Complainant's proposed remedy was for Factory Management to take adequate steps to address and prevent the abusive behaviour of the Supervisor.</p>	The Complainant withdrew the complaint informing the Accord that Factory Management had taken adequate measures to address the abusive behaviour of the Supervisor and that s/he considered the matter to be resolved.	1
Factory Name Withheld	Individual Worker(s)	6 February 2020	Non-OSH	<p>The Complainant alleged being suspended for taking an unauthorised break at work.</p> <p>The proposed remedy of the Complainant was to continue his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant withdrew the complaint, informing the Accord that s/he had resigned from his/her employment and received his/her due separation from employment entitlements.	1
Factory name withheld	Individual Worker(s)	4 February 2020	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged workers being forced to work overtime by a factory Supervisor. The Complainant (s) further alleged the Supervisor retaliated against workers who refused to work overtime.</p> <p>The proposed remedy of the Complainant(s) was for overtime to be strictly voluntary.</p>	The Complainant(s) withdrew the complaint informing the Accord that workers were no longer being forced to work overtime.	1
Factory name withheld	Individual Worker(s)	4 February 2020	Non-OSH	<p>The Complainant alleged being forced to take leave and being paid only half of his/her basic wages.</p> <p>The proposed remedy of the Complainant was to be able to continue his/her employment at the factory on full pay.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties because the Complainant withdrew the complaint, informing the Accord that s/he no longer wanted to continue his/her employment at the factory.	1

Factory name withheld	Individual Worker(s)	3 February 2020	Not processed	<p>The Complainant (s) alleged workers being routinely verbally abused and female workers being sexually harassed by a named factory manager.</p> <p>The Complainant(s) further alleged Factory Management retaliating against workers who submitted complaints about the behaviour of the named factory manager.</p>	Not processed by the Accord because the Complainant was unreachable on the number provided at the time of submitting the complaint.	1
Dekko Designs Ltd	Individual Worker(s)	2 February 2020	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after being dismissed for falling asleep at work.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due separation from employment entitlements, based on the period of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
PANDORA FASHION LTD	Individual Worker(s)	29 January 2020	Non-OSH	<p>The Complainant alleged being suspended from his/her employment without pay for making a mistake at work and not receiving an update on the status of his/her employment for a period of nearly six months.</p> <p>The Complainant's proposed remedy was to continue his/her employment at the factory or be paid his/her due earned wages and other separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	28 January 2020	Non-OSH	<p>The Complainant alleged being forced to resign after s/he made a mistake at work.</p>	Not processed by the Accord. The Complainant withdrew the complaint, informing the Accord that s/he had been allowed to continue working at the factory.	1
Factory name withheld	Individual Worker(s)	28 January 2020	Non-OSH	<p>The Complainant alleged being instructed to stop reporting for work after s/he refused to resign for making a mistake at work.</p> <p>The Complainant's proposed remedy was to continue his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties because the Complainant withdrew the complaint, informing the Accord that s/he had decided to resign.	1

Factory Name Withheld	Individual Worker(s)	27 January 2020	Unresolved	<p>The Complainant(s) alleged workers being routinely verbally and physically abused by named factory supervisors. The Complainant(s) further alleged Factory Management failed to take action after workers filed a complaint, but reportedly instructed the workers filing the complaint to resign.</p>	<p>The Complainant(s) withdrew the complainant informing the Accord that they were among the many workers terminated from their employment at the factory due to the cancellation of orders resulting from the Coronavirus.</p>	1
Factory name withheld	Individual Worker(s)	26 January 2020	Withdrawn	<p>The Complainant alleged workers facing excessive work pressure resulting from an inadequate number of helpers at the factory. The Complainant further alleged workers being forced to work on the Friday holiday.</p> <p>The Complainant's proposed remedy was for Factory Management to ensure an adequate number of helpers to reduce the excessive work pressure and for all overtime, including on the Friday holiday, to be strictly voluntary.</p>	<p>The Complainant withdrew the complaint informing the Accord that s/he had decided not to proceed further with the complaint. A member of the factory Safety Committee reported that there was no excessive work pressure at the factory and that Factory Management informs workers that Friday work is voluntary when making requests for workers to work the Friday holiday.</p>	1
Factory Name Withheld	Individual Worker(s)	23 January 2020	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged workers being assigned unattainable production targets and being subjected to verbal abuse for failing to meet those targets. The Complainant(s) also alleged workers' requests for casual leave being routinely denied.</p> <p>The proposed remedy of the Complainant(s) was that Factory Management reduce the workload and approve workers' legitimate requests for casual leave.</p>	<p>The Complainant(s) withdrew the complaint informing the Accord that the issues raised in the complaint had been resolved as a result of a decline in orders.</p>	1

N.A.Z Bangladesh Ltd.	Individual Worker(s)	23 January 2020	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after being forced to resign for being absent from work without prior authorisation.</p> <p>The Complainant's proposed remedy was that Factory Management immediately pay his/her due separation from employment benefits in accordance with the labour law and duration of employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Sepal Garments Ltd	Individual Worker(s)	22 January 2020	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after being terminated from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was to be reinstated or immediately paid his/her due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	21 January 2020	Non-OSH	<p>The Complainant alleged workers being forced to pay bribes to a named factory supervisor and the supervisor retaliating against those workers who do not pay him/her bribes.</p> <p>The Complainant's proposed remedy was for Factory Management to take disciplinary action against the named factory supervisor.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1

MUAZUDDIN TEXTILE LTD	Individual Worker(s)	21 January 2020	Non-OSH	<p>The Complainant non-payment of separation from employment benefits to 23 workers who were terminated from their employment for being absent from work without prior authorisation.</p> <p>The Complainant's proposed remedy was that Factory Management immediately pay the 23 workers their due separation from employment benefits in accordance with the labour law and duration of their employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	21 January 2020	Withdrawn	<p>The Complainant alleged workers being forced to work overtime without receiving any payment for the extra hours worked. The Complainant further alleged that Factory Management avoided paying maternity benefit by forcing female workers who were pregnant to resign and by recruiting female workers who already have two or more children.</p> <p>The Complainant's proposed remedy was for Factory Management to ensure that overtime is strictly voluntary and to provide maternity benefit entitlements to eligible female workers.</p>	The Complainant withdrew the complaint informing the Accord that s/he had decided not to proceed further with the complaint.	1
CUTTING EDGE INDUSTRIES LTD.	Individual Worker(s)	19 January 2020	Non-OSH	<p>The Complainant(s) alleged eighty workers not being paid their full wages over a four months' period. The Complainant(s) further alleged that the workers had not been informed that their monthly wages would be reduced.</p> <p>The proposed remedy of the Complainant(s) was that Factory Management to immediately pay the eighty workers their due earnings and in the future pay workers their full wages.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Fashion Step Ltd.	Individual Worker(s)	16 January 2020	Non-OSH	The Complainant alleged being terminated from his/her employment for being absent from work without prior authorisation.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Mondol Intimates Ltd.	Individual Worker(s)	16 January 2020	Non-OSH	The Complainant alleged non-payment of due service benefit entitlements from the factory. The Complainant's proposed remedy was to be paid his/her service benefit entitlements, in accordance with the duration of his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	16 January 2020	Not processed	The Complainant(s) alleged workers being forced to work at the factory for 15 consecutive days without being allowed to take their weekly Friday holiday. The Complainant's proposed remedy was for overtime to be voluntary and for workers to be allowed to take their weekly Friday holiday.	The Accord was unable to process the complaint because the Complainant became disengaged /unreachable.	1
Factory Name Withheld	Individual Worker(s)	15 January 2020	Non-OSH	The Complainant alleged non-payment of one month's due earnings after being terminated from his/her employment. The Complainant's proposed remedy was to receive his/her due earnings.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant withdrew the complaint informing the Accord that Factory Management had paid his/her due earnings.	1
Tarasima Apparels Limited	Individual Worker(s)	15 January 2020	Resolved	The Complainant(s) alleged that the doors of a tin-shed building, including the emergency exit, are routinely kept locked by Factory Management.	The Accord dispatched a Fire Safety Engineer to conduct an unannounced inspection at the factory. During the inspection, the Accord engineer found prohibited locking features. The prohibited locking features were removed in the presence of the Accord Fire Safety Engineer.	1

Factory Name Withheld	Individual Worker(s)	14 January 2020	Non-OSH	<p>The Complainants alleged workers who had not been willing to transfer following the relocation of their Sections not being paid their due separation from employment entitlements.</p> <p>The proposed remedy of the Complainants was to be be paid their due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The Complainants informed the Accord that they received their due separation from employment entitlements.	4
Masihata Sweaters Ltd	Federation	14 January 2020	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements to 10 workers who had left their employment at the factory in the preceding months.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay the 10 workers their due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	14 January 2020	Resolved outside Accord complaints mechanism	The Complainant alleged workers being forced to perform excessive work hours and mandatory overtime.	Resolved. The Complainant withdrew the complaint because workers were no longer being forced to perform excessive hours and mandatory overtime after Factory Management addressed the issue by introducing a shift system.	1
Factory name withheld	Individual Worker(s)	14 January 2020	Withdrawn	<p>The Complainant alleged workers being routinely forced to work overtime. The Complainant further alleged not being allowed to leave the factory at the end of his/her shift and Factory Management refusing to accept his/her letter of resignation.</p> <p>The Complainant's proposed remedy was for Factory Management to accept his/her resignation letter and immediately pay his/her due separation from employment entitlements.</p>	The Complainant withdrew the complaint informing the Accord that the issues related to his/her allegation had been resolved.	1

Viyellatex Limited	Individual Worker(s)	13 January 2020	Non-OSH	<p>The Complainant alleged being forced to resign for being involved in a workplace argument with a co-worker. The Complainant reported being disabled and concerned about his/her ability to find another job.</p> <p>The Complainant's proposed remedy was to be allowed to continue in his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	13 January 2020	Disengaged	<p>The Complainant(s) alleged being instructed to resign from their employment for being unable to meet what they claimed were excessive and unattainable production targets.</p> <p>The proposed remedy of the Complainant(s) was that Factory Management allow them to continue their employment at the factory.</p>	The Accord was unable to process the complaint because the Complainant(s) became disengaged/unreachable.	1
Saybolt Tex Ltd.	Individual Worker(s)	9 January 2020	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after being terminated from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was that Factory Management immediately pay his/her due separation from employment benefits in accordance with the labour law and the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	9 January 2020	Disengaged	<p>The Complainant alleged being forced to resign for being absent from work without authorisation. The Complainant claimed that s/he was absent on authorised sick leave after falling sick at work.</p> <p>The Complainant's proposed remedy was to be immediately reinstated to his/her position at the factory.</p>	Not processed by the Accord because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1

Factory Name Withheld	Individual Worker(s)	8 January 2020	Not Sustained	<p>The Complainant(s) alleged late payment of December's monthly wages to workers in the Sample Section.</p> <p>The Complainant(s) further alleged that that workers risked being injured by the edges of the machines because their workspaces were too narrow.</p>	<p>The Complainant withdrew the complaint informing the Accord that s/he had decided not to proceed further with the complaint.</p> <p>A member of the factory Safety Committee reported that workers are paid in full by the 5th day of every month. S/he also reported that workspaces in the Sample Section were sufficiently wide and that there was no safety risk to the workers.</p>	1
Factory Name Withheld	Individual Worker(s)	8 January 2020	Non-OSH	The Complainant alleged non-payment of due earnings, leave encashment and other separation from employment entitlements after resigning from his/her employment at the factory. The Complainant further alleged being instructed to wait six months for information on the status of these payments.	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	8 January 2020	Resolved outside Accord complaints mechanism	<p>The Complainant alleged resigning from his/her employment after being physically pushed by his/her supervisor and not being paid his/her due separation from employment entitlements.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay his/her due separation from employment entitlements.</p>	Not processed by the Accord. The Complainant withdrew the complaint informing the Accord that Factory Management had paid his/her due separation from employment entitlements.	1
Factory name withheld	Individual Worker(s)	8 January 2020	Not processed	<p>The Complainant(s) alleged female workers being physically abused by their In-Charge for making mistakes at work.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to take immediate investigative and corrective action to stop the abusive behaviour.</p>	Not processed because the Accord was unable to make contact with the Complainant(s).	1

MM Knit Wear	Individual Worker(s)	8 January 2020	Non-OSH	<p>The Complainant alleged being no longer assigned work and instructed to leave the factory after an argument with a Supervisor. The Complainant further alleged non-payment of due separation from employment entitlements.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay his/her due separation from employment benefits in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories. In July 2020, Factory Management reported to the RSC that the Complainant had been paid.	1
PANDORA FASHION LTD	Individual Worker(s)	7 January 2020	Non-OSH	<p>The Complainants alleged non-payment of due separation from employment entitlements after 16 workers from the Security Section were terminated from their employment at the factory on 1 January 2020.</p> <p>The proposed remedy of the Complainants was that Factory Management immediately pay the workers their due separation from employment benefits, in accordance with the labour law and the duration of their employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	2
SQ Celsius Limited	Individual Worker(s)	7 January 2020	Non-OSH	<p>The Complainant alleged non-payment of due earnings after being terminated from his/her employment for being absent from work without authorisation for twenty days.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due earnings.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Factory name withheld	Individual Worker(s)	7 January 2020	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged workers being routinely physically and verbally abused by the In-Charge.</p> <p>The Complainant(s) further alleged workers being assigned an excessive workload and being required to work late in order to finish their assigned targets.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to take steps to stop the abusive behaviour of the In-Charge and to ensure that production targets are reasonable and attainable.</p>	The Complainant withdrew the complaint informing the Accord that the issues raised in the complaint had been resolved.	1
Factory name withheld	Individual Worker(s)	7 January 2020	Withdrawn	<p>The Complainant(s) alleged workers being routinely verbally and physically harassed by a named factory supervisor.</p> <p>The proposed remedy of the Complainant(s) was that Factory Management take immediate and appropriate action against the supervisor to ensure a workplace environment that is free from abuse.</p>	The Complainant(s) withdrew the complaint informing the Accord that the issues raised in the complaint had been resolved.	1
Globus Garments Ltd.	Individual Worker(s)	6 January 2020	Not Sustained	<p>The Complainant alleged non-payment of maternity benefit entitlements for her third child.</p> <p>The Complainant's proposed remedy was to be paid maternity benefit entitlements for her third child.</p>	The complaint was not processed by the Accord. Employers in Bangladesh are only required to pay maternity benefit for a worker's first and second child.	1

Green Life Knit Composite Ltd	Individual Worker(s)	6 January 2020	Non-OSH	<p>The Complainant alleged refusal to pay his/her due separation from employment entitlements for eight years of service after s/he was instructed to resign for being absent from work without prior authorisation. The Complainant reportedly left the factory without signing a letter of resignation.</p> <p>The Complainant's proposed remedy was to be immediately paid his/her due separation from employment entitlements, in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	6 January 2020	Resolved outside Accord complaints mechanism	<p>The Complainant alleged a worker being verbally abused by his/her Supervisor and being forced to work overtime without pay. The Complainant also alleged the worker being threatened with dismissal for being absent from work without authorisation after his/her request for sick leave was denied.</p> <p>The Complainant's proposed remedy was for the Supervisor to stop his/her abusive behaviour, for work hours to be in compliance with legal limits, overtime be voluntary, and all overtime hours worked be paid at the required legal premium rate.</p>	The Complainant withdrew the complaint because the worker was working peacefully at the factory and no longer being forced to work overtime. Not processed by the Accord.	1
Factory name withheld	Individual Worker(s)	6 January 2020	Disengaged	<p>The Complainant(s) alleged workers being routinely physically and verbally abused by a named factory supervisor.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to take adequate and appropriate measures to stop the abusive behaviour of the named supervisor and ensure a safe workplace for the workers.</p>	Not processed by the Accord. The Complainant(s) became disengaged / unreachable after submitting the complaint to the Accord.	1

Space Sweater Limited	Individual Worker(s)	5 January 2020	Non-OSH	<p>The Complainant(s) alleged non-payment of workers' basic wages and production bonus due to a lack of orders. The Complainant(s) reported that 100 workers had assembled to demand payment of their wages and that the industrial police was also present at the factory.</p> <p>The proposed remedy of the Complainant(s) was for workers to immediately be paid their due earnings and to be allowed to continue in their employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
STERLING STYLES LTD	Federation	5 January 2020	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements to a worker who was terminated from his/her employment for making a mistake at work, despite the Federation sending five legal notices to Factory Management.</p> <p>The Complainant's proposed remedy is for the worker to immediately be paid his/her due separation from employment entitlements, in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	5 January 2020	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after being terminated from his/her employment, without explanation or prior notice.</p> <p>The Complainant's proposed remedy was to be paid his/her due earnings and other separation from employment entitlements, in accordance with the duration of his/her employment at the factory.</p>	The Complainant withdrew the complaint informing the Accord that Factory Management had paid his/her due separation from employment entitlements.	1

Chorka Textile Ltd.	Individual Worker(s)	29-Dec-19	Resolved	The Complainant(s) alleged workers being physically and verbally harassed by a named factory supervisor, including workers being grabbed by the throat from behind and slapped.	Factory Management informed the Accord that it had conducted an investigation, taken disciplinary action against the named factory supervisor, and undertaken other remedial measures, including increasing the frequency of anti-harassment committee meetings, strengthening procedures on the grievance box, training and awareness-raising. The Accord confirmed with the Complainant that Factory Management had taken remedial measures and that the behaviour of the named factory supervisor had improved.	1
Factory name withheld	Individual Worker(s)	26-Dec-19	Unresolved	The Complainant alleged workers being forced to work overtime, including forced Friday work. The Complainant's proposed remedy was for overtime to be strictly voluntary and for workers to be allowed to take their weekly Friday holiday.	The Complainant became disengaged /unreachable after submitting the complaint with the Accord. A member of the factory Safety Committee reported that there is no forced overtime at the factory as Factory Management informs workers that overtime is voluntary when making requests for workers to perform overtime.	1
CUTTING EDGE INDUSTRIES LTD.	Individual Worker(s)	24-Dec-19	Non-OSH	The Complainant alleged having his/her ID card confiscated and being forced to leave the factory after refusing to sign a letter of resignation. The Complainant further alleged non-payment of due separation from employment entitlements. The Complainant's proposed remedy was to be reinstated to his/her previous position at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	22-Dec-19	Resolved outside Accord complaints mechanism	The Complainant alleged being forced to work overtime. The Complainant's proposed remedy was to be transferred to work in another factory within the same Group.	The Complainant withdrew the complaint informing the Accord that the issues relating to forced overtime had been resolved.	1

Factory name withheld	Individual Worker(s)	22-Dec-19	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged workers being forced to work overtime. The Complainant(s) further alleged those workers who refused to work overtime being verbally and physically abused.</p> <p>The proposed remedy of the Complainant(s) was that Factory Management take immediate and appropriate action to ensure a workplace that is safe and free from abuse.</p>	The Complainant(s) withdrew the complaint informing the Accord that the issues related to their allegation had been resolved.	1
Zaber & Zubair Fabrics Ltd	Individual Worker(s)	22-Dec-19	Not processed	<p>The Complainant alleged a named factory manager imposed an excessive workload on workers, reportedly, in retaliation for a complaint being made about his/her relationship with another worker.</p> <p>The Complainant's proposed remedy was for Factory Management to take adequate measures to ensure that the workplace was free from such abusive conduct.</p>	The Complainant became disengaged /unreachable after submitting the complaint with the Accord.	1
AMITY SWEATERS LTD (previously L'Usine Fashion Limited (Gazipur Unit))	Individual Worker(s)	19-Dec-19	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after being terminated from his/her employment for being in a fight with a coworker.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due separation from employment entitlements, in accordance with the duration of his employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Globus Garments Ltd.	Individual Worker(s)	19-Dec-19	Non-OSH	<p>The Complainant alleged being demoted after being suspended from his/her employment for making a mistake at work. The proposed remedy of the complainant was to be reinstated in his/her previous position or immediately be paid his due separation from employment entitlements, in accordance with the duration of his employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Dird Composite Textiles Ltd.	Individual Worker(s)	17-Dec-19	Non-OSH	<p>The Complainant alleged non-payment of one month's due earnings after resigning from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due earnings.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Space Sweater Limited	Individual Worker(s)	15-Dec-19	Non-OSH	<p>The Complainant(s) alleged non-payment of workers' basic wages and production bonus due to a lack of orders. The Complainant(s) reported that 100 workers had assembled to demand payment of their wages and that the industrial police was also present at the factory.</p> <p>The proposed remedy of the Complainant(s) was for workers to immediately be paid their due earnings and to be allowed to continue in their employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Anonymous	12-Dec-19	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged workers being forced to work excessive work hours and overtime, including forced Friday work.</p> <p>The proposed remedy of the Complainant(s) was that overtime work should be strictly voluntary.</p>	The Complainant(s) withdrew the complaint informing the Accord that workers were no longer being forced to perform excessive hours and overtime.	1

Factory name withheld	Anonymous	12-Dec-19	Disengaged	<p>The Complainant alleged workers being forced to perform excessive work hours and mandatory overtime.</p> <p>The Complainant's proposed remedy was for overtime hours to be completely voluntary and for work hours to be set in compliance with legal limits.</p>	Not processed by the Accord because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1
UTAH Fashions Ltd	Individual Worker(s)	11-Dec-19	Non-OSH	<p>The Complainant alleged having his/her ID confiscated and being forced to leave the factory after refusing to sign documents that would terminate his/her employment because s/he had been involved in a workplace altercation with a co-worker.</p> <p>The complainant's proposed remedy was to be reinstated to his/her previous position at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	11-Dec-19	Resolved outside Accord complaints mechanism	<p>The Complainant alleged a named member of factory management verbally abusing workers who fail to meet their production targets. The Complainant further alleged being suspended and forced to resign for failing to achieve an, allegedly, unattainable production target.</p> <p>The Complainant's proposed remedy was be reinstated to his/her position or immediately paid his/her due separation from employment entitlements.</p>	The Complainant withdrew the complaint informing the Accord that Factory Management had paid his/her due separation from employment entitlements.	1

Belamy Textiles Ltd.	Individual Worker(s)	11-Dec-19	Resolved	<p>The Complainant alleged being forced to resign after Factory Management informed her that she would not be paid her due maternity benefit entitlements. The Complainant reported that her resignation was to be effective the same day as her maternity leave was due to start. The Complainant further alleged Factory Management refusing to accept the medical documents related to her pregnancy.</p> <p>The Complainant's proposed remedy was to be immediately reinstated to her position and for Factory Management to pay the first instalment of her maternity benefit before the start of the Complainant's maternity leave.</p>	The Accord confirmed with all parties that the Complainant was reinstated to her position and received the first instalment of her maternity benefit entitlement before the start of her maternity leave.	1
Factory name withheld	Individual Worker(s)	10-Dec-19	Resolved outside Accord complaints mechanism	<p>The Complainant alleged being transferred to a different production line after refusing his/her supervisor's request to carry out additional tasks.</p> <p>The Complainant's proposed remedy was to continue in his/her previous position.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties because the Complainant withdrew the complaint informing the Accord that s/he wishes to continue working in his/her new position.	1
SQUARE FASHIONS LTD	Individual Worker(s)	10-Dec-19	Non-OSH	<p>The Complainant(s) alleged Factory Management routinely denying workers' requests for casual leave and night-shift workers being given that had been prepared in the morning and was cold.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to approve workers' requests for casual leave and to provide hot, freshly cooked food for night-shift workers.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Factory name withheld	Individual Worker(s)	9-Dec-19	Non-OSH	<p>The Complainant alleged non-payment of due earned wages after being instructed to stop reporting for work at the factory for making a mistake at work.</p> <p>The Complainant's proposed remedy was to receive his/her due earned wages and other separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1
SQ Celsius Limited	Individual Worker(s)	8-Dec-19	Non-OSH	<p>The Complainant alleged being suspended for breaking factory property accidentally and was being advised to resign from employment.</p> <p>The proposed remedy of the Complainant was to continue employment at the factory or to be paid with proper separation from employment entitlement if the factory decided to terminate his/her employment.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	5-Dec-19	Non-OSH	<p>The Complainant alleged s/he and a co-worker being re-assigned to a different Section after they and another four workers had been suspended from their employment and subjected to disciplinary proceedings following the production of faulty goods.</p> <p>The Complainant reported that the six suspended workers were allowed to continue in their employment after the Accord communicated with Factory Management following the lodging of a complaint.</p> <p>The Complainant's proposed remedy was for Factory Management to allow the two workers to continue their employment in their previous Section.</p>	Non-OSH complaint. The Complainant withdrew the complaint informing the Accord that the issue had been resolved and the two workers were working in their previous Section.	1

Factory name withheld	Individual Worker(s)	4-Dec-19	Non-OSH	<p>The Complainant alleged discrimination on the grounds of being terminated from his/her employment, allegedly, because of his/her age.</p> <p>The Complainant's proposed remedy was to continue in his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1
Factory name withheld	Anonymous	4-Dec-19	Non-OSH	The Complainant alleged non-payment of workers' wages for the months of November and December 2019.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties at the Complainant's request.	1
Factory name withheld	Anonymous	4-Dec-19	Non-OSH	The Complainant alleged non-payment of workers' wages for the months of November and December 2019.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties at the Complainant's request.	1
Mega Yarn Dyeing Mills Ltd	Federation	3-Dec-19	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after a worker was terminated from his/her employment at the factory on 4 November 2019.</p> <p>The Complainant's proposed remedy was that Factory Management immediately pay the worker his/her due separation from employment benefits in accordance with the labour law and the duration of the worker's employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	2-Dec-19	Resolved outside Accord complaints mechanism	<p>The Complainant alleged Factory Management unilaterally deciding to change the payment structure from a piece-rate to a fixed-rate based system. The Complainant reported that workers responded by holding a sit-down protest.</p> <p>The Complainant further alleged workers being required to sign two different salary sheets with two different amounts: one for the workers and one with a higher amount to be shown to the auditors/buyers.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the Complainant's request because Factory Management decided not to implement the proposed fixed-rate based payment structure.	1

Factory name withheld	Federation	2-Dec-19	Non-OSH	<p>The Complainant alleged 150 workers of the Knitting Section being laid off and paid only their basic wages.</p> <p>The Complainant's proposed remedy was that Factory Management allow the workers to continue their employment at the factory, or otherwise, pay their full separation from employment entitlements in accordance with the labour law and the duration of their employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1
Lyric Industries(PVT) Ltd	Federation	2-Dec-19	Resolved	<p>The Complainant alleged a worker being forced to resign from his/her employment after being absent from work on authorised sick leave.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately reinstate the worker to his/her previous position at the factory.</p>	The Accord confirmed with all the parties that the worker was reinstated to his/her position at the factory.	1
Dird Composite Textiles Ltd.	Individual Worker(s)	2-Dec-19	Non-OSH	<p>The Complainant alleged non-payment of due earnings and other separation from employment entitlements after resigning from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Anonymous	1-Dec-19	Non-OSH	<p>The Complainant(s) alleged workers in the Knitting Section not knowing whether they are still employed at the factory after Factory Management stopped assigning them work to do and did not pay them their last two months' wages.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to provide them with information on their employment status.</p>	Non-OSH complaint. The Complainant(s) withdrew the complaint informing the Accord that workers filed a case with the Labour Court.	1

Zoom Sweaters Ltd	Union	30-Nov-19	Non-OSH	<p>The Complainant(s) alleged Factory Management terminating the employment of 10 workers from the Jacquard Section, who allegedly are among the longest-serving workers. The Complainant(s) further reported that Factory Management is routinely terminating workers and that as a consequence workers are feeling extremely insecure.</p> <p>The proposed remedy of the Complainant(s) is for Factory Management to allow the 10 workers to continue their employment and to take steps to safeguard job security at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
STERLING APPARELS LTD	Individual Worker(s)	30-Nov-19	Non-OSH	The Complainant alleged non-payment of his/her due separation from employment entitlements after being forced to resign from his/her employment at the factory for failing to meet production targets.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	23-Nov-19	Not processed	<p>The Complainant alleged being forced to resign for being absent from work for seven days without prior authorisation. The Complainant reported that she was three months pregnant at the time.</p> <p>The Complainant's proposed remedy was to be reinstated to her position at the factory.</p>	The Accord was unable to process the complaint because the Complainant became disengaged /unreachable.	1
Factory name withheld	Individual Worker(s)	21-Nov-19	Non-OSH	<p>The Complainant alleged being unfairly subjected to disciplinary procedures on the grounds of poor performance, which the Complainant considered to be retaliation for his/her union-related activities at the factory.</p> <p>The Complainant's proposed remedy was for Factory Management to withdraw the complaint and allow him/her to continue working at the factory.</p>	Non-OSH complaint. The Complainant withdrew the complaint informing the Accord that the issue had been resolved.	1

Factory Name Withheld	Individual Worker(s)	20-Nov-19	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after s/he had resigned from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was to be immediately paid his/her due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1
Apparel 21 Ltd.	Individual Worker(s)	20-Nov-19	Non-OSH	<p>The Complainant alleged non-payment of two months' due earned wages, one month's notice period pay, and the festival bonus for Eid-ul-Azha (2019).</p> <p>The Complainant's proposed remedy was to immediately be paid his due earned wages, notice period pay and festival bonus.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	20-Nov-19	Non-OSH	<p>The Complainant alleged being terminated from his/her employment for failing to meet daily production targets. The Complainant reported that s/he had worked at the factory since 1 October 2014.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due earnings and other due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1

CROSSLINE KNIT FABRICS LTD.	Individual Worker(s)	20-Nov-19	Non-OSH	<p>The Complainant alleged non-payment of his due separation from employment entitlements after he resigned from his employment at the factory. The Complainant further alleged that following the death of his wife who was a former worker at the factory, the family of the deceased worker has yet to receive her due separation from employment entitlements.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay his and his deceased wife's due separation from employment entitlements, in accordance with the labour law and the duration of their employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Reza Fashion Ltd	Individual Worker(s)	19-Nov-19	Non-OSH	<p>The Complainant alleged non-payment of separation from employment entitlements after being terminated from employment.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	18-Nov-19	Not processed	<p>The Complainant alleged being verbally harassed by her co-workers as a consequence of being sexually harassed by her supervisor.</p> <p>The Complainant's proposed remedy was for Factory Management to take adequate and appropriate measures against the supervisor and to stop the verbal harassment by her co-workers.</p>	The Complainant withdrew the complaint informing the Accord that s/he had decided to resign from her employment in the factory.	1

Impress Newtex Composite Textile Ltd	Individual Worker(s)	17-Nov-19	Non-OSH	<p>The Complainant alleged that following the death of his/her spouse, who was a former worker at the factory, the family of the deceased worker has yet to receive the insurance money payable to the family.</p> <p>The Complainant's proposed remedy was for Factory Management to assist the family in ensuring that the insurance company makes the due payment.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Four H Lingerie Ltd.	Individual Worker(s)	17-Nov-19	Non-OSH	<p>The Complainant alleged non-payment of his/her full due separation from employment entitlements after resigning from his/her employment at the factory. The Complainant's proposed remedy was to be paid his/her full due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	17-Nov-19	Non-OSH	<p>The Complainant alleged Factory Management allowing him/her to take only three days of sick leave when she had a doctor's note recommending five days.</p> <p>The proposed remedy of the Complainants was for the factory management to allow her to take five days of sick leave.</p>	Not processed by the Accord. The Complainant withdrew the complaint.	1
Majumder Garments Ltd (relocation)	Individual Worker(s)	17-Nov-19	Non-OSH	<p>The Complainant alleged Factory Management did not accept his/her resignation letter and forced him/her to leave the factory without paying one month's due earned wages.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Belamy Textiles Ltd.	Individual Worker(s)	14-Nov-19	Non-OSH	<p>The Complainant alleged being issued with a show-cause notice and suspended without pay for being involved in a workplace altercation and fight with a co-worker. The Complainant further alleged not receiving any update on the status of the investigation into the incident for over a month.</p> <p>The Complainant's proposed remedy was to continue working at the factory or to be paid his/her due separation from employment entitlements, in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to factory management and relevant Accord brand and labour signatories.	1
Factory name withheld	Anonymous	13-Nov-19	Not processed	<p>The Complainant(s) alleged workers being routinely verbally abused by a Supervisor, including by threats of physical violence. The Complainant (s) further alleged workers had submitted several complaints against the Supervisor but Factory Management failed to take adequate remedial measures.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to take effective measures to prevent the abusive behaviour of the Supervisor.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1

Supreme Stitch Ltd.	Individual Worker(s)	12-Nov-19	Resolved	<p>The Complainant alleged non-payment of due earnings and other separation from employment entitlements after being terminated from his/her employment for refusing to work overtime.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due earnings and other due separation from employment entitlements.</p>	<p>Factory Management denied the allegations. The Accord subsequently confirmed with the Complainant that Factory Management had paid his/her due separation from employment entitlements.</p> <p>The Accord reminded Factory Management that the Accord safety and health complaints mechanism covers any matter related to structural, fire, electrical, or occupational safety and health, including forced overtime and reprisal against workers who refuse to work overtime; the right to refuse unsafe work; and protection against reprisal.</p> <p>The Accord also informed Factory Management that access to and utilization of the Accord complaints mechanism by employees of Accord-covered factories is a requirement of Accord brand signatories of their supplier factories and that any reprisal or retaliation towards such employee(s) who submit(s) a complaint to the Accord would represent a violation of Accord signatory brands' requirements.</p>	1
Factory name withheld	Individual Worker(s)	12-Nov-19	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after resigning from his/her employment at the factory. The Complainant reported that s/he had worked at the factory for three months.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due separation from employment entitlements.</p>	<p>Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable.</p>	1

Globus Garments Ltd.	Individual Worker(s)	12-Nov-19	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged six workers being suspended by Factory Management and subjected to internal disciplinary proceedings after a mistake resulted in the production of faulty goods. The Complainant reported that three of the workers worked on a different production line and had no involvement in the production of the faulty goods.</p> <p>The Complainant(s) further alleged the six workers being pressured into resigning from their employment, while disciplinary proceedings were ongoing.</p> <p>The proposed remedy of the Complainants was to be paid their due separation from employment entitlements.</p>	<p>Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.</p> <p>The Accord was subsequently informed that, following Factory Management's receipt of the Accord's notification, the six workers were allowed to continue their employment at the factory.</p>	1
Globus Garments Ltd.	Individual Worker(s)	12-Nov-19	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged six workers being suspended by Factory Management and subjected to internal disciplinary proceedings after a mistake resulted in the production of faulty goods. The Complainant reported that three of the workers worked on a different production line and had no involvement in the production of the faulty goods.</p> <p>The Complainant(s) further alleged the six workers being pressured into resigning from their employment, while the disciplinary proceedings were ongoing.</p> <p>The proposed remedy of the Complainants was to be paid their due separation from employment entitlements.</p>	<p>Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.</p> <p>The Accord was subsequently informed that following Factory Management's receipt of the Accord's notification, the six workers were allowed to continue their employment at the factory.</p>	1

Factory name withheld	Individual Worker(s)	12-Nov-19	Not processed	<p>The Complainant alleged non-payment of due wages and other separation from employment entitlements after resigning from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due wages and other separation from employment entitlements.</p>	Not processed. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections remediation. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory Name Withheld	Individual Worker(s)	11-Nov-19	Withdrawn	<p>OSH-related Allegations: The Complainant alleged forced overtime and non-payment of the overtime allowance.</p> <p>The Complainant's proposed remedy was for overtime to be voluntary and for all overtime hours worked to be paid at the required legal premium rate.</p> <p>Non-OSH-related Allegations: The Complainant also alleged that workers were not provided with sufficient tiffin.</p> <p>The Complainant's proposed remedy was for Factory Management to provide the workers with adequate tiffin.</p>	The Complainant withdrew the complaint informing the Accord that the issues had been resolved directly with Factory Management.	1
UTAH Fashions Ltd	Individual Worker(s)	11-Nov-19	Non-OSH	<p>The Complainant alleged being terminated from his/her employment for being absent from work without prior authorisation because a family member was ill. The Complainant claimed that s/he had requested a co-worker to inform the factory supervisor about his/her absence.</p> <p>The Complainant's proposed remedy is to be reinstated to his/her employment or immediately paid his/her due separation from employment entitlements.</p>	Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Ador Composite Limited	Individual Worker(s)	10-Nov-19	Resolved	<p>The Complainant alleged being terminated from her employment because she was pregnant. The Complainant was reportedly seven months pregnant at the time.</p> <p>The Complainant further alleged being informed when she was three months pregnant that she would be paid maternity benefits and being requested to resign. The Complainant reported that she did not resign at this time.</p> <p>The Complainant's proposed remedy was to receive her maternity benefits and other due separation from employment entitlements.</p>	The Accord confirmed with the parties that Factory Management paid the Complainant her maternity benefit and other due separation from employment entitlements.	1
Factory Name Withheld	Individual Worker(s)	10-Nov-19	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after being terminated from his/her employment at the factory, allegedly for having a disagreement with his/her in-charge.	Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1
Nafisa Apparels Limited	Individual Worker(s)	7-Nov-19	Resolved	<p>The Complainant alleged non-payment of the second instalment of her maternity benefit, eleven months after returning to work at the factory, at the end of her maternity leave.</p> <p>The Complainant's proposed remedy was to immediately be paid the second installment of her maternity benefit.</p>	The Accord confirmed with all parties that the Complainant was paid the second installment of her maternity benefit.	1
Factory Name Withheld	Individual Worker(s)	7-Nov-19	Non-OSH	The Complainant alleged non-payment of due earned wages after resigning from his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties at the Complainant's request.	1
Factory name withheld	Individual Worker(s)	7-Nov-19	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after resigning from his/her employment at the corporate office.	Not processed. The complaint is against the corporate office thus falls outside the scope of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per his/her request.	1

Factory Name Withheld	Individual Worker(s)	6-Nov-19	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after submitting his/her letter of resignation to Factory Management.</p> <p>The Complainant's proposed remedy was to receive his/her due separation from employment entitlements, in accordance with the duration of his/her employment at the factory.</p>	<p>Non-OSH. Not processed by the Accord. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections remediation. The Accord did not provide the Complainant with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) because the Complainant became disengaged/unreachable.</p>	1
GMS Composite Knitting Ind. Ltd.	Federation	6-Nov-19	Non-OSH	<p>The Complainant alleged being paid only a portion of his/her due separation from employment entitlements after resigning from his/her employment.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her full due separation from employment entitlements, in accordance with the duration of his/her employment at the factory.</p>	<p>Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.</p>	1
Factory Name Withheld	Individual Worker(s)	6-Nov-19	Non-OSH	<p>The Complainant alleged trying to resign from his/her employment because of a hostile work environment, but Factory Management refusing to accept his/her letter of resignation.</p> <p>The Complainant's proposed remedy was to be allowed to resign and to receive his/her due separation from employment entitlements.</p>	<p>Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.</p>	1

Factory name withheld	Individual Worker(s)	6-Nov-19	Not processed	<p>The Complainant alleged there being no assigned HR officer on the sixth floor of the factory to whom workers could report problems. The Complainant also alleged workers on the sixth floor routinely being given additional work that required them to work late.</p> <p>The Complainant's proposed remedy was for every floor of the factory to have an assigned HR officer and for workers to be able to stop work on time.</p>	Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1
Factory Name Withheld	Individual Worker(s)	5-Nov-19	Non-OSH	<p>The Complainant alleged non-payment of due earnings and other separation from employment entitlements after resigning from his/her employment at the factory after six years of service.</p> <p>The Complainant's proposed remedy was to receive his/her due earnings and other separation from employment entitlements, in accordance with the duration of his/her employment at the factory.</p>	Non-OSH. Not processed by the Accord. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections remediation. The Accord did not provide the Complainant with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) because the Complainant became disengaged/unreachable.	1
Factory name withheld	Individual Worker(s)	5-Nov-19	Not processed	<p>The Complainant alleged being reinstated as a new worker at the factory after being absent from work without authorisation, allegedly, due to ill health.</p> <p>The Complainant's proposed remedy was to be reinstated to his/her previous position at the factory.</p>	Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1

GALAXY SWEATERS & YARN DYEING LTD.,	Individual Worker(s)	4-Nov-19	Non-OSH	<p>The Complainant alleged non-payment of his/her due separation from employment entitlements for ten years of service at the factory, after the factory was temporarily closed.</p> <p>The Complainant's proposed remedy was that Factory Management immediately pay his/her due separation from employment benefits in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Anonymous	4-Nov-19	Resolved	The Complainant alleged being subject to threats of physical abuse, verbally abused, and forced to work standing up for a number of hours after a named factory Supervisor removed his/her stool.	The Complainant withdrew the complaint, informing the Accord that s/he considered the matter resolved after his/her stool was returned and s/he was allowed to work peacefully, following a phone call made to Factory Management by the Accord.	1
Doreen Garments Ltd	Individual Worker(s)	3-Nov-19	Non-OSH	<p>The Complainant alleged non-payment of his/her due separation from employment entitlements after being terminated from his/her employment at the factory. The Complainant reported that s/he had been working at the factory for over twenty years and alleged that Factory Management had also terminated the employment of other long-serving workers.</p> <p>The Complainant's requested remedy was to immediately be paid his/her due separation from employment entitlements, in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

IFL FACTORY LIMITED	Individual Worker(s)	3-Nov-19	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after being forced to resign from his/her employment for failing to meet production targets.</p> <p>The Complainant's proposed remedy was that Factory Management immediately pay his/her due separation from employment benefits in accordance with the labour law and the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Anonymous	3-Nov-19	Non-OSH	<p>The Complainant alleged late payment of wages with workers being paid up to 2-3 months late. The Complainant further alleged that workers are not always paid their full salary.</p> <p>The Complainant's proposed remedy was for workers to receive their monthly wage on time and in full.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	3-Nov-19	Non-OSH	<p>The Complainant alleged non-payment of due earnings after leaving his/her employment at the factory due to ill health.</p> <p>The Complainant's proposed remedy was to be paid his/her due earnings.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the Complainant's request because the Complainant was paid his/her due earnings.	1
Reza Fashion Ltd	Federation	3-Nov-19	Non-OSH	The Complainant alleged being terminated and non-payment of due earned wages and due separation from employment entitlements.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	3
Factory Name Withheld	Individual Worker(s)	31 October 2019	Non-OSH	The Complainant alleged being suspended and falsely accused of misconduct, theft and provocation of workers, reportedly, because s/he left the factory without authorisation following a workplace altercation with a named member of Factory Management.	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the Complainant's request.	1

SOUTHERN DESIGNERS LIMITED	Federation	31 October 2019	Non-OSH	<p>The Complainant alleged a worker being terminated from his/her employment for being a member of the factory union. The Complainant further alleged that Factory Management terminated the worker's employment on the grounds of absence from work without prior authorisation, but that the worker's supervisor had verbally approved his/her request for leave.</p> <p>The Complainant's proposed remedy was for the worker to be immediately reinstated to his/her position at the factory or be paid his/her due separation from employment entitlements, in accordance with the duration of service at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	31 October 2019	Non-OSH	<p>The Complainant alleged being paid only a portion of his/her due separation from employment entitlements after s/he resigned from his/her employment at the factory. The Complainant further alleged Factory Management refusing to share the basis of their calculation of his/her due entitlements.</p>	Non-OSH complaint. Not processed by Accord. The Complaint was not forwarded to the parties as the Complainant informed the Accord that s/he had been paid his/her due separation from employment entitlements in full.	1
Factory name withheld	Anonymous	30 October 2019	Not processed	<p>The Complainant alleged non-payment of one month's wages to workers in the Jacquard Section.</p>	Not processed. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections and remediation. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Adury Apparels Ltd.	Individual Worker(s)	29 October 2019	Non-OSH	<p>The Complainant alleged being paid only a portion of his/her due separation from employment benefits after s/he resigned from his/her employment at the factory. The Complainant's proposed remedy was to be paid the remainder of his/her due separation from employment benefits.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Doreen Garments Ltd	Individual Worker(s)	28 October 2019	Non-OSH	The Complainant alleged being terminated from his/her employment at the factory for being absent from work without prior authorisation. The Complainant reported his/her leave request being denied by Factory Management.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Anonymous	28 October 2019	Unresolved	The Complainant alleged being sexually harassed by named factory managers with the assistance of female co-workers. The Complainant's proposed remedy was for Factory Management to take immediate and appropriate steps to eliminate the sexual harassment and to address the hostile work environment.	The Accord was unable to process the complaint because the Complainant became disengaged /unreachable.	1
Ador Composite Limited	Anonymous	27 October 2019	Resolved	The Complainant alleged being sexually harassed by a named factory supervisor and being assigned an excessive workload in retaliation for refusing his sexual advances. The Complainant further alleged that the same factory manager sexually harassed other female workers. The Complainant additionally alleged that Factory Management failed to take action after she reported the sexual harassment. The Complainant's proposed remedy was for Factory Management to take adequate and appropriate action against the named factory supervisor.	The named factory supervisor resigned from his employment at the factory. Factory Management conducted a 5-day training course on sexual harassment attended by mid-level and senior management. Factory Management also implemented a new grievance mechanism.	1
Factory Name Withheld	Individual Worker(s)	27 October 2019	Non-OSH	The Complainant alleged being pressured to resign from his/her employment and Factory Management offering to pay an amount that was less than his/her due separation from employment entitlements. The Complainant's proposed remedy was to be paid his/her due separation from employment entitlements.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties at the Complainant's request. The Complainant withdrew the complaint informing the Accord that Factory Management had paid his/her due separation from employment entitlements in full.	1

Alif Casual Wear Ltd	Individual Worker(s)	27 October 2019	Resolved	<p>The Complainant alleged being denied sick leave after s/he was reportedly injured in a road accident. The Complainant further alleged being subsequently terminated from his/her employment for being absent from work without authorisation.</p> <p>The Complainant's proposed remedy was to be reinstated to his/her position or immediately paid his/her due separation from employment entitlements, including termination benefit entitlements.</p>	The Accord confirmed with all the parties that the Complainant was paid his/her due separation from employment entitlements.	1
Factory name withheld	Individual Worker(s)	27 October 2019	Non-OSH	The Complainant alleged non-payment of his/her one month's due earned wages after discontinuing his/her employment at the factory due to health-related issues.	The Complainant withdrew the complaint informing the Accord that Factory Management made his/her due payments.	1
Naba Knit Composite Ltd.	Individual Worker(s)	24 October 2019	Non-OSH	<p>The Complainant alleged non-payment of due separation entitlements after being terminated from his/her employment, reportedly, for being absent from work without prior authorisation. The Complainant stated that s/he had verbally requested some days leave in advance and the additional days while s/he was on leave.</p> <p>The Complainant's proposed remedy was to be reinstated to his/her position or immediately be paid his/her due separation from employment entitlements, in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Seo Wan Bangladesh Ltd.	Individual Worker(s)	23 October 2019	Non-OSH	<p>The Complainant alleged being requested to resign from his/her employment after Factory Management wrongly held him/her responsible for mistakes in the salary statement and issued him/her with a Show Cause letter in this regard. The Complainant claimed that s/he was not responsible for the mistakes in the salary statement.</p> <p>The Complainant further alleged that Factory Management had not paid his/her due earned wages.</p> <p>The Complainant's proposed remedy was to be allowed to continue his/her employment at the factory and to receive justice for being unfairly treated. If s/he was not allowed to continue in his/her employment, then the Complainant wished to be immediately paid his/her due earned wages and other separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
CROSSLINE KNIT FABRICS LTD.	Individual Worker(s)	22 October 2019	Non-OSH	<p>The Complainant alleged being unilaterally terminated from his/her employment without prior notice or explanation. The Complainant further alleged non-payment of his/her due separation from employment benefits.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	21 October 2019	Withdrawn	<p>The Complainant alleged being forced to resign from her employment by a named factory supervisor who regularly sexually harassed female workers. The Complainant further alleged that Factory Management had been informed, but that the behaviour of the named factory supervisor had not changed.</p> <p>The Complainant's requested remedy was to be paid her due separation from employment entitlements.</p>	Not processed by the Accord. The Complainant withdrew the complaint informing the Accord that the named factory supervisor had apologised and that she had been reinstated to her position at the factory.	1

Virgo M H Limited	Individual Worker(s)	20 October 2019	Non-OSH	<p>The Complainant alleged non-payment of his/her due separation from employment entitlements after being terminated from his/her employment, without any explanation or prior notice.</p> <p>The Complainant's proposed remedy is to be paid his/her due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	17 October 2019	Non-OSH	<p>The Complainant alleged non-payment of due earned wages and overtime allowances after being terminated from his/her employment, along with five (5) other workers. Factory Management reportedly held these workers responsible for the production of faulty products, which resulted in a buyer of the factory incurring substantial losses.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was not forwarded to parties at the Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	17 October 2019	Resolved outside Accord complaints mechanism	<p>The Complainant alleged non-payment of his/her due separation from employment entitlements after being terminated from his/her employment, without any explanation or prior notice.</p> <p>The Complainant's proposed remedy was to be paid his/her due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties due to the Complainant's confirmation of receipt of due payments from the factory	1

Lyric Industries(PVT) Ltd	Individual Worker(s)	17 October 2019	Resolved outside Accord complaints mechanism	<p>The Complainant alleged being verbally abused and instructed to leave his/her employment at the factory for failing to meet, allegedly unattainable, production targets.</p> <p>The Complainant further alleged workers in the Sewing Section being assigned excessive and unachievable production targets and workers who failed to meet the targets being routinely verbally abused by a named factory manager.</p> <p>The Complainant's proposed remedy was that Factory Management take appropriate measures to prevent the abusive behaviour of the named factory manager, production targets be fair and attainable, and the Complainant be allowed to continue his/her employment at the factory.</p>	The Complainant withdrew the complaint, informing the Accord that s/he had been reinstated to his/her position at the factory.	1
Everbright sweaters ltd	Federation	16 October 2019	Non-OSH	<p>The Complainant alleged non-payment of due earned leave and other separation from employment entitlements of 16 workers who had been forced to resign from their employment. Factory Management allegedly forcibly took the workers' signatures on blank pieces of paper.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay the 16 workers their due earned leave and other separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

CROSSLINE KNIT FABRICS LTD.	Individual Worker(s)	16 October 2019	Non-OSH	<p>The Complainant alleged being unfairly accused of misconduct in order to avoid the payment of due separation from employment entitlements, after resigning from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due separation from employment entitlements, based on the period of employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	15 October 2019	Non-OSH	<p>The Complainant alleged non-payment of due earned wages and separation from employment entitlements after his/her resignation from employment at the factory.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due earned wages and due separation from employment entitlements, based on the period of employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties at the Complainant's request.	1
Seo Wan Bangladesh Ltd.	Individual Worker(s)	15 October 2019	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after resigning from his/her employment at the factory.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

That's It Sports Wear Ltd.	Individual Worker(s)	15 October 2019	Non-OSH	<p>The Complainant alleged non-payment of his/her due separation from employment entitlements after being terminated from his/her employment at the factory.</p> <p>The Complainant reported being arrested and jailed on the basis of a false criminal complaint filed by Factory Management following unrest by workers protesting for an increase in the minimum wage. The Complainant claimed that s/he had no involvement in the protests.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due separation from employment entitlements, in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Federation	14 October 2019	Not processed	The Complainant alleged non-payment of due maternity leave and maternity benefits entitlements to a female worker who had been terminated from her employment at the factory.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory Name Withheld	Anonymous	13 October 2019	Non-OSH	<p>The Complainant alleged mid-level managers being paid their monthly salary over several installments. The Complainant further alleged mid-level managers not receiving their wages since August 2019.</p> <p>The Complainant's proposed remedy was that Factory Management pay mid-level managers their due earnings and in the future pay their full wages on time.</p>	Non-OSH complaint. Not processed by Accord. The Complaint was not forwarded to the parties as the Complainant(s) informed the Accord that s/he wished to withdraw the complaint as s/he had resigned from his/her employment.	1

TUNIC APPARELS LTD	Federation	13 October 2019	Resolved	<p>The Complainant alleged a worker being forced to resign from his/her employment after being subjected to physical assault and verbal abuse by a named factory manager, allegedly, for failing to meet his/her production targets. It was further alleged that the same named manager routinely physically assaulted and verbally abused other workers.</p> <p>The proposed remedy of the worker subject of complaint was to be paid his/her due separation from employment entitlements.</p>	The Accord confirmed with all the parties that the worker had been paid his/her due separation from employment entitlements. Akota Garments Workers' Federation (AGWF) withdrew its allegations against the named factory manager, informing the Accord that it had conducted its own investigation and found no evidence to support the allegations of physical assault and verbal abuse.	1
Factory Name Withheld	Anonymous	12 October 2019	Not processed	<p>The Complainant alleged forced overtime and non-payment of the overtime allowance. The Complainant further alleged that Factory Management verbally abuses workers who protest about being forced to work overtime.</p> <p>The Complainant's proposed remedy was for overtime to be voluntary and for all overtime hours worked to be paid at the required legal premium rate.</p>	Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1
Factory Name Withheld	Anonymous	12 October 2019	Not processed	The Complainant(s) alleged workers being routinely verbally abused by their Line Chief. The Complainant(s) further alleged that the Line Chief instructs any worker who complains about the abusive behaviour to resign from his/her employment at the factory.	The Accord was unable to process the complaint because the Complainant became disengaged /unreachable.	1
Factory Name Withheld	Anonymous	10 October 2019	Non-OSH	<p>The Complainant alleged workers not being paid their monthly salaries on time. The Complainant further alleged that workers participated in a sit-down protest after previous attempts to resolve the issue with Factory Management failed.</p> <p>The Complainant's proposed remedy was for workers to be paid their monthly salaries on time.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant confirmed receipt of all due salaries and that Factory Management committed to pay future salaries on a fixed day of every month.	1

Factory Name Withheld	Anonymous	10 October 2019	Not processed	<p>The Complainant(s) alleged workers being forced to work overtime on four consecutive Fridays. The Complainant(s) reported that Factory Management deducts a portion of the salary from the wages of any worker who refuses to work on Fridays. The Complainant(s) further alleged that Factory Management assigned workers excessive and unattainable production targets and as a consequence workers were required to work until late at night and to operate the machines of co-workers while they were on their lunch-break.</p> <p>The proposed remedy of the Complainant(s) was for all overtime to be strictly voluntary, production targets to be fair and reasonably achievable and for Factory Management to end the practice of requiring workers to operate the machines of co-workers while they are at lunch, so that workers can eat lunch together.</p>	The Complainant(s) withdrew the complaint informing the Accord that Factory Management had introduced changes to the working hours and was no longer imposing excessive and unattainable production targets on workers. Not processed by the Accord.	1
SOUTHERN DESIGNERS LIMITED	Federation	10 October 2019	Resolved	<p>The Complainant alleged being pressured to resign from her employment after requesting use of the factory daycare centre on the day she returned from her maternity leave. The Complainant further alleged being physically obstructed from leaving the room and that she was carrying her child at the time.</p> <p>The Complainant's proposed remedy was to be paid her due separation from employment entitlements, including the second instalment of her maternity benefit entitlement and one year's leave encashment.</p>	The Accord confirmed with all parties that the Complainant received the second instalment of her maternity benefit entitlement and one year's leave encashment.	1

Factory name withheld	Anonymous	10 October 2019	Non-OSH	<p>The Complainant(s) alleged non-payment of due separation from employment entitlements to approximately 150 workers from the Finishing Section who were forced to resign from their employment. The Complainant(s) further alleged that Factory Management did not give workers prior notice or provide any explanation for the forced resignations.</p> <p>The Complainant(s)' proposed remedy is for the 150 terminated workers to be reinstated or immediately paid their due separation from employment entitlements.</p>	<p>Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties at the Complainant's request.</p> <p>The Accord was subsequently informed that the 150 workers were reinstated to their positions at the factory, four days after being terminated.</p>	1
AB APPARELS LTD	Anonymous	9 October 2019	Non-OSH	<p>The Complainant(s) alleged non-payment of separation from employment entitlements due to 400-450 workers who were forced to resign from their employment. The Complainant(s) further alleged that Factory Management did not give workers prior notice or provide any explanation for the forced resignations.</p>	<p>Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.</p>	1
Doreen Garments Ltd	Federation	8 October 2019	Non-OSH	<p>The Complainant alleged Factory Management instructing 74 workers to transfer to another Group factory, Doreen Apparels Ltd (Accord ID: 12225). The workers reportedly refused to be transferred and were instructed by Factory Management to stop reporting for work. The 74 workers reportedly stopped reporting to the factory but have not received their due separation from employment benefits.</p> <p>The Complainant's proposed remedy was that Factory Management immediately pay the 74 workers their due separation from employment benefits, in accordance with the labour law and their duration of employment with the factory.</p>	<p>Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.</p>	1

Welldone Apparel Ltd	Anonymous	7 October 2019	Resolved outside Accord complaints mechanism	The Complainant alleged named factory managers systematically deny workers' requests for leave, including requests for sick leave.	Not processed by the Accord. The Complainant withdrew the complaint because Factory Management approved his/her request for leave.	1
Factory name withheld	Anonymous	7 October 2019	Non-OSH	The Complainant alleged being terminated from his/her employment, without any explanation or prior notice.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1
Factory Name Withheld	Individual Worker(s)	6 October 2019	Non-OSH	The Complainant alleged being transferred to another factory within the same Group but that Factory Management of the transfer factory refused to allow him/her to start work. The Complainant's proposed remedy was to continue his/her employment at either factory or to receive his/her due separation from employment entitlements.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties at the Complainant's request because the matter was resolved.	1
Factory Name Withheld	Federation	5 October 2019	Not processed	The Complainant alleged Factory Management verbally abused and made death threats against two trade unionists and six other workers for raising issues regarding the non-payment of due earned wages. The Complainant's proposed remedy was for the Accord to ensure the safety of the workers.	Not processed. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections or remediation programs. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1

Noman Fashion Fabrics Ltd.	Individual Worker(s)	5 October 2019	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after being forced to resign from his/her employment for being absent from work without prior authorisation. The Complainant asserted having verbally informed Factory Management of his/her request for casual leave, following the death of a family member.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due earned wages and other due separation from employment entitlements, in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
AMA Syntex Ltd	Anonymous	4 October 2019	Not processed	<p>The Complainant alleged non-payment of the 1st instalment of her due maternity benefit. The Complainant further alleged pregnant workers being informed that Factory Management would not pay any maternity benefit.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay her due maternity benefits.</p>	The Accord was unable to process the complaint because the Complainant was unreachable.	1
Factory Name Withheld	Individual Worker(s)	3 October 2019	Not processed	The Complainant alleged that Factory Management had not paid rent to the owner of the building for over one year.	Not processed. The complaint was not forwarded to the parties because the issue falls outside the scope of Accord.	1

FASHION JEANS	Individual Worker(s)	3 October 2019	Non-OSH	<p>The Complainant alleged non-payment of separation from employment entitlements after being verbally terminated from his/her employment, two months after being transferred to work at another Group factory. The Complainant reported still being an employee of Fashion Jeans after the transfer, as s/he continued to use his/her previous ID card and to be paid by Fashion Jeans, and s/he did not receive any written transfer letter.</p> <p>The Complainant's requested remedy was to immediately be paid his/her due separation from employment entitlements, in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Masihata Sweaters Ltd	Federation	3 October 2019	Resolved	<p>OSH-related allegations: The Complainant alleged a factory supervisor terminated the employment of a worker after refusing the worker's request for sick leave. The factory doctor had reportedly provided the worker with a written recommendation to take sick leave. The Complainant's proposed remedy was for Factory Management to immediately pay the worker his/her due separation from employment benefits.</p> <p>Non-OSH Allegations: The Complainant alleged Factory Management terminated the employment of two workers because they refused to be transferred to another facility at a different location. The Complainant's proposed remedy was for Factory Management to immediately pay the two workers their due separation from employment entitlements.</p>	<p>OSH-related allegations: Factory management paid the worker his/her full separation from employment entitlements at a meeting held at the Accord's office, in the presence of representatives of the Accord and responsible brands.</p> <p>Non-OSH allegations: Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.</p>	1

Factory Name Withheld	Individual Worker(s)	2 October 2019	Non-OSH	The Complainant alleged being prevented from entering the factory when s/he reported for work after withdrawing his/her resignation due to a change in personal circumstances.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties at the Complainant's request because the Complainant withdrew the complaint as s/he no longer wanted to continue working at the factory.	1
CROSSLINE KNIT FABRICS LTD.	Individual Worker(s)	1 October 2019	Non-OSH	The Complainant alleged being forced to resign from his/her employment without prior notice or explanation. The Complainant further alleged non-payment of his/her due separation from employment benefits.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
FGS Denim Wear Ltd	Individual Worker(s)	1 October 2019	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after s/he resigned from his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	1 October 2019	Resolved outside Accord complaints mechanism	The Complainant alleged non-payment of due earnings for days worked in September 2019.	Not processed by the Accord. Not forwarded to the parties at the Complainant's request because Factory Management asked the Complainant to report to the factory to receive his/her due earnings.	1
Stylish Garments LTD	Individual Worker(s)	1 October 2019	Non-OSH	The Complainants alleged non-payment of due earned wages and separation from employment entitlements after their resignation from employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
STERLING STYLES LTD	Individual Worker(s)	1 October 2019	Resolved	The Complainant alleged being forced to resign from his/her employment after submitting the results of medical tests to Factory Management. The Complainant's proposed remedy was to be immediately reinstated to his/her previous position in the factory.	The Accord confirmed with all parties that the Complainant was reinstated to his/her previous position in the factory.	1

Crystal Composite Ltd	Individual Worker(s)	30-Sep-19	Non-OSH	<p>The Complainant alleged non-payment of due earned wages and other separation from employment entitlements after resigning from his/her employment at the factory.</p> <p>The Complainant's requested remedy was to immediately be paid his/her due earned wages and other separation from employment entitlements.</p>	Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	30-Sep-19	Resolved outside Accord complaints mechanism	The Complainant alleged non-payment of separation from employment entitlements after being terminated from his/her employment without prior notice or explanation.	Non-OSH. Not processed by the Accord. Not forwarded to the parties at the Complainant's request, as the Complainant withdrew the complaint because Factory Management paid his/her due separation from employment entitlements.	1
Factory Name Withheld	Anonymous	30-Sep-19	Resolved outside Accord complaints mechanism	<p>The Complainant alleged being harassed by a factory supervisor, including being forced to work overtime without payment of the overtime allowance, because she refused his sexual advances. The Complainant also alleged the supervisor terminated seven workers from his team and informed them that she was responsible for their termination.</p> <p>The Complainant's proposed remedy was to be transferred to another department in order to avoid further harassment from the supervisor.</p>	The Complainant withdrew the complaint informing the Accord that she had been transferred to another factory within the same Group and considered her complaint resolved.	1
Jamuna Fashion Wears Ltd.	Individual Worker(s)	30-Sep-19	Resolved	<p>The Complainant alleged being forced to resign from her employment for being absent from work on pregnancy-related sick leave. The Complainant reported that she was two and a half months pregnant at the time.</p> <p>The Complainant's proposed remedy was to be reinstated to her employment at the factory.</p>	The Accord confirmed with the parties that Factory Management had taken adequate and appropriate measures to address the issues raised in complaint and had reinstated the Complainant.	1

Factory name withheld	Individual Worker(s)	30-Sep-19	Not processed	<p>The Complainant alleged being instructed to re-join the factory as a new employee because s/he had frequently been absent from work on sick leave due to a heart condition.</p> <p>The Complainant's proposed remedy was for Factory Management to allow him/her to continue his/her employment as an existing employee.</p>	Not processed by the Accord. Not forwarded to the parties because the Complainant disengaged from the process.	1
Factory Name Withheld	Individual Worker(s)	29-Sep-19	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements of twenty-five (25) workers who had been terminated from their employment at the factory.	Not processed by the Accord. Not forwarded to parties at Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	29-Sep-19	Non-OSH	The Complainant alleged non-payment of due earned wages, refusal to accept his/her resignation letter and being instructed to leave the factory after s/he was absent from work without prior authorisation.	Not processed by the Accord. Not forwarded to parties at the Complainant's request.	1
Starlet apparel ltd	Individual Worker(s)	29-Sep-19	Non-OSH	The Complainant reported being forced to resign from his/her employment allegedly for being absent from work for three days without prior authorisation. The Complainant further alleged non-payment of his/her due earned wages and separation from employment benefits.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Mitali Fashions Ltd.	Individual Worker(s)	28-Sep-19	Resolved	<p>The Complainant alleged eight factory managers being beaten by the Managing Director of the factory. The Complainant further alleged the Managing Director holding five factory managers at the factory against their will.</p>	<p>Resolved by Accord complaint mechanism and via separate discussions of the Complainant with the manufacturers. The Complainant informed the Accord that s/he wished to withdraw the complaint as s/he considered the complaint as resolved.</p> <p>Factory Management took steps to ensure that the Managing Director alleged to have perpetrated the physical violence no longer worked at the factory.</p> <p>The Accord informed Factory Management about the protection against reprisals provided by the Accord such that any reprisal or retaliation towards such employee(s) who submit(s) a complaint to the Accord represents a violation of Accord signatory brands' requirements.</p>	1
DELUXE FASHIONS LTD.	Anonymous	28-Sep-19	Resolved	<p>The Complainant(s) alleged aisles and exits of the ground floor storage area of the six-storeyed building were obstructed. The Complainant(s) expressed concern about the fire safety of the building.</p>	<p>The Accord dispatched two Fire Safety Engineers to conduct an unannounced initial inspection of the issues raised in the complaint and provided Factory Management with the associated inspection report setting out the findings and required remediation. The Accord/RSC conducted two subsequent unannounced verification inspections. At the second verification inspection the findings of the initial inspection were found to be corrected.</p>	1

Zoom Sweaters Ltd	Individual Worker(s)	27-Sep-19	Non-OSH	<p>The Complainant alleged being prevented from reporting for work, allegedly for not working on a Friday that was assigned as a compulsory, compensatory work day in exchange for an extra day's holiday during the Eid-ul-Adha vacation. The Complainant contended that Factory Management's decision to terminate him/her is retaliation for his/her trade union activities.</p> <p>The Complainant's requested remedy is either to be reinstated to his/her previous position or to immediately be paid his/her due separation from employment entitlements, in accordance with the duration of his/her employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	25-Sep-19	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment benefits after being forced to resign from his/her employment for performance-related issues. Factory Management allegedly took the Complainant's signature on several documents before reportedly taking his/her ID card and instructing him/her not to come to the factory again.</p> <p>The Complainant's proposed remedy was either to be reinstated to his/her previous position, or immediately be paid his/her due separation from employment entitlements.</p>	Not processed by the Accord. Not forwarded to the parties at the Complainant's request because Factory Management paid the Complainant's due separation from employment entitlements.	1
Sweatertech Ltd.	Anonymous	25-Sep-19	Resolved	<p>The Complainant(s) alleged workers being routinely verbally abused by named members of senior management, and that the abuse included threats of physical violence.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to take immediate steps to address the abusive behaviour of the named senior managers.</p>	Factory Management took measures to address the abusive behaviour of the named factory managers. The Accord confirmed with the Complainant(s) that the working environment at the factory had improved. The Accord also confirmed that Factory Management posted an Accord Notice on "No workplace violence and no harassment" in conspicuous places and on safety notice boards of the factory.	1

Factory Name Withheld	Anonymous	22-Sep-19	Not processed	The Complainant alleged being forced to work overtime on one (1) day until 11.00 pm. The Complainant reported that Factory Management was not aware that workers had been forced to work overtime.	Not processed by the Accord. Not forwarded to the parties. The Complainant disengaged from the process.	1
GOLDEN TIMES SWEATER & DYEING LTD.	Individual Worker(s)	22-Sep-19	Non-OSH	The Complainant alleged not being paid due earned salary and due separation from employment entitlements after being instructed to stop reporting to the factory allegedly for not accepting an offer to work at a lower monthly salary rate.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	22-Sep-19	Factory closed	The Complainant(s) alleged Factory Management closed the factory without prior notice. The Complainant (s) further alleged workers were paid only one month's wages. The proposed remedy of the Complaint(s) was for Factory Management to immediately pay workers the remainder of their due wages and other separation from employment entitlements.	Non-OSH complaint. Not processed by the Accord Safety and Health Complaints Mechanism. The issue of factory closure is being processed separately under Article 8 of the Accord, which is related to relocation and closure of factories.	1
Noman Terry Towel Mills Ltd	Individual Worker(s)	19-Sep-19	Unresolved	The Complainant alleged non-payment of due earnings and other separation from employment benefits after being instructed to stop reporting for work, reportedly, for refusing the sexual advances of a named factory manager. The Complainant's proposed remedy was to be allowed to continue her employment at the factory and for Factory Management to take appropriate action against the named factory manager.	Factory Management reported that it conducted an investigation into the allegations and had invited the Complainant to rejoin the factory. The Complainant became disengaged /unreachable.	1

Factory Name Withheld	Individual Worker(s)	19-Sep-19	Not processed	The Complainant alleged non-payment of due earnings after being requested by Factory Management to leave his/her employment at the factory.	Not processed. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections and remediation programs. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory Name Withheld	Individual Worker(s)	18-Sep-19	Not processed	The Complainant alleged being physically abused by his/her Supervisor and instructed to no longer report for work at the factory after failing to meet, reportedly, excessive and unattainable production targets. The proposed remedy of the Complainant was for the Supervisor to be held to account and for the Complainant to immediately be paid his/her due separation from employment entitlements.	The Accord was unable to process the complaint because the Complainant became disengaged /unreachable.	1
Romo Fashion Today Ltd.	Anonymous	18-Sep-19	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after being forced to resign from his/her employment at the factory in retaliation for raising a complaint with a trade union Federation regarding changes to his/her employee grade. The Complainant also alleged loaders not being paid the overtime allowance and being threatened with termination if they make a mistake at work. The Complainant's proposed remedy was to immediately be paid his/her due separation from employment entitlements.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Factory Name Withheld	Individual Worker(s)	16-Sep-19	Not processed	The Complainant alleged non-payment of due earnings after being terminated from his/her employment at the factory.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory name withheld	Individual Worker(s)	16-Sep-19	Non-OSH	The Complainant alleged non-payment of due provident fund entitlements after s/he resigned from his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. Handled directly by Group Factory Management. The Accord confirmed that the Complainant received his/her due payments.	1
LEGACY FASHION LTD	Individual Worker(s)	16-Sep-19	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after s/he resigned from his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Romo Fashion Today Ltd.	Individual Worker(s)	14-Sep-19	Non-OSH	<p>The Complainant alleged that s/he, his/her spouse and 174 other workers were blacklisted after Factory Management terminated their employment. The Complainant reported that the workers had been blacklisted despite an agreement being signed by the union and the BGMEA (Bangladesh Garment Manufacturers and Exporters Association).</p> <p>The Complainant's proposed remedy was for Factory Management to reinstate him/her and his/her spouse to their previous positions and remove them from any blacklist. If they are not reinstated, then the Complainant's proposed remedy was that they be paid two months' wages in addition to one month's wages already received under the agreement between the union and the BGMEA.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Factory Name Withheld	Individual Worker(s)	12-Sep-19	Withdrawn	The Complainant alleged being instructed to leave the factory following an argument with his/her Supervisor over production targets and wages. The Complainant further alleged that earlier, after returning from sick leave, s/he had been forced to sign a letter of resignation without knowing on which date it would come into effect.	After submission of the complaint to the Accord, the Complainant reported that Factory Management requested him/her to continue in his/her employment at the factory.	1
Crystal Composite Ltd	Individual Worker(s)	12-Sep-19	Non-OSH	The Complainant alleged non-payment of due earned wages after being terminated from his/her employment for being absent from work without prior authorisation, the day after the Eid-ul-fitr vacation. The Complainant's proposed remedy was the immediate payment of his/her due earned wages.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
YAGI Bangladesh Garments Limited (YBG)	Federation	12-Sep-19	Non-OSH	The Complainant alleged non-payment of due earnings and Eid ul Azha bonus to a worker who was terminated from his/her employment for allegedly questioning Factory Management about deductions made from his/her salary.	Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Dewan Fashion Wears	Federation	12-Sep-19	Resolved	<p>OSH-related allegations: The Complainant alleged a worker being prevented from entering the factory the day after s/he was verbally abused, threatened and pressured into resigning, allegedly because s/he had suffered two heart attacks. The Complainant further alleged that Factory Management threatened to terminate the employment of the worker's spouse who also worked at the factory. The Complainant's proposed remedy was for the worker to immediately be paid his/her due separation from employment entitlements.</p> <p>Non-OSH Allegations: The Complainant alleged Factory Management paid only a portion of the medical costs of treating the worker's two heart attacks. The Complainant's proposed remedy was for Factory Management to pay the full costs of the worker's medical treatment.</p>	<p>OSH-related allegations: Factory Management offered to reinstate the worker in his/her employment but the worker refused because s/he was suffering from poor health. The worker subsequently died.</p> <p>Non-OSH Allegations: Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories. Factory Management paid the deceased worker's spouse the worker's due separation from employment entitlements together with a humanitarian payment.</p>	1
Harry Fashions Ltd (Shed)	Individual Worker(s)	11-Sep-19	Non-OSH	<p>The Complainant alleged being paid only a portion of his/her due separation from employment entitlements after allegedly being forced to resign from his/her employment for being absent from work for two days without prior authorisation, due to the death of a family member.</p>	<p>Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.</p>	2

Aspire Garments Limited	Individual Worker(s)	11-Sep-19	Resolved	<p>The Complainant alleged non-payment of due separation from employment entitlements after allegedly being pressured into resigning from his/her employment for refusing to work overtime. The Complainant reportedly refused to work overtime because Factory Management did not pay workers the overtime allowance.</p> <p>The Complainant's proposed remedy was to be reinstated to his/her position at the factory and for Factory Management to take effective measures to ensure that all overtime is strictly voluntary and all overtime hours worked paid at the required legal premium rate.</p>	The Accord confirmed with the parties that the Complainant had been reinstated to his/her employment and that workers were not being required to work overtime.	1
Factory Name Withheld	Individual Worker(s)	11-Sep-19	Not processed	<p>The Complainant alleged being terminated by Factory Management after being involved in a physical fight with his/her Supervisor. The Complainant reported pushing the Supervisor after the Supervisor hit him/her with a shoe.</p> <p>The Complainant's proposed remedy was to continue his/her employment at the factory.</p>	Not processed by the Accord. The Complainant withdrew the complaint after the issues raised in the complaint were resolved directly by the Complainant and the Supervisor. The Complainant continued his/her employment at the factory.	1
Stitchtone Apparels Ltd.	Individual Worker(s)	11-Sep-19	Resolved	<p>The Complainant alleged being instructed to leave the factory for being absent from work without prior authorisation. The Complainant asserted that s/he made a verbal request for sick leave and she allegedly received verbal confirmation that the request would be approved.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately reinstate the complainant to his/her previous position in the factory.</p>	Factory Management informed the Accord that it had reviewed the allegations and reinstated the Complainant to his/her position. The Accord confirmed with the Complainant that s/he had successfully rejoined the factory.	1

Agami Apparels Ltd	Individual Worker(s)	10-Sep-19	Resolved	<p>The Complainant alleged being suspended from his/her employment for failing to meet production targets, which the Complainant claimed were unattainable due to an inadequate number of workers / machinery.</p> <p>The Complainant's proposed remedy was to be reinstated to his/her previous position at the factory or immediately be paid his/her due separation from employment entitlements.</p>	The Accord confirmed with the parties that Factory Management had paid the Complainant's due separation from employment entitlements.	1
Factory Name Withheld	Individual Worker(s)	10-Sep-19	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after being terminated from his/her employment for being absent from work without prior authorisation.	Non-OSH. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint.	1
PANDORA FASHION LTD	Individual Worker(s)	9-Sep-19	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment benefits after resigning from his/her employment at the factory. The Complainant further alleged Factory Management instructing him/her to submit his/her resignation letter 10 days prior to his/her last working day instead of 60 days, allegedly to avoid paying in full his/her due separation from employment entitlements.</p> <p>The Complainant's requested remedy was to immediately be paid his/her due separation from employment entitlements, based on the period of employment at the factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
EPYLLION STYLE LTD.	Individual Worker(s)	8-Sep-19	Non-OSH	The Complainant reported resigning from his/her employment after being assigned to a new roster and Factory Management refusing his/her request to be transferred back to his/her previous roster.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

T Design Knitwear Ltd	Individual Worker(s)	7-Sep-19	Resolved	<p>The Complainant alleged being instructed by Factory Management to stop reporting for work, allegedly for refusing to work overtime. The Complainant reported that Factory Management regularly requires workers to work excessive hours and forced overtime, including routinely requiring workers to work on Fridays.</p> <p>The Complainant's proposed remedy was to be reinstated in his/her position in the factory, and for Factory Management to reduce the number of work hours to a level that is in accordance with legal limits, and take effective measures to ensure that all overtime, including on Fridays, is strictly voluntary.</p>	<p>The Accord reviewed the information provided by Factory Management and confirmed with the Complainant that the issues had been adequately addressed. The Accord reminded Factory Management that workers have the right to refuse forced/involuntary overtime, instructing Factory Management to ensure that overtime is voluntary, limited to the allowable amounts under the law / applicable regulations, and that all overtime hours worked are paid at the legally required premium rate of pay.</p>	1
Panwin Design Ltd	Individual Worker(s)	5-Sep-19	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after s/he refused to resign from his/her employment for making a mistake at work and was instructed by Factory Management to stop reporting to the factory for work.</p> <p>The Complainant's proposed remedy was to immediately be paid his/her due separation from employment entitlements.</p>	<p>Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.</p>	1
Turag Garments Hosiery Mills Ltd.	Federation	5-Sep-19	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment benefits after being forced to resign from his/her employment for being absent from work without prior authorisation. Factory Management allegedly took the Complainant's signature on several blank pieces of papers before allegedly taking his/her ID card and instructing him/her not to come to the factory again.</p>	<p>Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.</p>	3

Factory Name Withheld	Anonymous	3-Sep-19	Not Sustained	The Complainant alleged being denied sick leave by his/her Supervisor because they did not have a good relationship.	Not Sustained. The complaint was not forwarded to Factory Management and relevant Accord brand and labour signatories because the Complainant wanted to remain anonymous and because there was inadequate information to support the allegation made.	1
Robintex (Bangladesh) Ltd.	Individual Worker(s)	3-Sep-19	Non-OSH	The Complainant alleged Factory Management paid only a portion of his/her due separation from employment entitlements after s/he resigned from his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Dird Composite Textiles Ltd. (NEW)	Individual Worker(s)	3-Sep-19	Non-OSH	The Complainant alleged non-payment of due earned wages and other separation from employment entitlements, after reportedly being forced to leave his/her employment for being absent from work without authorisation for an extended time period. The Complainant further alleged that Factory Management refused to provide separation from employment documents that are required by the Complainant in order to find another job.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Concorde Garments Limited	Individual Worker(s)	2-Sep-19	Non-OSH	The Complainant alleged being terminated from his/her employment and subsequently show-caused by Factory Management. The Complainant further alleged that Factory Management show-caused him/her in order to avoid paying his/her due termination benefits.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
A Plus Ind.Ltd.	Individual Worker(s)	2-Sep-19	Non-OSH	The Complainant alleged non-payment of due earned wages and other separation from employment entitlements after s/he and another 8-9 workers were terminated from their employment following a reduction in the factory's orders.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Masco Cottons Ltd	Individual Worker(s)	1-Sep-19	Non-OSH	The Complainant alleged being forced to resign from his/her employment for being absent from work without prior authorisation and for being late for work. The Complainant further alleged that Factory Management changed the date of his/her resignation letter to a date two months earlier than the actual date of resignation.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	30-Aug-19	Non-OSH	The Complainant alleged non-payment of his/her due separation from employment entitlements after being terminated from his/her employment for being absent from work for 2 days without prior authorisation. The Complainant's proposed remedy was to be paid his/her due separation from employment entitlements.	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the Complainant's request.	1
Naba Knit Composite Ltd.	Individual Worker(s)	29-Aug-19	Non-OSH	The Complainant(s) alleged 30 workers being terminated in the presence of the industrial police, without prior notice or explanation. The Complainant(s) reported that the terminated workers were paid their due separation from employment entitlements. The proposed remedy of the Complainant(s) was to be reinstated to their previous positions in the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	2
Saybolt Tex Ltd.	Individual Worker(s)	29-Aug-19	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after s/he was terminated from his/her employment without reason or prior notice.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Concorde Garments Limited	Individual Worker(s)	29-Aug-19	Non-OSH	The Complainant alleged non-payment of due separation from employment benefits after being forced to resign from his/her employment for being absent from work without prior authorisation.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Factory Name Withheld	Anonymous	29-Aug-19	Withdrawn	The Complainant alleged a female worker was physically assaulted by two named members of Factory Management.	The Complainant withdrew the complaint after Factory Management apologised to the female worker.	1
Seo Wan Bangladesh Ltd.	Individual Worker(s)	28-Aug-19	Non-OSH	The Complainant alleged being instructed to leave the factory for being absent from work without prior authorisation due to an injury sustained in a road accident that took place outside the factory premises. The Complainant further alleged non-payment of due separation from employment entitlements, in accordance with the duration of his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
SOUTHERN DESIGNERS LIMITED	Individual Worker(s)	27-Aug-19	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after s/he was terminated from his/her employment for smoking inside the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Eco Couture Ltd	Individual Worker(s)	27-Aug-19	Resolved outside Accord complaints mechanism	The Complainant alleged being verbally abused by a named factory manager. The Complainant further alleged that the same named factory manager regularly verbally abused all the workers.	The Complainant informed the Accord that s/he had been transferred to a different floor of the factory and was no longer being subjected to any verbal abuse by the named factory manager.	1
L'Usine Fashion Limited (Gazipur Unit) (previously AMITY SWEATERS LTD)	Individual Worker(s)	27-Aug-19	Resolved	The Complainant alleged being verbally abused, pressurised to resign and instructed to leave the factory for requesting payment of the overtime allowance. The Complainant reported that a replacement ID card had changed his/her employment grade, making him/her eligible for the overtime allowance. The Complainant's proposed remedy was for Factory Management to immediately pay his/her due separation from employment entitlements, based on the duration of his/her employment at the factory.	The Accord confirmed with all parties that the worker was paid his/her due separation from employment entitlements.	2

L'Usine Fashion Limited (Gazipur Unit) (previously AMITY SWEATERS LTD)	Individual Worker(s)	27-Aug-19	Non-OSH	<p>The Complainant alleged non-payment of full due separation from employment entitlements after being terminated from his/her employment for being absent from work the day after the end of the 2019 Eid-UI Azha vacation.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay his/her due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	3
BKC sweater Limited	Individual Worker(s)	25-Aug-19	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after s/he was terminated from his/her employment for being absent from work without prior authorisation.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Iris Design Limited	Individual Worker(s)	25-Aug-19	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after being terminated from his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Adury Apparels Ltd.	Individual Worker(s)	24-Aug-19	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after being terminated from his/her employment for being absent from work without authorisation.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Faiza Industries Ltd.	Federation	22-Aug-19	Resolved outside Accord complaints mechanism	The Complainant alleged forced resignation of a worker for taking pregnancy-related sick leave. The worker allegedly had informed Factory Management and had the necessary medical documents.	Resolved without Accord intervention as the Complainant later informed the Accord that Factory Management reinstated the worker to her employment. The Complainant has thereby withdrawn the complaint.	1
Factory name withheld	Individual Worker(s)	22-Aug-19	Non-OSH	The Complainant alleged non-payment of due earnings and provident fund entitlements after s/he resigned from his/her employment at the factory due to ill health.	Non-OSH complaint. Not processed by the Accord. Handled directly by Group Factory Management. The Accord confirmed that the Complainant received his/her due payments.	1
Factory name withheld	Individual Worker(s)	21-Aug-19	Non-OSH	The Complainant alleged non-payment of due earnings after being terminated from his/her employment.	Non-OSH complaint. The complaint was not forwarded to the parties because the Complainant disengaged / became unreachable.	1

Cassiopea Apparels Ltd	Individual Worker(s)	21-Aug-19	Non-OSH	The Complainant alleged non-payment of due overtime payment and other separation from employment entitlements after resigning from his/her employment from the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Tanzila Textile Ltd	Individual Worker(s)	20-Aug-19	Non-OSH	The Complainant alleged non-payment of his/her due separation from employment entitlements after allegedly being forced to resign following an altercation with a named factory supervisor over the shift starting time and non-payment of Eid festival bonus to workers before Eid. The Complainant's proposed remedy was for Factory Management to immediately pay his/her due separation from employment entitlements, based on the duration of employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Tanzila Textile Ltd	Individual Worker(s)	20-Aug-19	Non-OSH	The Complainant alleged non-payment of his/her due separation from employment entitlements after allegedly being forced to resign, together with four (4) other workers, reportedly for raising issues regarding tiffin break during overtime hours and non-payment of Eid festival bonus to workers before Eid. The Complainant's proposed remedy was for Factory Management to immediately pay his/her due separation from employment entitlements, based on the duration of employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
BEAT'S FASHION LTD	Individual Worker(s)	20-Aug-19	Non-OSH	The Complainant(s) alleged non-payment of separation from employment entitlements after 40 to 50 workers were terminated by Factory Management for unauthorised absence from work on the day after the 2019 Eid ul-Azha holiday.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to relevant Accord brand and labour signatories and Factory Management.	1

Factory Name Withheld	Individual Worker(s)	17-Aug-19	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after being terminated from his/her employment at the factory. The Complainant's proposed remedy was to be reinstated or immediately paid his/her due separation from employment entitlements.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1
versatile textiles ltd.	Anonymous	10-Aug-19	Non-OSH	The Complainant(s) alleged the delayed payment of wages for July 2019 of an estimated 250-350 workers of the Finishing Section. These workers were allegedly unable to start their Eid-ul-Azha holiday, as they were waiting at the factory to be paid.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Daeyu Fashions Ltd	Anonymous	9-Aug-19	Non-OSH	The Complainant(s) alleged non-payment of July 2019 wages and the Eid ul-Azha bonus and that workers were reportedly unable to leave the factory to start their Eid ul-Azha vacation.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to factory management and relevant Accord brand and labour signatories.	1
Rizvi Fashions Ltd.	Individual Worker(s)	8-Aug-19	Resolved	<p>OSH-related Allegations: The Complainant(s) alleged workers in the cutting section being forced to perform overtime and that the excessive work hours were causing an adverse impact on the affected workers' health.</p> <p>Non-OSH-related Allegations: The Complainant(s) also alleged that Factory Management had not informed workers about the number of days leave they could take, the day before the start of the Eid-ul-Azha vacation.</p>	<p>OSH Allegations: Factory Management conducted an investigation that confirmed that workers had been working forced overtime and excessive hours and developed a corrective action plan that included awareness raising, monitoring and recruitment. The Accord reviewed the corrective action plan provided by Factory Management and confirmed with the Complainant that the issues had been adequately addressed.</p> <p>Non-OSH Allegations: Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.</p>	1
Tanzila Textile Ltd	Individual Worker(s)	8-Aug-19	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after being forced to resign following an altercation with his/her supervisor.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

SHANGU TEX LTD-2	Anonymous	8-Aug-19	Non-OSH	The Complainant(s) alleged that factory management deducted one day's salary from the workers' basic wage in exchange for one day's extra holiday during the 2019 Eid-ul-Azha vacation.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories, and factory management.	1
Factory Name Withheld	Individual Worker(s)	7-Aug-19	Not processed	The Complainant alleged non-payment of wages by Factory Management and that workers were in a desperate financial position.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Seo Wan Bangladesh Ltd.	Individual Worker(s)	6-Aug-19	non-osh	The Complainant alleged non-payment of separation from employment entitlements after allegedly being forced to resign from his/her employment for lending his/her phone to a co-worker who used it to make an unauthorised recording of a Show Cause hearing. The Complainant's requested remedy was to immediately be paid his/her due separation from employment entitlements, in accordance with the duration of employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	6-Aug-19	Non-OSH	The Complainant(s) alleged that the proposed 2019 Eid-ul-Azha bonus representing 20% of workers' gross salary was inadequate.	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the request of the Complainant(s) because Factory Management increased the Eid-ul-Azha bonus to 30% of workers' gross salary.	1

Daeyu Fashions Ltd	Individual Worker(s)	6-Aug-19	Not processed	<p>The Complainant(s) alleged female workers being routinely physically, verbally and sexually harassed by the Line Chief. The Complainant(s) also alleged forced overtime and late payment of monthly wages.</p> <p>The proposed remedy of the Complainant(s) was for overtime to be strictly voluntary and for Factory Management to take adequate measures to stop the abusive behaviour of the Line Chief.</p>	Not processed by the Accord because the Complainant(s) disengaged / was unreachable.	1
Gardenia Wears Ltd	Individual Worker(s)	5-Aug-19	Non-OSH	The Complainant alleged non-payment of due overtime payment and other separation from employment entitlements after resigning from his/her employment from the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Al Amin Garment Industries Ltd	Anonymous	5-Aug-19	Resolved	The Complainant alleged the toilets not being regularly cleaned or maintained, creating foul smells and general unsanitary conditions. The Complainant also alleged an inadequate number of electric fans at the factory.	The Accord confirmed with the Complainant and the Safety Committee that Factory Management had taken adequate measures to resolve the issues related to the unsanitary conditions of the toilets and the inadequate number of electric fans.	1

Disney Sweater Ltd.	Individual Worker(s)	3-Aug-19	Resolved	<p>The Complainant(s) alleged workers working four consecutive Fridays before the 2019 Eid-ul-Azha vacation, but not being informed about the number of days compensatory leave they could take during the Eid-ul-Azha vacation. The Complainant(s) further alleged Factory Management informing workers that any sick leave taken before the start of the Eid-ul-Azha vacation would be deducted from their basic wages.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to immediately inform workers about the number of compensatory days leave they could take during the 2019 Eid-ul-Azha vacation and allow workers to take sick leave without deducting payments from their basic wages.</p>	<p>The Accord confirmed with the parties that Factory Management scheduled three days of compensatory leave for days worked before the Eid-ul-Azha vacation: two in 2019 and one in 2020. The Accord also confirmed with the parties that Factory Management did not deduct sick leave from workers' basic wages.</p>	1
Tanzila Textile Ltd	Individual Worker(s)	3-Aug-19	Resolved	<p>The Complainant alleged refusal of sick leave after sustaining an injury in an accident that occurred inside the factory and subsequently being instructed to leave the factory for being absent from work without authorisation. The Complainant further alleged non-payment of medical expenses for treating the injury and due separation from employment entitlements.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay his/her medical expenses and due separation from employment entitlements.</p>	<p>Factory Management informed the Accord that following an investigation it had reinstated the Complainant and paid his/her medical expenses. The Accord confirmed with the Complainant that s/he had rejoined the factory and been due medical expenses.</p>	1

Smh New Generation Apparels Ltd	Individual Worker(s)	1-Aug-19	Non-OSH	The Complainant alleged being show-caused by Factory Management and no longer assigned work after another worker submitted his/her attendance card on a day when the Complainant was absent from the factory on authorised leave. The Complainant further alleged that Factory Management instructed him/her to resign but refused to agree the Complainant's due separation from employment benefits.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Alif Casual Wear Ltd	Individual Worker(s)	1-Aug-19	Resolved outside Accord complaints mechanism	The Complainant alleged being instructed to resign from her employment and informed her that she would not be paid her due maternity benefits after Factory Management refused to accept her pregnancy-related maternity documents. The Complainant further alleged Factory Management tried to force her to resign because she was experiencing difficulties in carrying out her work due to her pregnancy. The Complainant's proposed remedy was for Factory Management to stop trying to force her to resign and allow her to remain in her employment until and after her maternity leave.	The Complainant became disengaged during the Accord's processing of the complaint. The Accord was informed that the Complainant is continuing her employment at the factory and was paid her due maternity benefit entitlements.	1
Factory Name Withheld	Individual Worker(s)	31 July 2019	Not processed	The Complainant alleged non-payment of separation from employment benefits after being allegedly forced to resign from his/her employment at the factory.	Not processed. Factory is not a listed supplier of Accord.	1
Zoom Sweaters Ltd	Individual Worker(s)	31 July 2019	Resolved outside Accord complaints mechanism	The Complainant alleged discrimination by a named factory manager who physically and verbally abused and threatened the Complainant because of his/her origins from a particular district in Bangladesh.	The Complainant confirmed that s/he wished to withdraw the complaint, informing the Accord that the matter was resolved as the named factory manager had changed his/her behaviour and had stopped abusing and threatening the Complainant.	1

Factory Name Withheld	Individual Worker(s)	31 July 2019	Non-OSH	The Complainant alleged non-payment of his/her due separation from employment entitlements after being instructed to submit a resignation letter from his/her employment, without any explanation or prior notice.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties as the Complainant withdrew the complaint informing the Accord that s/her had received his/her due payments.	1
MAHMUD JEANS LIMITED	Individual Worker(s)	31 July 2019	Non-OSH	The Complainant alleged non-payment of his/her due separation from employment entitlements after being forced to resign from his/her employment at the factory for having a workplace argument with a supervisor. The Complainant's proposed remedy is to be paid his/her due separation from employment entitlements.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
MASCOT GARMENTS LTD	Individual Worker(s)	30 July 2019	Resolved	The Complainant alleged newly-employed female workers being sexually harassed by a named factory Supervisor, who allegedly retaliates against the female workers if they reject his proposals. The Complainant further alleged other female workers being verbally abused by the same named Supervisor. The Complainant reported that she resigned from her employment at the factory as a result of the hostile work environment created by the conduct of the named Supervisor.	Factory Management conducted an investigation into the allegations and based on its findings took action against the named Supervisor. The Accord confirmed with the Complainant that she had been reinstated to her previous position and been paid lost earnings. The Complainant confirmed that Factory Management had taken the necessary measures to address the issues of sexual and verbal harassment raised in the complaint.	1

Factory Name Withheld	Individual Worker(s)	30 July 2019	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged excessive work hours, mandatory overtime, non-payment of the overtime allowance and workers being assigned excessive and unattainable targets. The Complainant(s) further alleged workers being instructed to punch out at 5.00 pm, but being required to work until 10.00 pm.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to take effective measures to ensure that all overtime is strictly voluntary, all overtime hours worked are paid at the required legal premium rate, and that production targets are reasonable and attainable.</p>	Not processed. The Accord was unable to verify the information for a period of time. Subsequently the issues were resolved due to a decline in the number of orders.	1
Factory name withheld	Federation	30 July 2019	Unresolved	<p>The Complainant alleged non-payment of the legal minimum wage and the costs of Accord building remediation being deducted from workers' wages (200-500 Taka per worker).</p> <p>The Complainant's proposed remedy was for the brands to pay the costs of Accord remediation, not the workers.</p>	Not processed by the Accord because the Complainant disengaged / was unreachable and the Accord was informed that the factory was permanently closed. The closure is being processed separately through the Accord factory closure protocol.	1
Factory name withheld	Federation	30 July 2019	Not processed	The Complainant made a number of allegations including non-payment of the legal minimum wage, non-payment of maternity benefit and unfair dismissal of workers to avoid paying due termination benefits.	Not processed by the Accord because the Complainant disengaged / was unreachable.	1

Alpha Knitting Wear Limited	Individual Worker(s)	29 July 2019	Non-OSH	The Complainant alleged being forced to resign from his/her employment because of non-payment of wages and non-assignment of work after taking leave that Factory Management claimed to be unauthorised. The Complainant reported that s/he had verbally informed his/her Line Chief prior to taking leave. The Complainant further alleged non-payment of full due separation from employment entitlements.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	28 July 2019	Withdrawn	The Complainant alleged that she was forced to resign from her employment and did not receive her due separation from employment entitlements or maternity benefit entitlements. The Complainant reported that she was seven months pregnant at the time she was forced to resign.	The Complainant withdrew the complaint informing the Accord that Factory Management had paid her Tk. 27,000 as separation from employment and other entitlement payments.	1
Factory name withheld	Federation	28 July 2019	Resolved outside Accord complaints mechanism	The Complainant Federation alleged that Factory Management, accompanied by a jhut supplier and local goons, threatened members of the Federation at the Federation's central office and then locked the Federation's office so that nobody could enter, reportedly, in retaliation for workers at the factory filing a request to register a trade union.	The Complainant withdrew the complaint informing the Accord that the matter had been resolved with the intervention of the BGMEA (Bangladesh Garment Manufacturers and Exporters Association).	1
Ibrahim Knit Garments (Pvt.) Ltd.	Individual Worker(s)	26 July 2019	Resolved	The Complainant(s) alleged that the tin shed roof of the seven-storied building was worn out and that water drips through the perforations/holes of the rusted roof shed, causing water accumulation in the dining area.	The Accord dispatched a structural Safety Engineer to conduct an unannounced inspection at the factory. The Accord Engineer found that the rooftop shed of one of the six-storied buildings had perforations/holes in several locations and was therefore, susceptible to rainwater intrusion. The factory was required to replace all the rusted and perforated sheets. The Accord conducted a verification inspection and confirmed that the required remediation had been carried out.	1

Factory Name Withheld	Individual Worker(s)	25 July 2019	Not processed	The Complainant alleged non-payment of separation from employment benefits after allegedly being forced to resign for his/her employment at the factory.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Alpha Knitting Wear Limited	Anonymous	24 July 2019	Resolved	The Complainant(s) alleged the filtered water containers at the factory not being regularly filled and workers drinking potentially contaminated water directly from the water supply system.	The Accord instructed Factory Management to address the issues with the factory Safety Committee and the Safety Committee to inform the Accord, in writing, of their findings/results related to those matters and regarding the measures taken to remedy any of the allegations which were with merit. The Accord confirmed with the parties that Factory Management had taken adequate and appropriate measures to ensure the supply of pure drinking water that is easily accessible to workers on all floors of the factory.	1
Patriot Eco Apparel Ltd.	Federation	24 July 2019	Resolved	The Complainant alleged a female worker being forced to resign from her employment at the factory after submitting a complaint alleging sexual harassment and physical assault by a named factory supervisor. The Complainant further alleged other female workers resigning from their employment because of sexual harassment by the same named supervisor. The Complainant's proposed remedy was for the female worker to be immediately reinstated to her position at the factory and to have the worker's dignity restored and justice achieved by the named supervisor being held to account for his improper conduct.	The female worker did not return to her employment at the factory. The Accord confirmed with all parties that the worker received her due separation from employment entitlements. The Accord instructed Factory Management to implement adequate measures in the effort to eliminate inappropriate sexual harassment of female workers and to make sure workers were aware of and know how to utilize the factory's associated "zero tolerance policy". Factory Management informed the Accord that it had undertaken a number of measures including meeting with the Safety Committee, posting notifications on its anti-harassment procedures, and strengthening awareness of its grievance procedures.	1

Factory name withheld	Individual Worker(s)	24 July 2019	Not processed	The Complainant raised a safety complainat alleging the following: a crack in the middle of the building; inadequate number of beams; 2-3 cracks on the wall of the first floor of the Finishing Section at the joint of the wall and beam of the six-storied building; and there only being one staircase.	Not processed. Factory is not a listed supplier of the Accord. On 1 March 2020, the Accord informed the Inspector General (IG) of the Department of Inspections of Factories and Establishments (DIFE) of this complaint and requested the IG to dispatch GoB fire and structural safety engineers to investigate the reported issues. The Complainant was provided the contact phone numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Alif Casual Wear Ltd	Individual Worker(s)	23 July 2019	Non-OSH	The Complainants alleged being terminated from their employment for being absent from work without prior authorisation. The Complainants reported that they had been ill on the days they remained absent.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Sharaf Apparels Ltd	Individual Worker(s)	21 July 2019	Resolved	The Complainant(s) alleged workers being physically assaulted and verbally abused by a named Quality-In-Charge. The proposed remedy of the Complainant(s) was for Factory Management to take immediate steps to ensure that the named Quality-In-Charge stopped the physical attacks on and verbal abuse of workers, and establishes a zero-tolerance policy towards workplace violence.	Factory Management conducted an investigation into the allegations and subsequently dismissed the Quality In-Charge concerned. The Accord confirmed with the Complainant(s) and other sources that the issue had been adequately addressed.	2
Intramex Knitwear Ltd	Individual Worker(s)	20 July 2019	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after being terminated from his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to relevant Accord brand and labour signatories and Factory Management.	1

Factory name withheld	Individual Worker(s)	20 July 2019	Withdrawn	<p>The Complainant alleged being physically assaulted and verbally abused by a named factory Supervisor for not carrying out assigned work on time. The Complainant further alleged that the same named Supervisor routinely verbally abused the workers.</p> <p>The Complainant's proposed remedy was to achieve justice by Factory Management taking adequate and appropriate measures to address the abusive behaviour of the named factory Supervisor.</p>	Not processed by the Accord because the Complainant withdrew the complaint, informing the Accord that Factory Management had taken adequate and appropriate measures to stop the abusive behaviour and s/he considered the matter resolved.	1
Factory Name Withheld	Individual Worker(s)	18 July 2019	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after s/he resigned from his/her employment at the factory.	Not processed by the Accord. Not forwarded to the parties because the complainant became disengaged / unreachable after submitting the complaint.	1
Factory Name Withheld	Individual Worker(s)	18 July 2019	Non-OSH	<p>The Complainant alleged non-payment of due earned wages after being terminated from his/her employment at the factory, allegedly for having a physical fight with two other workers outside the factory's premises.</p> <p>The Complainant's proposed remedy was that Factory Management immediately pay his/her due earned wages.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged/unreachable.	1
Factory Name Withheld	Individual Worker(s)	18 July 2019	Resolved outside Accord complaints mechanism	The Complainant alleged workers being regularly subjected to abusive behavior by a named factory manager.	Not processed by the Accord. The Complainant withdrew the complaint because the conduct of the named factory manager improved.	1
Dird Composite Textiles Ltd. (NEW)	Individual Worker(s)	17 July 2019	Non-OSH	The Complainant alleged non-payment of one month's due earnings after resigning from his/her employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to factory management and relevant Accord brand and labour signatories.	1
Alif Casual Wear Ltd	Individual Worker(s)	17 July 2019	Resolved	The Complainant(s) alleged workers being physically assaulted and verbally abused by a named member of Factory Management. The Complainant(s) further alleged forced overtime and non-payment of the overtime allowance.	The Accord confirmed that Factory Management had taken adequate corrective actions and preventive measures regarding workplace violence, harassment and forced overtime and that the overtime allowance was paid.	1

ANANTA GARMENTS LTD	Individual Worker(s)	16 July 2019	Non-OSH	<p>The Complainant alleged non-payment of his/her full due separation from employment entitlements after being instructed to resign for refusing to accept the content of a show-cause letter that alleged that the Complainant was responsible for low quality products, which had been returned to the factory. The Complainant alleged that prior to receiving the show-cause letter Factory Management had accused him/her of being absent from work for two days without prior authorization. The Complainant reported that s/he had verbally informed his/her Supervisor of the request for leave.</p> <p>The Complainant was offered a portion of his/her due separation from employment benefits by the Head Office of the Ananta Group, which s/he did not accept.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories. Factory Management informed the Accord that the issues would be addressed through the appropriate legal channels.	1
RAIYAN KNIT COMPOSITE LTD	Individual Worker(s)	14 July 2019	Resolved	The Complainant alleged being terminated from her employment for being absent from work after the end of her maternity leave; and non-payment of the second instalment of her due maternity benefit entitlements and her due separation from employment entitlements.	Following the intervention of the Accord, Factory Management paid the worker subject of the complaint the second instalment of her due maternity benefit entitlements and her due separation from employment entitlements.	1
Saybolt Tex Ltd.	Individual Worker(s)	14 July 2019	Non-OSH	The Complainant alleged unfair termination from his/her employment for taking unauthorised sick leave after s/he became ill as a result of working excessive hours. The Complainant further alleged non-payment of his/her full due separation from employment benefits.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to factory management and relevant Accord brand and labour signatories.	1
CROSSLINE KNIT FABRICS LTD.	Individual Worker(s)	11 July 2019	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements and earned wages for days worked in May, June and July 2019 after being terminated from his/her employment for being involved in an altercation with a factory Supervisor.	Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Factory Name Withheld	Individual Worker(s)	11 July 2019	Not processed	The Complainant alleged workers being routinely verbally abused by a named member of Factory Management for making minor mistakes.	The Accord was unable to process the complaint because the Complainant withdrew the complaint after leaving his/her employment at the factory.	1
Mondol Intimates Ltd.	Individual Worker(s)	11 July 2019	Non-OSH	The Complainant alleged being forced by Factory Management to submit his/her resignation letter after being found to be in possession of smokeless tobacco. The Complainant claimed that s/he had not used the tobacco while s/he was at the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories and Factory Management.	1
Factory name withheld	Individual Worker(s)	11 July 2019	Non-OSH	The Complainant alleged non-payment of due wages for the months of May and June 2019 after resigning from his/her employment at the factory.	Not processed by the Accord. Not forwarded to the parties at the Complainant's request because Factory Management paid the Complainant his/her due earnings.	1
Factory name withheld	Individual Worker(s)	11 July 2019	Not processed	<p>The Complainant(s) alleged workers being physically assaulted by a named production manager for failing to achieve production targets. The Complainant(s) further alleged that Factory Management required workers to perform mandatory overtime.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to take immediate steps to ensure that the named factory manager stopped the physical attacks on workers, establishes a zero-tolerance policy on workplace violence, and for overtime to be strictly voluntary and in accordance with the legal limits.</p>	During the Accord's investigation process, the Complainant confirmed that the issues had been resolved due to a decline in orders at the factory. The Complainant subsequently became disengaged / unreachable. The Accord communicated with members of the factory Safety Committee who confirmed that overtime was voluntary and that the workplace environment was free from violence.	1
Factory Name Withheld	Individual Worker(s)	8 July 2019	Non-OSH	The Complainant alleged non-payment of due earnings and other separation from employment benefits after being forced to resign from his/her employment for complaining to Factory Management about not being paid his/her wages for three consecutive months.	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at Complainant's request.	1

Oasis Fashion Ltd unit-2	Individual Worker(s)	8 July 2019	Non-OSH	The Complainant alleged being instructed to submit his/her letter of resignation on his/her last working day and not sixty days before, allegedly in order for Factory Management to avoid paying the Complainant's due separation from employment entitlements.	Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
SAVAR SWEATERS LTD	Federation	7 July 2019	Non-OSH	The Complainant(s) alleged non-payment of due overtime allowance since May 2019 and for two months in 2018. The Complainant(s) further alleged that workers are not paid their wages on time or in full and that factory management pays wages in installments. Other OSH-related elements of the complaint were withdrawn by the Complainant(s).	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to factory management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	7 July 2019	Not processed	The Complainant alleged being instructed by Factory Management not to report to the factory again after reporting that a factory manager had made an inappropriate proposal. The Complainant further alleged that Factory Management had not investigated his/her report.	The Complainant became disengaged from the Accord complaint mechanism after submission of the complaint. Not processed by Accord.	1
Dhaka Socks Manufacturing Co. Ltd.	Individual Worker(s)	5 July 2019	Not processed	The Complainant alleged being terminated from his/her employment in retaliation for being President of the factory union. The Complainant further alleged that following a case filed with the Joint Director of Labour (JDL), Factory Management was instructed to reinstate him/her but refused to do so.	Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
TexTech Co. Ltd	Individual Worker(s)	5 July 2019	Non-OSH	The Complainant alleged being terminated from his/her employment for being absent from work without prior authorisation.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Factory Name Withheld	Individual Worker(s)	5 July 2019	Non-OSH	The Complainant alleged Factory Management terminated the Complainant and a co-worker from their employment at the factory by forcibly taking their signatures on blank pieces of paper. The Complainant further alleged non-payment of due separation from employment benefits to the two (2) workers.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties. The Accord was informed that one of the workers had been reinstated to his/her employment at the factory and the other had received his/her due separation from employment benefits.	1
Finetex Knittwear Ltd	Individual Worker(s)	5 July 2019	Non-OSH	The Complainant alleged Factory Management instructed him/her to resign without confirming payment of due separation from employment because s/he was unwilling to work without payment of the overtime allowance and travel expenses.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories and Factory Management.	1
Factory Name Withheld	Individual Worker(s)	4 July 2019	Not processed	The Complainant alleged being verbally abused by his/her supervisor, who pressurised him/her to resign and threatened to enclose him/her in a sack and throw him/her into the water after s/he filed a complaint with Factory Management.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
CRESCENT FASHION AND DESIGN LIMITED	Individual Worker(s)	3 July 2019	Non-OSH	The Complainant alleged non-payment of due provident fund and separation from employment entitlements after s/he resigned from his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. Handled directly by Group Factory Management. The Accord confirmed that the Complainant received his/her due payments.	1
Factory Name Withheld	Individual Worker(s)	2 July 2019	Non-OSH	The Complainant alleged non-payment of due earnings and other separation from employment benefits after resigning from his/her employment from the factory.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant confirmed receipt of all due payments.	1
Everbright sweaters ltd	Individual Worker(s)	2 July 2019	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after resigning from his/her employment.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties at the Complainant's request.	1

Factory Name Withheld	Individual Worker(s)	2 July 2019	Not processed	The Complainant alleged non-payment of separation from employment entitlements after being terminated from his/her employment at the factory for taking unauthorised sick leave.	Not processed. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections and remediation programs. The complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Globus Garments Ltd.	Individual Worker(s)	2 July 2019	Resolved	The Complainant alleged monthly payment of her due maternity entitlements instead of payment by instalment.	The Accord confirmed with all parties the payment of the first instalment of the Complainant's maternity benefit, in accordance with the legally required rate and before commencement of her maternity leave.	1
Starlet apparel ltd	Individual Worker(s)	1 July 2019	Resolved	The Complainant alleged being terminated from his/her employment by Factory Management as a consequence of being assigned an excessive and unachievable production target, which s/he was subsequently unable to meet.	Following intervention by the Accord, the Accord confirmed that the Complainant has been reinstated to his/her previous position at the factory and that Factory Management had paid all her due earnings.	1
Factory Name Withheld	Individual Worker(s)	1 July 2019	Not processed	The Complainant alleged the factory operating with essentially no fire safety systems and no fire safety components in place, installed, or functioning. The Complainant also alleged passageways and egresses being obstructed. Additionally, the Complainant reported the building being old with excessive storage on a number of floors, raising structural safety concerns.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Tamishna Fashion Wear Ltd(Unit-2)	Individual Worker(s)	1 July 2019	Non-OSH	The Complainant alleged that s/he was terminated from his/her employment without cause and wished to be reinstated to his/her position.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties at the Complainant's request.	1
Factory name withheld	Individual Worker(s)	30 June 2019	Withdrawn	The Complainant(s) alleged non-payment of due maternity benefit entitlements and non-approval of due maternity leave for female workers who had worked at the factory for less than two years.	The Complainant(s) withdrew the complaint after Factory Management confirmed they would pay all pregnant workers their due maternity benefit entitlements.	1

PINAKI GARMENTS LTD.	Federation	30 June 2019	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements to two workers who had resigned from their employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	30 June 2019	Withdrawn	The Complainant alleged non-payment of separation from employment entitlements to seven workers who had resigned from their employment at the factory.	The Complainant withdrew the complaint after Factory Management paid the workers their due separation from employment entitlements.	2
Factory name withheld	Individual Worker(s)	30 June 2019	Not processed	The Complainant alleged failure to implement the new salary structure and agreed wage increases, denial of workers' requests for leave, and workers being routinely verbally abused. The Complainant's proposed remedy was for Factory Management to implement the new salary structure and wage increases, approve workers' legitimate requests for leave and provide a workplace environment that is free from verbal abuse.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Shah Makhdum Garments Ltd.	Individual Worker(s)	27 June 2019	Non-OSH	The Complainant(s) alleged non-payment of due wages and Eid bonus to mid-level managers.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to relevant factory management and Accord brand and labour signatories.	1
TexTech Co. Ltd	Individual Worker(s)	26 June 2019	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after being terminated from his/her employment by Factory Management.	Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Apex Lingerie Ltd.	Individual Worker(s)	26 June 2019	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after being terminated from his/her employment for involvement in a workplace altercation.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Creative Woolwear	Individual Worker(s)	25 June 2019	Not Sustained	<p>The Complainant alleged being unfairly terminated from his/her employment for being absent from work without authorisation after s/he allegedly became sick as a result of being assigned an excessive workload, working excessive hours and being subjected to excessive workplace heat.</p>	<p>Not processed by the Accord. The complaint was not sustained.</p>	1
Base Textiles Ltd	Individual Worker(s)	25 June 2019	Resolved	<p>- OSH-related allegations:</p> <p>The Complainant(s) alleged the fire alarm being activated almost daily over a period of a month and that, due to this frequency, workers stopped evacuating the building because they thought the activations were a false alarm.</p> <p>Separately, the Complainant(s) alleged workers being required to work mandatory overtime and excessive work hours.</p> <p>The proposed remedy of Complainant(s) was for Factory Management to take adequate measures to prevent the false activation of the fire alarm and ensure that all overtime be voluntary, in accordance with limits established in the Bangladesh Labour Act (BLA).</p> <p>- Non-OSH allegations:</p> <p>The Complainant(s) alleged Factory Management regularly refused workers' requests for leave.</p> <p>The proposed remedy of Complainant(s) was for Factory Management to approve workers' requests for leave to which they are entitled.</p>	<p>The Accord dispatched a Fire Safety Engineer to conduct an unannounced inspection and sent Factory Management the associated Verification Inspection report.</p> <p>The fire safety remediation issues set out in the report were to be verified in the fire systems Testing & Commissioning Verification Inspection (T&CVI).</p> <p>The Complainant(s) reported that the issues related to mandatory overtime were resolved.</p>	1

Factory Name Withheld	Individual Worker(s)	24 June 2019	Not processed	The Complainant alleged being threatened with termination of his/her employment unless s/he was fit for work by the end of the Eid ul-Fitr holiday, after sustaining a leg injury in an accident outside the factory.	Not processed. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections remediation. The complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory Name Withheld	Individual Worker(s)	24 June 2019	Not processed	The Complainant(s) alleged that workers were being verbally and physically abused and/or threatened with termination for mistakes in their work made, allegedly, as a result of excessive work pressure. The Complainant(s) further alleged that workers who complained about the abuse were forced to leave their employment at the factory.	Not processed. Factory is not a listed supplier of Accord. The Complainant(s) was/were provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) at the Complainant's request.	1
KAROONI KNIT COMPOSITE LIMITED	Individual Worker(s)	23 June 2019	Not processed	The Complainant(s) alleged pregnant workers being forced to resign from their employment once they informed Factory Management that they were pregnant.	The Complainant became disengaged after submission of the complaint to the Accord. The Accord communicated with the members of the factory Safety Committee, who reported that Factory Management paid pregnant workers their due maternity benefit entitlements and that they were not aware of any forced resignations of pregnant workers in the factory.	1
CROSSLINE KNIT FABRICS LTD.	Individual Worker(s)	20 June 2019	Non-OSH	The Complainant alleged that Factory Management had introduced an overly stringent attendance and punctuality policy, under which workers lost their attendance bonus even if they arrived at work a few minutes late.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties at the Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	20 June 2019	Not processed	The Complainant alleged non-payment of due earnings after being terminated from his/her employment for using a mobile phone at work.	Not processed. Factory is not a listed supplier of Accord.	1

Pioneer Knitwears (BD) Ltd Section-1	Individual Worker(s)	19 June 2019	Resolved	The Complainant(s) alleged two emergency exit doors being locked and blocked from the outside by bamboo sticks. The Complainant(s) further alleged Factory Management and the Safety Committee being informed but failing to take any action.	The Accord dispatched a Fire Safety Engineer to conduct an unannounced verification inspection at the factory. The Accord Engineer found the two emergency exit doors to be no longer locked and blocked, but that there were non-compliant locking features on another emergency exit door. These were corrected in the presence of the Accord Fire Safety Engineer.	1
Factory Name Withheld	Individual Worker(s)	17 June 2019	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after resigning from his/her employment at the factory.	The Complainant withdrew the complaint informing the Accord that Factory Management had paid his/her due separation from employment entitlements.	1
Virtual Bottoms Ltd.	Individual Worker(s)	17 June 2019	Resolved	The Complainant alleged being verbally and physically abused by a named factory supervisor, including being beaten on the roof of the factory. The Complainant further alleged that the same named factory supervisor routinely verbally and physically abused other workers. The Complainant also alleged being terminated from his/her employment for making a mistake at work, at the request of the same named factory supervisor. The Complainant's proposed remedy was for Factory Management to take measures to investigate and prevent the abusive behaviour of the named factory supervisor and that the Complainant be either reinstated to his/her position or immediately paid due separation from employment entitlements.	Factory Management formed an Investigation Committee, which found no merit to the allegations raised. The Accord instructed Factory Management to post an Accord Notice "No workplace violence, no harassment" in conspicuous locations in the factory premises. The Complainant informed the Accord that Factory Management had paid his/her due separation from employment entitlements and that s/he considered the matter resolved.	1
Factory Name Withheld	Individual Worker(s)	17 June 2019	Withdrawn	The Complainant alleged being forced to resign from his/her employment along with 10-12 workers without any prior notice and without payment of due separation from employment entitlements.	During the course of investigation, the Accord was informed by the Complainant that Factory Management had reinstated the workers to their employment at the factory. The complaint was not forwarded to the parties at the Complainant's request.	1

Crossline Factory (Pvt) Ltd. New	Individual Worker(s)	12 June 2019	Non-OSH	The Complainant alleged non-payment of due earnings for May 2019 after s/he refused to submit a letter of resignation as instructed by Factory Management.	Not processed by the Accord. Not forwarded to parties at Complainant's request.	1
SHAFI PROCESSING INDUSTRIES LTD.	Individual Worker(s)	10 June 2019	Non-OSH	The Complainant(s) alleged that 10-12 workers were forced to resign and that all of these workers had worked at the factory for longer than 5 years. The Complainant(s) further alleged that it was regular practice at the factory to force the longest serving workers to resign.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	3 June 2019	Non-OSH	The Complainant alleged non-payment of due earnings and other due employment from separation entitlements after s/he refused Factory Management's instruction to sign a letter of resignation. The Complainant's proposed remedy was to immediately be paid his/her due earnings and other separation from employment entitlements.	Non-OSH. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint.	1
Mega Yarn Dyeing Mills Ltd	Individual Worker(s)	2 June 2019	Resolved	The Complainant(s) alleged workers feeling strong vibration in the building if all the Jacquard machines were running at the same time. The Complainant (s) further alleged that some of the Jacquard machines were turned off for inspections/audits in order to reduce the level of vibration, but their lights were left on to disguise the fact that the machines were not running.	An Accord structural engineer was dispatched to conduct an inspection. The factory was provided with the associated report setting out the required remediation. In a subsequent verification inspection, the Accord engineer found that Factory Management had remediated the issues: conducted an ambient vibration test; and provided rubber pads under the Jacquard and Soft Winding machines. The Accord engineer determined that the factory was safe for occupancy and production.	1
Factory Name Withheld	Individual Worker(s)	1 June 2019	Withdrawn	The Complainant alleged being pressured by Factory Management to resign from employment with management indicating that allegations and disciplinary procedures against him/her were imminent.	The Complainant withdrew the complaint and informed the Accord that the matters were satisfactorily resolved through the intervention of a brand / customer of the factory which was also contacted on this complaint. The Complainant remains employed with the supplier factory.	1

Factory name withheld	Individual Worker(s)	1 June 2019	Non-OSH	The Complainant alleged Factory Management stated overtime hours worked prior to the Eid holiday will not be compensated at the legally required premium rate of pay.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1
FNF Trend Fashion Ltd.	Federation	31 May 2019	Resolved	The Complainant alleged non-payment of due maternity benefits to female workers and that Factory Management forced any worker claiming her due maternity benefit to resign.	The Accord reviewed the information provided by Factory Management and confirmed with all parties that the workers had been paid their due maternity benefits.	1
Factory Name Withheld	Individual Worker(s)	29 May 2019	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after allegedly being unfairly dismissed from his/her employment. The Complainant's proposed remedy was for Factory Management to immediately pay his/her due separation from employment entitlements.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties at the Complainant's request.	1
Fashion Forum Ltd	Federation	28 May 2019	Resolved	The Complainant alleged being instructed to leave without confirmation that Factory Management would pay his/her due separation from employment entitlements after being verbally abused by a named factory manager for failing to meet production targets.	The Accord confirmed with all the parties that Factory Management paid the Complainant's due separation from employment entitlements and that the Complainant was satisfied with this remedy.	1
Factory Name Withheld	Individual Worker(s)	27 May 2019	Non-OSH	The Complainant alleged non-payment of one month's due earnings and earned leave entitlements after resigning from his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was not forwarded to the parties at the Complainant's request because the Complainant received his/her dues, which had been paid to the Complainant's authorised representative.	1
Factory name withheld	Individual Worker(s)	27 May 2019	Non-OSH	The Complainant alleged that s/he resigned from his/her employment and was not paid for 12 days of earned wages for work performed in March 2019.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1

ANANTA GARMENTS LTD	Individual Worker(s)	25 May 2019	Non-OSH	The Complainant alleged non-payment of full separation from employment entitlements and non-payment of overtime hours worked in April and May 2019, following the unilateral termination of his/her employment by Factory Management.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
SB Knitting Ltd	Federation	24 May 2019	Resolved outside Accord complaints mechanism	The Complainant alleged termination of 22 workers in retaliation for participating in a sit-down protest against Factory Management's refusal to implement the new wage structure. The Complainant further alleged that the union President was beaten by goons outside of the factory.	Not processed by the Accord. The complaint was resolved directly by the Complainant and Factory Management outside the Accord complaints process.	1
Factory Name Withheld	Individual Worker(s)	23 May 2019	Withdrawn	The Complainant alleged the factory would not be closed for the Eid ul Fitr holiday and that workers would be required to work.	The Complainant withdrew the complaint informing the Accord that the factory was closed for the Eid ul Fitr holiday.	1
Daeyu Fashions Ltd	Individual Worker(s)	23 May 2019	Non-OSH	The Complainant(s) alleged the termination of a significant number of workers by Factory Management without paying them due separation from employment entitlements. The Complainant(s) also alleged regular delays in the payment of workers' salaries, bonuses, and payment for overtime hours worked.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
JEANS PLUS LTD.	Federation	22 May 2019	Resolved	The Complainant alleged non-payment of due maternity benefits entitlements to a pregnant work who was forced to resign from her employment after informing Factory Management that she was 3 months pregnant. The Complainant further alleged that the pregnant worker was subjected to verbal and physical abuse.	The Accord confirmed with the Complainant and Factory Management that the worker received her due maternity benefits entitlements.	1

Adury Apparels Ltd.	Individual Worker(s)	21 May 2019	Resolved	<p>The Complainant alleged workers being routinely verbally abused by two named factory managers, including being threatened with termination, which created a workplace characterised by fear and intimidation.</p> <p>The Complainant's proposed remedy was for Factory Management to take adequate measures to address the abusive behaviour of the two named factory managers.</p>	Factory Management has taken adequate and appropriate measures to address the issues raised in complaint, including taking measures to address the abusive behaviour of the two named supervisors.	1
Daeyu Fashions Ltd	Individual Worker(s)	21 May 2019	Non-OSH	The Complainant(s) alleged a significant number of workers being forced to resign from their employment at the factory. The Complainant(s) further alleged non-payment of the overtime allowance for hours worked beyond 7pm.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Individual Worker(s)	20 May 2019	Withdrawn	The Complainant alleged being physically and verbally abused by a named factory manager. The Complainant further alleged that the named factory manager was regularly physically and verbally abusive to all the workers.	The Complainant withdrew the complaint after being transferred to another line where s/he was no longer working for the named supervisor. Complaint not forwarded to the parties.	1
Crossline Factory (Pvt) Ltd. New	Individual Worker(s)	19 May 2019	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after s/he resigned from his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
ANANTA GARMENTS LTD	Individual Worker(s)	17 May 2019	Non-OSH	The Complainant alleged employees would be relegated to new employee status from a factory HR software change. The Complainant also alleged workers were told by management that they may be terminated for poor performance after such software change.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1

Fashionit Company Ltd	Individual Worker(s)	16 May 2019	Non-OSH	The Complainant alleged non-payment of earned wages and other separation from employment entitlements after reportedly being instructed by Factory Management to stop reporting for work allegedly because the Complainant submitted fake medical documents to justify absence from work on sick leave.	Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	16 May 2019	Non-OSH	The Complainant(s) alleged regular late payment of monthly wages to workers of the factory.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties at the Complainant's request.	1
Factory name withheld	Individual Worker(s)	15 May 2019	Non-OSH	The Complainant alleged s/he was not paid his/her full separation from employment entitlements after resigning from employment at the factory. S/he was allegedly only paid for unused, earned annual leave.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1
Factory name withheld	Individual Worker(s)	13 May 2019	Non-OSH	The Complainant alleged Factory Management refused to accept his/her resignation from employment.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1
Work Field Fashion Wears	Individual Worker(s)	12 May 2019	Non-OSH	The Complainant alleged non-payment of full separation from employment benefits after resigning from his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Natural Woolwear Ltd.	Individual Worker(s)	11 May 2019	Resolved	The Complainant(s) alleged that the air conditioners in the Jacquard section of the factory had been turned off and that excessive heat was causing a health hazard and unbearable working conditions for the affected workers.	The factory Safety Committee conducted an investigation at the request of the Accord and reported that the air conditioners had been serviced and were functioning properly. The Accord confirmed with the Complainant(s) that the air conditioners in the Jacquard section were switched on and functioning properly.	1

Globus Garments Ltd.	Individual Worker(s)	11 May 2019	Resolved outside Accord complaints mechanism	<p>The Complainant alleged being verbally abused by a named factory manager who made discriminatory comments about his/her age. The Complainant also alleged being issued with a show-cause notice for poor performance in retaliation for providing testimony in support of another worker in a termination case.</p> <p>The Complainant's proposed remedy was to continue his/her employment at the factory.</p>	The Complainant withdrew the complaint informing the Accord that s/he was able to continue his/her employment at the factory and is no longer subject to verbal abuse. The Complainant also reported that Factory Management had taken measures to address the abusive behaviour of mid-level managers as a result of other complaints related to this factory submitted to the Accord.	1
Factory Name Withheld	Individual Worker(s)	11 May 2019	Not processed	The Complainant alleged non-payment of legal entitlements of the workers after closure of the factory.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
AKH Apparels Ltd	Individual Worker(s)	11 May 2019	Non-OSH	The Complainant alleged being forced to resign from his/her employment at the factory after s/he took unauthorised sick leave.	Non-OSH complaint. Not processed by Accord. Not forwarded to the parties at complainant's request.	1
Factory Name Withheld	Individual Worker(s)	11 May 2019	Withdrawn	The Complainant alleged being subjected to unwarranted criticism and misbehaviour from management .	The Complainant withdrew the complaint informing the Accord s/he has resolved his/her problem after consulting with senior Factory Management.	1
Impress Fashion Ltd	Individual Worker(s)	11 May 2019	Non-OSH	The Complainant alleged not being assigned any work by Factory Management or being terminated from his/her employment, after making a mistake at work.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to relevant Accord brand and labour signatories and Factory Management.	1
Factory Name Withheld	Individual Worker(s)	9 May 2019	Not processed	The Complainant alleged the factory would not confirm her return from maternity leave date and that she also was not paid maternity leave entitlements.	Not processed. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections and remediation. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1

IFL FACTORY LIMITED	Federation	9 May 2019	Resolved outside Accord complaints mechanism	<p>The Complainant alleged workers being beaten and injured for participating in a protest over the termination of 66 workers. The Complainant further alleged the 66 workers being terminated in retaliation for making a number of demands of Factory Management.</p> <p>The Complainant's proposed remedy was for Factory Management to pay the 66 terminated workers their due separation from employment entitlements, pay the medical expenses of the injured workers, provide a prayer room for workers to pray, allow pregnant women to leave the factory on time, and ensure that all overtime is strictly voluntary.</p>	The issues raised in the complaint were resolved through an agreement between another trade union federation and Factory Management soon after the complaint was filed at the Accord.	1
Factory Name Withheld	Individual Worker(s)	7 May 2019	Non-OSH	<p>The Complainant alleged non-payment of due earnings and refusal by Factory Management to accept his/her letter of resignation. The Complainant further alleged being instructed by Factory Management to resign after making a mistake at work.</p> <p>The Complainant's proposed remedy was to be paid his/her due earnings.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1
RISING APPARELS LTD.	Individual Worker(s)	6 May 2019	Resolved outside Accord complaints mechanism	The Complainant(s) alleged the pregnant workers of the factory were verbally abused by the Factory Management and were not assigned light duty despite providing associated medical recommendation from the factory doctor. It was further alleged that maternity benefits did not include Eid bonus.	The complaint was resolved by direct intervention of the factory owner outside the Accord safety and health complaints process.	1
Factory Name Withheld	Individual Worker(s)	5 May 2019	Not processed	The Complainant alleged being forced to resign from her employment for taking one day of sick leave without authorization after factory managers rejected her previous sick leave request. She alleged she was forced to resign because she is pregnant.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1

Factory Name Withheld	Individual Worker(s)	5 May 2019	Not processed	The Complainant alleged s/he was forced to resign after offering a different opinion to a work-related comment made by a supervisor. The Complainant further alleged s/he was not paid separation from employment entitlements after the forced resignation.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory Name Withheld	Individual Worker(s)	4 May 2019	Unresolved	The Complainant alleged being terminated from her employment on the basis of a false accusation that she sexually harassed male co-workers. The Complainant further alleged Factory Management failing to conduct an investigation into the allegations.	Not processed by the Accord. Not forwarded to the parties at the Complainant's request because the Complainant withdrew the complaint.	1
Union Sportswear Ltd.	Individual Worker(s)	4 May 2019	Resolved outside Accord complaints mechanism	The Complainant alleged Factory Management had terminated the employment of his wife because she was pregnant and had taken 13 days of maternity-related sick leave.	The Complainant withdrew the case informing the Accord that the matter was settled outside the Accord safety and health complaints mechanism through an agreement between the Complainant and Factory Management facilitated by the Department of Inspection for Factories and Establishments (DIFE).	1
Factory Name Withheld	Individual Worker(s)	3 May 2019	Resolved outside Accord complaints mechanism	The Complainant alleged being threatened and verbally abused by a named member of Factory Management.	The Complainant considered the issue as resolved after Factory Management assigned him/her to a different floor of the factory. The complaint was not communicated to the parties at the Complainant's request.	1
SHADHIN GARMENTS LTD	Individual Worker(s)	2 May 2019	Non-OSH	The Complainant alleged being forced to resign from employment after having a disagreement with the Factory Management on proposed charity activities.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Individual Worker(s)	1 May 2019	Withdrawn	The Complainant(s) alleged non-payment of due wages after closure of finishing section.	The Complainant withdrew the complaint informing the Accord s/he was paid all due entitlements by the factory.	1
Chorka Textile Ltd. (new building)	Individual Worker(s)	30-Apr-19	Resolved	The Complainant alleged repeated physical and verbal abuse of workers by a named factory manager, including beatings and use of inappropriate language.	Factory Management conducted an adequate investigation into the allegations and took disciplinary action against the manager concerned. The Accord confirmed with the Complainant that the issues have been adequately addressed and that the manager has changed his/her behaviour towards the workers.	1

Seo Wan Bangladesh Ltd.	Individual Worker(s)	29-Apr-19	Resolved	The Complainant alleged being slapped by a named senior manager for violating factory rules on the use of mobile phones inside the factory, and alleged being retaliated against by Factory Management for filing a complaint with the Accord.	The Accord was unable to reach a determination on the allegations of physical assault due to inadequate evidence/supporting testimony. The Accord confirmed with the complainant that s/he received his/her due separation from employment entitlements after s/he resigned from employment at the factory. The Accord confirmed that Factory Management had complied with its requirements to post the Bangla translation of the Accord Notice on 'Protection against reprisal or retaliation for utilizing the Accord safety and health complaints mechanism' in conspicuous places and safety notice boards on every floor of the factory.	1
Seo Wan Bangladesh Ltd.	Individual Worker(s)	29-Apr-19	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements, including non-payment of un-used annual leave for 2017.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Virtual Bottoms Ltd.	Individual Worker(s)	29-Apr-19	Resolved outside Accord complaints mechanism	<p>The Complainant alleged being verbally and physically abused by a named factory supervisor, including being beaten on the roof of the factory. The Complainant further alleged that the same named factory supervisor routinely verbally and physically abused other workers.</p> <p>The Complainant also alleged being terminated from his/her employment for making a mistake at work, at the request of the same named factory supervisor.</p> <p>The Complainant's proposed remedy was for Factory Management to take measures to investigate and prevent the abusive behaviour of the named factory supervisor and that the Complainant be either reinstated to his/her position or immediately paid due separation from employment entitlements.</p>	Factory Management formed an Investigation Committee, which found no merit to the allegations raised. The Accord instructed Factory Management to post an Accord Notice "No workplace violence, no harassment" in conspicuous locations in the factory premises. The Complainant informed the Accord that Factory Management had paid his/her due separation from employment entitlements and that s/he considered the matter resolved.	1

Marma Composite Ltd.	Individual Worker(s)	28-Apr-19	Resolved	The Complainant(s) alleged that there were no ceiling fans on the first floor of the two-storied building of the factory and that excessive heat in this area of the building was causing physical exhaustion of, and a health hazard to, affected workers.	The Accord reviewed the report prepared by the factory Safety Committee and information on the measures taken by Factory Management to resolve the issue of excessive heat, and confirmed with the Complainant(s) that the issues had been adequately addressed.	1
Intraco design Ltd	Individual Worker(s)	28-Apr-19	Resolved	The Complainant(s) alleged an insufficient number of functioning ceiling fans in an area of the Cutting Section and that excessive heat was causing physical exhaustion and a health hazard to the affected workers.	The Accord was informed by the Complainant(s) and Factory Management that adequate measures had been taken to address the issue by replacing the non-functioning fans with new ones.	1
Dewan Fashion Wears	Individual Worker(s)	28-Apr-19	Non-OSH	The Complainant alleged that Factory Management refused to accept his/her resignation letter and did not pay his/her due separation from employment entitlements after allegedly instructing him/her to stop reporting for work.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	28-Apr-19	Not processed	The Complainant alleged being questioned by Factory Management for attending a trade union.	Not processed. Factory is not a listed supplier of the Accord.	1
Southend Sweater Co Ltd	Individual Worker(s)	27-Apr-19	Resolved	The Complainant(s) alleged Factory Management requiring workers, including pregnant women, to work mandatory overtime and excessive work hours, impairing workers' health and creating an unsafe work environment. The Complainant(s) further alleged workers being forced to work on Fridays, other than during Ramadan when the factory was closed on Fridays. The proposed remedy of the Complainant(s) was for work hours to be in compliance with legal limits and overtime work to be strictly voluntary, including on Fridays.	After informing Factory Management and conducting an investigation into the allegations, the Accord confirmed with the Complainant that there was no longer forced overtime at the factory. The Accord reminded Factory Management that workers have the right to refuse forced/involuntary overtime, instructing Factory Management to ensure that overtime is voluntary, limited to the allowable amounts under the law / applicable regulations and that all overtime hours worked are paid at the legally required premium rate of pay.	1
Aman Tex Limited	Individual Worker(s)	27-Apr-19	Resolved	The Complainant alleged Factory Management turned off the electricity supply to fans during break periods.	The Accord confirmed with all the parties that Factory Management has restored electrical supply to the fans and that the fans will be kept functional and on during workers' break periods.	1

SungKwang Apparels Ltd	Individual Worker(s)	24-Apr-19	Resolved	<p>The Complainant alleged female workers being paid only a portion of their due maternity benefit entitlements. The Complainant further alleged female workers being forced by Factory Management to sign false documents confirming receipt of the full amount.</p> <p>The Complainant's proposed remedy was to immediately be paid her full maternity benefit entitlements.</p>	The Accord confirmed with the Complainant that Factory Management had paid the workers their full maternity benefit entitlements, at the legally required rate.	1
Factory name withheld	Individual Worker(s)	24-Apr-19	Non-OSH	The Complainant alleged not being assigned with work after availing unauthorised causal leave from 8 April to 17 April 2019.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1
Mega Yarn Dyeing Mills Ltd	Individual Worker(s)	24-Apr-19	Resolved	<p>The Complainant(s) alleged being forced to perform excessive work hours and mandatory overtime.</p> <p>The proposed remedy of the Complainant(s) was that overtime work should be strictly voluntary and that workers' choice not to work overtime should be respected.</p>	The Accord confirmed with the parties that Factory Management had taken adequate and appropriate measures to avoid forced overtime in the factory by conducting training and awareness-raising sessions for mid-level management and that workers were no longer being required to work overtime.	1
Factory Name Withheld	Individual Worker(s)	23-Apr-19	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment entitlements after resigning from his/her employment.</p> <p>The Complainant's proposed remedy was for Factory Management to immediately pay his/her due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the Complainant's request.	1
Alif Casual Wear Ltd	Individual Worker(s)	23-Apr-19	Resolved outside Accord complaints mechanism	The Complainant alleged physical violence by a factory manager and being instructed to resign from his/her employment for refusing to work overtime.	Not processed by the Accord. The complaint was withdrawn by the Complainant because the complaint was resolved.	1

Jamuna Knit Concern	Individual Worker(s)	23-Apr-19	Resolved	The Complainant(s) alleged workers being threatened with termination from their employment if they refused to work overtime and excessive hours. The Complainant(s) further alleged that the toilets were not regularly cleaned and maintained and that there was an inadequate supply of drinking water at the factory.	The Accord confirmed that Factory Management had developed a plan to avoid forced overtime and confirmed with all the parties that Factory Management had taken effective steps to ensure regular maintenance and adequate cleanliness of the toilets, as well as adequate supply of drinking water at the factory.	1
Yasin Knittex Ind. Ltd	Individual Worker(s)	22-Apr-19	Resolved	The Complainant(s) alleged aisles and staircases being obstructed with shipment cartons and other articles. The Complainant(s) also alleged work hours being excessive, workers being required to work mandatory overtime, and the factory not providing mandatory holidays to workers and routinely requiring workers to work on Fridays. The proposed remedy of the Complainant(s) was for the aisles and staircases to be free of obstruction, work hours to be reduced and set in accordance with legal limits, and overtime and Friday work to be voluntary.	The Accord dispatched a trainer to conduct an unannounced on-site safety check at the factory. The Accord confirmed that Factory Management had removed obstructions from the aisles and staircases and that hours were no longer excessive and overtime and Friday work was voluntary.	1
JMS COMPOSITE KNITWEAR LTD (BANGLADESH S1)	Federation	21-Apr-19	Non-OSH	The Complainant alleged non-payment of earned wages for March 2019 after what was reported as the permanent closure of the factory on 10 April 2019.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to signatories and labour partners. The allegation of the factory closure will be addressed separately via the Accord factory closure and factory relocation protocol.	1
Dird Composite Textiles Ltd. (NEW)	Individual Worker(s)	21-Apr-19	Non-OSH	The Complainant alleged non-payment of one month's earned wages after s/he resigned from his/her employment at the factory.	Not processed by the Accord. Not forwarded to parties at the Complainant's request.	1
Factory name withheld	Individual Worker(s)	21-Apr-19	Non-OSH	The Complainant alleged being terminated from employment on a false charge of taking medicine from factory without informing authorized management.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1

Factory Name Withheld	Individual Worker(s)	20-Apr-19	Not processed	<p>The Complainant alleged workers are subjected to rude behaviour by managers and that their complaints to management on this matter are disregarded.</p> <p>The Complainant further alleged s/he was denied rehydration solution by the factory, had valid leave requests denied, and had money deducted from his/her pay for management alleged mistakes in his/her work.</p>	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory Name Withheld	Individual Worker(s)	20-Apr-19	Not processed	<p>The Complainant alleged s/he was denied sick leave after taking 14 days leave related to a workplace injury (to his/her hand) which occurred at the factory. The Complainant alleged Factory Management also refused to pay him/her medical allowances for treatment of the injury.</p>	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
TM FASHIONS LTD	Individual Worker(s)	18-Apr-19	Unresolved	<p>The Complainant alleged that after taking unauthorised sick leave s/he was not allowed to return to his/her job and told to find employment elsewhere by the Factory Management. The Complainant alleged s/he was unable to inform the factory of his/her absence because s/he was incapacitated with high fever.</p>	The Accord was unable to process the complaint. The Complainant was unreachable at the phone number s/he provided the Accord.	1
Orient Allure Lingerie Ltd.	Individual Worker(s)	17-Apr-19	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged workers being regularly verbally abused by factory supervisors, which created a hostile work environment. The Complainant(s) further alleged that the same factory supervisors particularly targeted workers who are trade union members.</p>	The Complainant(s) withdrew the complaint informing the Accord that the verbal abuse had stopped and the workplace environment had improved.	1

Radisson Apparels Ltd	Individual Worker(s)	17-Apr-19	Unresolved	The Complainant alleged non-payment of the second installment of her maternity benefit entitlements one year after the birth of her child. The Complainant further alleged that Factory Management did not pay other women workers at the factory their full maternity benefit entitlements.	Unresolved. On 10 July 2019, the Complainant withdrew the complaint because Factory Management made a commitment to pay the second instalment of her maternity benefit entitlements within a six month timescale. Subsequently, in mid-September 2019, the factory was closed. The Complainant was not paid the second instalment of her maternity benefit entitlements.	2
N.A.Z Bangladesh Ltd.	Individual Worker(s)	17-Apr-19	Non-OSH	The Complainant alleged s/he was not paid earned wages for work performed during Eid vacations in 2015 and in 2018. The Complainant's several efforts to communicate with the Factory Management did not receive reply.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Moonlight Garments Ltd	Individual Worker(s)	17-Apr-19	Resolved	The Complainant(s) alleged the Factory Management requires workers, including pregnant women, to work mandatory overtime and alleged that if workers refuse to work overtime, then they face threats and retaliation.	The Accord confirmed with the Complainant(s) and management that the factory will ensure overtime is voluntary, that a worker's choice not to work overtime will be respected, and that no worker will face threat or retaliation for choosing not to work overtime.	1
Factory Name Withheld	Individual Worker(s)	17-Apr-19	Withdrawn	The Complainant alleged that named mid-level factory managers regularly verbally abused the workers, creating a workplace environment characterised by intimidation and fear.	The Complainant withdrew the complaint informing the Accord that the issue had been resolved directly by Factory Management and that the behaviour of a named supervisor had improved.	1
Factory Name Withheld	Individual Worker(s)	17-Apr-19	Withdrawn	The Complainant alleged his/her supervisor no longer assigned him/her work, required him/her to stand all day and forced him/her to sign a resignation letter, after the Complainant took unauthorized leave to look after a sick relative. His/her supervisor allegedly refused his/her request for urgent leave. The Complainant further alleged that s/he was not paid his/her separation from employment entitlements.	The Complainant withdrew the complaint informing the Accord that Factory Management had paid him/her full separation from employment entitlements.	1

Rumana Fashion Ltd.	Federation	17-Apr-19	Non-OSH	The Complainant alleged that she was denied use of the factory's day care centre, which was functioning and had capacity, on return from maternity leave. The Complainant reported that, as a consequence, she was unable to continue her employment at the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Dird Composite Textiles Ltd. (NEW)	Individual Worker(s)	16-Apr-19	Non-OSH	The Complainant alleged non-payment of due earned wages after s/he stopped reporting for work at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Alif Casual Wear Ltd	Individual Worker(s)	16-Apr-19	Resolved	The Complainant alleged being physically assaulted and verbally abused by a named factory manager with regard to his/her age. The Complainant further alleged being pressurised to resign and threatened with termination because of his/her age and no longer being assigned work to do. The Complainant's proposed remedy was to immediately be paid his/her due separation from employment entitlements, in accordance with the duration of employment at the factory.	Resolved. The Accord confirmed with all the parties that the Complainant received his/her due separation from employment entitlements.	1
Factory Name Withheld	Individual Worker(s)	15-Apr-19	Not processed	The Complainant alleged being instructed to stop reporting for work for being absent from work without prior authorisation. The Complainant asserted his/her request for leave was verbally approved by his/her supervisor.	Not processed. Factory is not a listed supplier of Accord. The Accord could not provide the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Accord protocols, as the Complainant became disengaged from the Accord complaint mechanism after submission of the complaint.	1

JEANS PLUS LTD.	Federation	15-Apr-19	Resolved	The Complainant(s) alleged the non-payment of separation from employment benefits to five workers who had been forced to resign from their employment at the factory. Four workers were allegedly verbally abused and forced to resign after being unable to meet excessive and unachievable production targets. The fifth worker was allegedly forced to resign for requesting sick leave following an injury sustained to his/her foot on the way home from work.	The Accord confirmed with all the parties that the five workers were paid their due separation from employment entitlements, after Factory Management met with the Complainant(s) in the presence of the police.	5
WINDY APPARELS LTD	Federation	15-Apr-19	Non-OSH	The Complainant alleged non-payment of separation from employment benefits after Factory Management allegedly forced him/her to resign because of his/her age and alleged physical incapacity.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory name withheld	Individual Worker(s)	15-Apr-19	Non-OSH	The Complainants alleged non-payment of due separation from employment entitlements, including due provident fund entitlements, leave encashment and service benefits, after resigning/being terminated from their employment at the factory. The proposed remedy of the Complainants was to immediately be paid their due separation from employment entitlements.	Non-OSH complaint. Not processed by the Accord. Handled directly by Group Factory Management.	103

PINAKI GARMENTS LTD.	Individual Worker(s)	13-Apr-19	Non-OSH	The Complainant alleged s/he was issued a disciplinary show cause notice alleging s/he was derelict in his/her work duties and in violation of company rules in collecting money from workers, during working hours, to organize a picnic. The Complainant denied the allegations in his/her reply and the reply was allegedly rejected by management. The Complainant alleged s/he was told if s/he wanted to return to work it would be as a new hire.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
S.M. Knitwears Limited. (16803)	Individual Worker(s)	12-Apr-19	Non-OSH	The Complainant(s) alleged the Factory Management required workers to work the night shift (involuntarily).	The Complainant(s) clarified the factory operates on a rotating day shift / night shift schedule. The Accord informed the Complainant(s) that the Accord considers this a non-OSH matter. The Complainant (s) thereafter, withdrew the complaint and requested that the information not be forwarded to the Accord parties. Not processed by Accord.	1
SOUTHERN DESIGNERS LIMITED	Individual Worker(s)	11-Apr-19	Not processed	The Complainant alleged that the factory doctor was abusing his/her position by giving better medical treatment to workers who paid him/her for other non-medical services.	Not processed by the Accord. The complaint was not sustained.	1

Rezaul Apparels (Pvt.) Ltd	Federation	10-Apr-19	Non-OSH	<p>The Complainant alleged non-payment of due separation from employment benefits after being terminated from his/her employment for refusing to transfer to another factory within the group without being provided with 30 days notice. The new factory was located at a distance from the Complainant's existing workplace.</p> <p>The Complainant further alleged that Factory Management had transferred many workers to the same factory without providing prior notice or paying workers a transport allowance.</p> <p>The complainant's requested remedy was to immediately be paid his due separation from employment entitlements, based on the duration of his employment at the factory, and for Factory Management to provide 30 days prior notice in writing before transferring any worker to another factory.</p>	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
GMS Composite Knitting Ind. Ltd.	Individual Worker(s)	7-Apr-19	Resolved outside Accord complaints mechanism	The Complainant(s) alleged workers being forced to perform overtime and not being paid the legally required overtime allowance.	Resolved. The Complainant(s) withdrew the complaint because workers were no longer being forced to work overtime. The Complainant(s) reported that Factory Management had taken action following receipt of an Accord non-OSH notification, informing Factory Management and relevant brand and labour signatories about the allegations of non-payment of the legally required overtime allowance.	1

Factory Name Withheld	Individual Worker(s)	7-Apr-19	Not processed	The Complainant alleged being prevented from entering the factory after criticising the Factory Management policy on recruiting workers under the age of 18. The Complainant further alleged that when she was four months pregnant, Factory Management refused her requests to be seated in another area of the factory, away from the smell of burning labels, which she found unbearable and as such represented a risk to her health.	Not processed. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections and/or remediation program. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Sirajgonj Fashions Limited	Federation	4-Apr-19	Resolved outside Accord complaints mechanism	The Complainant alleged a factory manager slapped a worker reportedly for negligence in performance of his/her duties and that this worker was demoted as a disciplinary measure. The Complainant alleged demotion of the affected worker to a loader position has a detrimental effect on his/her health.	The complaint was resolved outside the Accord safety and health complaints mechanism by the MoLE-DIFE and the Motherland Garments Workers Federation,	1

ABM Fashions Ltd.	Individual Worker(s)	3-Apr-19	Resolved	<p>The Complainant(s) alleged Factory Management instructing workers not to evacuate the building or not allowing workers to exit the building when the fire alarm was activated, over a period of at least six months, allegedly because the alarm system was being tested.</p>	<p>The Accord instructed Factory Management to address the allegation with the factory Safety Committee and that the Safety Committee inform the Accord, in writing, of their findings / results. Additionally, the Accord required Factory Management and the Safety Committee to clearly and conspicuously communicate to workers that upon activation of the fire alarm, all occupants of the building must immediately evacuate the building through the designated escape routes and egresses.</p> <p>The Accord also instructed Factory Management to provide the Accord Chief Safety Inspector (CSI) with a written report on the status of the fire alarm detection system (FADS), and the ongoing work which results in the frequent system activation, as well as a risk assessment and emergency action plan relative to emergency evacuation procedures during the ongoing FADS work.</p> <p>The Accord CSI closed the complaint following correspondence with Factory Management.</p>	1
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Antim Knit Composite Ltd	Individual Worker(s)	3-Apr-19	Not Sustained	<p>OSH-related Issues: The Complainant alleged workers being physically assaulted and verbally abused by a named factory manager. The Complainant further alleged workers being forced to work overtime and not paid the overtime allowance.</p> <p>Non-OSH-related Issues: The Complainant alleged non-payment of due separation from employment entitlements after Factory Management terminated the employment of the Complainant and a significant number of other workers. The proposed remedy of the Complainant was to be immediately reinstated to his/her employment or immediately be paid his/her due separation from employment entitlements.</p>	<p>OSH-related Issues: Not sustained. The Accord determined that the allegations related to safety and health were not sustained due to inadequate information, supporting testimony and corroboration of the Complainant's allegations.</p> <p>Non-OSH-related Issues: Not processed by the Accord. The same allegations were made in another complaint that was forwarded to Factory Management and relevant Accord brand and labour signatories.</p>	1
INTRAMEX APPARELS LTD	Individual Worker(s)	3-Apr-19	Non-OSH	The Complainant alleged non-payment of management salaries for the months of January, February, November and December in 2018 and February and March in 2019.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at complainant's request.	1
Factory Name Withheld	Individual Worker(s)	31 March 2019	Not processed	The Complainant alleged non-payment of separation from employment entitlements after termination of his/her employment.	Not processed. Factory is not a listed supplier of the Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1

Golden Refit Garments Ltd (extension)	Individual Worker(s)	30 March 2019	Resolved	<p>The Complainant(s) alleged workers unsafely rushing down the stairs during lunchtime and when exiting the factory building, and Factory Management instructing workers not to evacuate the building if the fire alarm was activated.</p>	<p>Factory Management informed the Accord that it had split the lunch hour into two shifts in order to reduce the number of workers using the stairs at the same time. On the issues relating to safe evacuation, Factory Management conducted a Safety Committee meeting and instructed its managers that all workers must be allowed to evacuate the building in the event of the fire alarm being activated. The Accord reviewed the measures taken by Factory Management to address the allegations made and considered the issues as resolved. It informed Factory Management that the Accord would do further follow-up on the issues relating to safe evacuation in order to ensure that workers, and other occupants of the building, understand that:</p> <ul style="list-style-type: none"> - with the exception of when the fire detection and/or fire protection system is being tested by qualified technicians and provided associated protocols and advance announcement requirements are followed, all occupants of the building are required to immediately evacuate the building in an orderly manner when the fire alarm system sounds / when the fire alarm sounders activate; - in the event of a fire they should immediately evacuate the building and should not under any circumstances attempt to fight the fire. 	1
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AMS International Sweaters Ltd.	Individual Worker(s)	30 March 2019	Resolved	The Complainant(s) alleged the staircases being almost completely obstructed by storage for several days.	An Accord safety trainer conducted an unannounced on-site safety and found the following issues: 1) obstructed staircases and egresses; 2) non-compliant locking features; 3) flammables stored under the electrical distribution board; 4) obstructed workstations; 5) obstructed access to fire extinguishers; 6) exceeded load limits. The Accord conducted a verification inspection and confirmed that Factory Management had completed the required remediation.	1
BANGA GARMENTS LIMITED	Others	30 March 2019	Unresolved	The Complainant alleged being forced to resign for being absent from work due to injuries sustained from a road accident.	Not sustained. The Complainant provided inadequate information, evidence, and/or testimony to support the allegations.	1
Factory Name Withheld	Federation	28 March 2019	Unresolved	The Complainant alleged non-payment of maternity benefit entitlements and termination benefits to a female worker who had been terminated from her employment without prior notice after informing Factory Management that she was pregnant.	The Accord was unable to process the complaint because the worker subject of the complaint became disengaged /unreachable.	2
Factory Name Withheld	Individual Worker(s)	28 March 2019	Not processed	The Complainant(s) alleged workers were unilaterally assigned work of less skilled categories and that department managers regularly act inappropriately and rudely with workers.	The Accord was unable to process the complaint because the Complainant disengaged and stopped responding to Accord communications / became unreachable.	1
Factory Name Withheld	Individual Worker(s)	28 March 2019	Not processed	The Complainant alleged a manager threw a chair at him/her and terminated his/her employment; reportedly, because s/he made a mistake in his/her work.	Not processed. Factory is not a listed supplier of the Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1

Factory Name Withheld	Individual Worker(s)	27 March 2019	Withdrawn	The Complainant alleged non-payment of his/her earned salary for the month of January 2019 after s/he resigned from employment with the factory.	The Complainant withdrew the complaint.	1
GMS Composite Knitting Ind. Ltd.	Individual Worker(s)	27 March 2019	Non-OSH	The Complainant alleged non-payment of the required premium rate for overtime hours worked by workers of the dyeing section.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	25 March 2019	Non-OSH	The Complainant alleged non-payment of due provident fund entitlements after resigning from his/her employment.	Non-OSH complaint. Not processed by Accord. The complaint was not forwarded to Factory Management and relevant Accord brand and labour signatories because the Complainant withdrew the complaint after receiving full payment of his/her due provident fund entitlements.	1
Factory name withheld	Individual Worker(s)	25 March 2019	Non-OSH	The Complainant alleged being suspended from work and later instructed not to report in the factory after having had a workplace altercation with the Factory Management.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at the Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	24 March 2019	Unresolved	The Complainant alleged non-payment of the second installment of her maternity benefit entitlements. The Complainant reported that she had submitted the necessary medical documents to the factory. The Complainant further alleged that Factory Management did not pay other women workers at the factory their full maternity benefit entitlements.	The Accord was unable to process the Complaint because the Complainant disengaged and stopped responding to Accord communications / became unreachable. Subsequently in mid-September 2019, the factory was closed.	2
Factory name withheld	Individual Worker(s)	21 March 2019	Non-OSH	The Complainant(s) alleged that monthly wages of factory employees had not been paid for several months despite confirmed dates of wage payments made by the employer.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant(s)' request.	1

Factory name withheld	Individual Worker(s)	20 March 2019	Unresolved	<p>The Complainant(s) alleged workers being terminated and physically and verbally abused for failing to meet, reportedly, unattainable production targets.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to take measures to provide a workplace environment that is free from abuse and to ensure that production targets are reasonable and attainable.</p>	<p>The Complainant became disengaged / unreachable after submitting the complaint to the Accord.</p> <p>The Accord confirmed from other sources that there was extra work pressure at the factory due to reductions in the number of workers and that workers who failed to meet their targets were routinely verbally abused. The allegations of physical abuse were not confirmed. The Accord did not continue processing the complaint.</p>	1
Chancellor Garments Ltd.	Individual Worker(s)	19 March 2019	Non-OSH	The Complainant alleged non-payment of his/her separation from employment entitlements after Factory Management unilaterally terminated his/her employment from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	19 March 2019	Withdrawn	The Complainant alleged non-payment of separation from employment entitlements, after s/he was terminated from his/her employment for smoking inside of the factory.	The Complainant withdrew the complaint after receiving assurances from Factory Management that s/he would be paid his/her due separation from employment entitlements.	1
Four H Lingerie Ltd.	Anonymous	19 March 2019	Resolved outside Accord complaints mechanism	The Complainant informed the Accord of the suicide of a worker of the factory, which may have been related to workplace issues.	The Accord determined that the suicide could not be attributed to a particular reason and was not attributed to the supplier. The Accord was informed that union Federation UFGW reached the same conclusion in their separate review of this matter and settled the deceased worker's payment entitlements with the employer and the deceased's family.	1

Factory Name Withheld	Individual Worker(s)	18 March 2019	Resolved outside Accord complaints mechanism	<p>The Complainant alleged facing threats of physical violence as a consequence of utilizing the Accord safety and health complaints mechanism to file a complaint alleging that Factory Management routinely used local "goons" to resolve workplace disputes at the factory.</p> <p>The Complainant's proposed remedy was that the threats from management end, local "goons" not be used to intimidate workers when disputes arise at the factory, Factory Management immediately meet with the union to resolve these ongoing alleged problems of threats of violence, Factory Management establish and maintain a workplace free of threats and violence, and that workers and/or managers who violate such rules and policies face prompt and appropriate disciplinary action.</p>	The Complainant withdrew the complaint as the complaint was resolved directly by the Complainant and Factory Management.	1
Uni Gears LTD	Individual Worker(s)	18 March 2019	Non-OSH	<p>The Complainant(s) alleged non-payment of due separation from employment entitlements after being instructed to stop reporting for work allegedly because of their unsatisfactory performance at work.</p> <p>The Complainant(s)' proposed remedy was for Factory Management to immediately pay their due separation from employment entitlements.</p>	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Uni Gears LTD	Individual Worker(s)	18 March 2019	Non-OSH	The Complainants alleged they were disallowed to work after being reprimanded; reportedly, for negligence in the performance of their duties. The Complainants requested to be paid their separation from employment entitlements.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1

Lyric Industries(PVT) Ltd	Individual Worker(s)	18 March 2019	Resolved	The Complainant alleged non-payment of separation from employment benefits after being forced to resign from his/her employment as a consequence of being assigned an excessive and unachievable production target, which s/he was subsequently unable to meet. It was further alleged that s/he had been subjected to verbal abuse, including threats of physical violence, for failing to meet the production target.	The Accord confirmed with all the parties that Factory Management paid the Complainant's due separation from employment entitlements, in accordance with the legal requirements.	2
M.I.T Apparels	Individual Worker(s)	16 March 2019	Non-OSH	The Complainant alleged that after taking unauthorised leave from work, the Factory Management stopped assigning him/her work and asked him/her to sign an attestation letter in order to return to his/her work. The Complainant stated that s/he previously took unauthorised leave and the Factory Management subsequently approved it.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Smh New Generation Apparels Ltd	Individual Worker(s)	16 March 2019	Resolved outside Accord complaints mechanism	The Complainant alleged a mosquito infestation in / near the factory is causing workers to become ill.	The Complainant informed the Accord that the mosquito infestation has subsided and thereafter, s/he withdrew the complaint.	1
Crossline Factory (Pvt) Ltd. New	Individual Worker(s)	16 March 2019	Non-OSH	The Complainant alleged non-payment of separation from employment benefits after being terminated from his/her employment for taking unauthorised leave.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	14 March 2019	Not processed	The Complainant alleged that when the factory recently installed jacquard machines, workers remained idle in the factory and are accordingly uncertain about their employment status with the factory.	Not processed. Factory is not a listed supplier of the Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
New Dacca Industries Ltd	Individual Worker(s)	13 March 2019	Non-OSH	The Complainant alleged non-payment of provident fund entitlements after resigning from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1

Factory Name Withheld	Individual Worker(s)	13 March 2019	Withdrawn	The Complainant alleged being issued a show cause letter, having his/her ID card confiscated, and being prevented from entering the factory after refusing to sign a resignation letter for taking unauthorised leave. The Complainant further alleged being grabbed by the collar while a named factory manager was trying to force him/her to resign.	The Complainant withdrew the complaint informing the Accord that Factory Management had paid his/her due separation from employment entitlements.	1
Factory Name Withheld	Federation	11 March 2019	Not processed	The Complainant alleged non-payment of separation from employment entitlements to 17 workers who had been terminated for taking part in the protests regarding the revised wage structure.	Not processed. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections and remediation programs. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Antim Knit Composite Ltd	Individual Worker(s)	8 March 2019	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after Factory Management terminated the employment of the Complainant and a significant number of workers. The proposed remedy of the Complainant was to be immediately reinstated to his/her employment or immediately be paid his/her due separation from employment entitlements	Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Panache Knitted Creations Ltd	Individual Worker(s)	7 March 2019	Non-OSH	The Complainant alleged non-payment of his/her due earned wages for September and October 2018 and separation from employment entitlements applicable to the duration of his/her employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Beximco Apparels Ltd	Individual Worker(s)	6 March 2019	Non-OSH	The Complainant alleged non-payment of his/her due provident fund and earned leave entitlements after resigning from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
KDS Apparels Ltd.	Individual Worker(s)	5 March 2019	Non-OSH	The Complainant alleged being terminated from employment due to poor performance.	Non-OSH complaint. Not processed by Accord. Complainant withdrew the complaint when informed of Accord procedure for Non-OSH complaints.	1

Factory name withheld	Federation	4 March 2019	Not processed	The Complainant alleged employees in the corporate office being forced to work overtime and being allowed to take only a thirty minute break during lunchtime.	Not processed by the Accord. Complaints from managerial employees working in corporate offices fall outside the scope of the Accord safety and health complaints mechanism. In accordance with our protocol, the Complainant was provided with the contact information of the Department of Inspections for Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory name withheld	Federation	4 March 2019	Not processed	The Complainant alleged employees in the corporate office being forced to work overtime and being allowed to take only a thirty minute break during lunchtime.	Not processed by the Accord. Complaints from managerial employees working in corporate offices fall outside the scope of the Accord safety and health complaints mechanism. In accordance with our protocol, the Complainant was provided with the contact information of the Department of Inspections for Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Globus Garments Ltd.	Individual Worker(s)	3 March 2019	Non-OSH	The Complainant alleged non-payment of his/her due termination from employment entitlements.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Romo Fashion Today Ltd.	Individual Worker(s)	3 March 2019	Resolved	The Complainant alleged s/he was pushed by a factory manager when s/he requested early leave from work / to leave before completion of an involuntary overtime shift to attend to his/her sick child. The Complainant further alleged s/he was physically forced to resign from his/her employment by management.	The Accord confirmed with the Complainant that s/he was paid separation from employment entitlements by the Factory Management as s/he proposed as remedy. There was inadequate evidence to support the allegation of use for physical force. The Accord, however, informed the factory that use of force or violence, mandatory overtime, and denial of valid sick leave requests are safety matters which if violated would be non-compliant with Accord signatories requirements of supplier factories.	1

TUNIC APPARELS LTD	Individual Worker(s)	2 March 2019	Resolved	<p>The Complainant(s) alleged workers being forced to work excessive work hours and overtime.</p> <p>The proposed remedy of the Complainant(s) was for work hours to be in compliance with legal limits, overtime be voluntary, all overtime hours worked be paid at the required legal premium rate, and that any overtime hours worked which were not compensated at the required legal premium rate be remedied and paid to affected workers.</p>	<p>The Complainant became disengaged during the Accord's investigation. The Accord found no further evidence of excessive work hours and mandatory overtime.</p> <p>The Accord reminded Factory Management that work hours should be in compliance with legal limits, overtime be voluntary, and overtime hours worked be paid at the required legal premium rate.</p>	3
Base Textiles Ltd	Individual Worker(s)	28 February 2019	Non-OSH	The Complainant alleged being forced to resign from employment as a part of the factory's retrenchment process.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Globus Garments Ltd.	Individual Worker(s)	27 February 2019	Non-OSH	The Complainant alleged that after the death of his/her mother who was a worker of the factory, the family of the deceased did not receive financial assistance that Factory Management committed to provide. It was further alleged that the family of the deceased worker was yet to receive insurance money payable to them.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

AMIR SHIRTS LTD	Individual Worker(s)	26 February 2019	Resolved	<p>The Complainant alleged being terminated from her employment because she lodged a complaint to the Accord alleging that female workers of the factory were regularly subjected to sexual harassment.</p> <p>The Complainant's proposed remedy was that she be immediately reinstated to her job at the factory, that she be made whole for all lost income associated with her termination, and that Factory Management take appropriate measures to address and remedy the alleged ongoing sexual harassment of female employees.</p>	<p>The Accord confirmed with all parties that the Complainant had been reinstated to her employment with the factory. The Complainant informed the Accord that she wished to withdraw the complaint, following the resolution of the issues by the Complainant and Factory Management.</p> <p>The Accord reminded Factory Management in writing that access to and utilization of the Accord complaints mechanism by employees of Accord-covered factories is required by Accord brand signatories of their supplier factories. Reprisal or retaliation towards such employees who submit a complaint to the Accord would represent a violation of Accord signatory brands' requirements.</p>	1
Factory Name Withheld	Federation	26 February 2019	Not processed	<p>The Complainant alleged female workers of the factory are regularly and inappropriately scolded and beaten by managers if they make errors in their work. It was further alleged that the husband of one such female worker was beaten by management for protesting the scoldings and beatings.</p>	<p>Not processed. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections remediation. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).</p>	1
YAGI Bangladesh Garments Limited (YBG)	Federation	25 February 2019	Non-OSH	<p>The Complainant alleged unfair termination of his/her employment and that s/he was not paid separation from employment entitlements.</p>	<p>Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to signatories and labour partners.</p>	1
Dekko Designs Ltd	Anonymous	25 February 2019	Resolved	<p>The Complainant alleged workers being routinely denied sick leave and being forced to work overtime and excessive hours because of production pressure. The Complainant further alleged workers being verbally abused and female workers being sexually harassed.</p>	<p>Factory Management informed the Accord that it had addressed the issues raised in the complaint, including by conducting training and awareness-raising sessions. The Accord confirmed with a sample of workers that Factory Management had effectively addressed the issues raised in the complaint.</p>	2

Factory Name Withheld	Individual Worker(s)	25 February 2019	Withdrawn	The Complainant alleged s/he was forced to resign from employment after refusing to work overtime hours. S/he also alleged workers are not paid for overtime hours worked and that s/he was not paid for unused annual leave when s/he left employment with the factory.	The Complainant withdrew the complaint informing the Accord that his/her problem had been resolved.	1
ISLAM GARMENTS LIMITED (UNIT-2)	Individual Worker(s)	25 February 2019	Non-OSH	The Complainant(s) alleged non-payment of separation from employment entitlements after termination of their employment by the employer.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
YAGI Bangladesh Garments Limited (YBG)	Federation	25 February 2019	Non-OSH	The Complainant alleged unfair termination of his/her employment and that s/he was not paid separation from employment entitlements.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to signatories and labour partners.	1
Factory name withheld	Individual Worker(s)	25 February 2019	Withdrawn	The Complainant alleged a wrongful 7-day disciplinary suspension against him/her was extended to 2 months after s/he asserted to the Factory Management that s/he was innocent and not present in the factory on the day(s) when the events which the disciplinary suspension was based on occurred.	Non-OSH complaint. Not processed by Accord. The Complainant withdrew the complaint when informed of the Accord procedure for non-OSH complaints.	1
Beximco Apparels Ltd	Others	24 February 2019	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements and provident fund entitlements by the factory after his/her forced resignation from employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
ANANTA GARMENTS LTD	Others	22 February 2019	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements by the factory after his/her resignation from employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1

Haesong Korea	Others	20 February 2019	Non-OSH	The Complainant alleged s/he was suspended and then pressured to resign from employment after raising issues with management related to compliance with industry wage scales. The Complainant also alleged s/he was not paid due separation from employment entitlements when s/he was separated from his/her employment by Factory Management.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
CRESCENT FASHION AND DESIGN LIMITED	Individual Worker(s)	20 February 2019	Non-OSH	The Complainant alleged non-payment of provident fund entitlements after resigning from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Majumder Garments Ltd (relocation)	Individual Worker(s)	19 February 2019	Resolved	The Complainant alleged non-payment of due separation from employment entitlements after s/he was terminated from his/her employment for taking sick leave, which s/he reported was verbally approved by his/her supervisor. The Complainant further alleged Factory Management refusing to accept his/her medical documents on the grounds that the factory only accepts such documents from the factory's medical staff.	Resolved. Following the notification of the allegations sent by the Accord to the parties, the Accord confirmed that the Complainant was paid his/her due separation from employment entitlements.	1
Factory Name Withheld	Individual Worker(s)	19 February 2019	Withdrawn	The Complainant alleged being unilaterally terminated from his/her employment but was also forced by management to sign a resignation letter. S/he was not provided documentation of his/her separation from employment by the employer nor has s/he been paid separation from employment payment entitlements.	Non-OSH complaint. Not processed by Accord. The Complainant withdrew the complaint when informed of the Accord procedure for non-OSH complaints.	1

Barnali Textile & Printing Industries (Pvt.) Ltd.	Others	17 February 2019	Resolved	Safety concerns were raised during an Accord Safety Committee walkthrough with regard to missing bolts in steel structural joints, gaps between structural joints, and corroded steel members in numerous locations of the steel buildings.	An Accord structural engineer was dispatched to conduct an inspection. The factory was provided with the associated report setting out the required remediation. In two subsequent verification inspections, the Accord confirmed that the factory had inserted bolts in the required locations, that gaps had been filled by shim plate, and that the corroded steel members had been repaired and painted.	1
Factory Name Withheld	Individual Worker(s)	17 February 2019	Withdrawn	The Complainant alleged being terminated from his/her employment without prior notice and without payment of termination of employment entitlements.	Non-OSH complaint. Not processed by Accord. Complainant withdrew the complaint when informed of the Accord procedure for non-OSH complaints	1
Factory Name Withheld	Individual Worker(s)	17 February 2019	Withdrawn	The Complainant alleged being issued with show cause notice from the factory for physically charging his/her co-worker.	The Complainant withdrew the complaint informing the Accord that Factory Management has terminated him/her from employment and paid his/her due separation from employment and other entitlement payments.	1
Factory Name Withheld	Individual Worker(s)	17 February 2019	Withdrawn	The Complainant alleged s/he was beaten by the Factory Management due to his/her alleged failure to achieve the daily production target. The Complainant further alleged s/he was not allowed to report to work and allegedly forced to resign from his/her employment.	The Complainant withdrew the complaint during the course of investigation stating that s/he has obtained employment with a different employer.	1
Factory Name Withheld	Individual Worker(s)	16 February 2019	Withdrawn	The Complainant alleged s/he was forced to resign from employment or to join as a new employee after availing sick leave. S/he alleged that the sick leave was authorized but that later the Factory Management stated the leave was unauthorized.	The Complainant later informed the Accord s/he wished to withdraw the complaint.	1
Factory Name Withheld	Individual Worker(s)	14 February 2019	Withdrawn	The Complainant alleged the factory was closed without notice and that separation from employment payments were not made to affected workers. It was further alleged that the factory stopped documenting the workers' attendance one week after the closure.	Non-OSH complaint. Not processed by Accord. The Complainant withdrew the complaint when informed of the Accord procedure for non-OSH complaints.	1

Factory name withheld	Individual Worker(s)	13 February 2019	Non-OSH	The Complainant alleged being disallowed to continue his/her employment after being absent from work for approximately one month without authorized leave.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1
Alif Casual Wear Ltd	Individual Worker(s)	13 February 2019	Resolved	<p>The Complainant alleged Factory Management imposing an excessive workload and unachievable targets on workers of the Sewing Section and workers being regularly required to work until as late as 12.00 am to finish their assigned targets. The Complainant(s) reported that the food provision (tiffin) during these extra work hour periods was inadequate. The Complainant also alleged Factory Management refused to accept his/her letter of resignation on several occasions.</p> <p>The proposed remedy of the Complainant was that: the Complainant be immediately paid his/her due earnings and other separation from employment entitlements; appropriate tiffin be provided when workers work extra hours; extra hours be voluntary; and production targets be fair and reasonably achievable.</p>	The Accord confirmed with all parties that Factory Management paid the Complainant his/her due earnings and other separation from employment entitlements. The Accord verified that Factory Management had taken adequate measures aimed at eliminating physical and verbal workplace violence and confirmed that there were no current reports of excessive workload, unattainable targets and forced overtime in the Sewing Section. The Accord instructed Factory Management to work with the Safety Committee to continue to monitor the situation in the factory with regard to the above-mentioned OSH issues.	1

Alif Casual Wear Ltd	Individual Worker(s)	13 February 2019	Resolved	<p>The Complainant alleged Factory Management imposing an excessive workload and unachievable targets on workers of the Sewing Section and workers being regularly required to work until as late as 12.00 am to finish their assigned targets. The Complainant further alleged that food provision (tiffin) during these extra work hour periods was inadequate. The Complainant also alleged being physically and verbally abused by a named factory manager.</p> <p>The Complainant's proposed remedy was that: the Complainant be immediately paid his/her due earnings and other separation from employment entitlements; the named factory manager exhibit professional behaviour towards workers; and appropriate tiffin be provided when workers work extra hours.</p>	<p>The Accord confirmed with all parties that Factory Management paid the Complainant his/her due earnings and other separation from employment entitlements. The Accord verified that Factory Management had taken adequate measures aimed at eliminating physical and verbal workplace violence and confirmed that there were no current reports of excessive workload, unattainable targets and forced overtime in the Sewing Section. The Accord instructed Factory Management to work with the Safety Committee to continue to monitor the situation in the factory with regard to the above-mentioned OSH issues.</p>	1
Alif Casual Wear Ltd	Individual Worker(s)	13 February 2019	Resolved	<p>The Complainant alleged Factory Management imposed an excessive workload and unachievable targets on workers of the Sewing Section. The Complainant also alleged being physically and verbally abused by a named factory manager. The Complainant further alleged Factory Management refusing to accept his/her letter of resignation.</p> <p>The Complainant's proposed remedy was that the Complainant be immediately paid his/her due earnings and other separation from employment entitlements and the named factory manager exhibit professional behaviour towards workers.</p>	<p>The Accord confirmed with all parties that Factory Management paid the Complainant his/her due earnings and other separation from employment entitlements. The Accord verified that Factory Management had taken adequate measures aimed at eliminating physical and verbal workplace violence and confirmed that there were no current reports of excessive workload, unattainable targets and forced overtime in the Sewing Section. The Accord instructed Factory Management to work with the Safety Committee to continue to monitor the situation in the factory with regard to the above-mentioned OSH issues.</p>	1

Globus Garments Ltd.	Individual Worker(s)	12 February 2019	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after being terminated from his/her employment for being absent from work without prior authorisation.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	12 February 2019	Not processed	The Complainant alleged non-approval of half day causal leave by the Factory Management.	The Complainant became disengaged from the Accord complaint mechanism after submission of the complaint. Not processed by Accord.	1
Beximco Apparels Ltd	Individual Worker(s)	12 February 2019	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements by the factory after his/her resignation from employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
CRESCENT FASHION AND DESIGN LIMITED	Individual Worker(s)	11 February 2019	Unresolved	The Complainant alleged that the factory's daycare centre does not provide adequate professional care for workers' children. The Complainant(s) further alleged that Factory Management has been informed about these concerns but has allegedly not taken any remedial action.	Factory Management carried out an investigation into the allegations, which found that in general workers were satisfied with the quality of service provided by the daycare centre. The Accord was unable to proceed with its investigation as the Complainant withdrew the complaint as s/he no longer used the factory's daycare facilities.	1
PANDORA FASHION LTD	Individual Worker(s)	11 February 2019	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements by the factory after his/her resignation from employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Dird Composite Textiles Ltd.	Individual Worker(s)	11 February 2019	Non-OSH	The Complainant alleged non-payment of his/her due separation from employment entitlements after resigning from his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to factory management and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	11 February 2019	Not processed	The Complainant alleged workers regularly being forced to perform overtime, including on shifts that end at 12.00 am and on Fridays. The Complainant's proposed remedy was for shifts to end at 9.00 pm and for workers to be allowed to take the Friday weekly holiday.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1

Factory name withheld	Individual Worker(s)	11 February 2019	Non-OSH	The Complainant alleged being scolded for taking unauthorised half-day leave from the factory and stated the reason behind such leave was death of his/her relatives. It was alleged that Factory Management also considered him/her absent for half of the day even though s/he was present in the factory at that time.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	10 February 2019	Unresolved	The Complainant alleged resigning from his/her employment because s/he and other workers were routinely physically and verbally abused by a named factory manager. The Complainant reported making a complaint about the named factory manager's behaviour, but that Factory Management did not address the complaint.	The complaint was unresolved because the Complainant became disengaged from the Accord safety and health complaint process.	1
Romo Fashion Today Ltd.	Individual Worker(s)	8 February 2019	Non-OSH	The Complainants alleged approximately 300 workers were terminated from employment without prior notice reportedly related to raising issues regarding wage increments. It was further alleged that subsequent to the termination, the Factory Management filed false court cases against 36 workers alleging the 36 workers stole (finished product) from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	4
Trouser Line Ltd.	Individual Worker(s)	7 February 2019	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements and non-payment of earned wages of the terminated employees of the factory, subject of the complaint.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	7
Factory Name Withheld	Individual Worker(s)	6 February 2019	Not processed	The Complainant reported electrical safety hazards at the factory (short circuit of an electrical line), alleged monthly salaries are not paid properly and/or timely, and alleged the factory utilizes child labour.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE). The Accord formally informed the DIFE-MoLE of the allegations of utilization of child labour at this factory.	2

Alif Casual Wear Ltd	Individual Worker(s)	6 February 2019	Resolved	<p>The Complainant alleged being forced to resign from her employment by several named managers who allegedly physically obstructed her exit from a room at the factory until she signed a resignation document. The Complainant further alleged that her forced resignation was related to sexual harassment by a named factory manager.</p> <p>The Complainant also reported being subjected to inappropriate treatment by a separate named factory manager associated with the manager who allegedly sexually harassed her.</p> <p>The Complainant's proposed remedy was to be immediately reinstated to her position at the factory and to be made whole, including for all lost earnings.</p>	The Accord convened a meeting with Factory Management and the matter was resolved. The Accord confirmed with the parties that the Complainant had been reinstated to her previous position and that Factory Management had taken appropriate measures for preventing sexual harassment in the workplace, including awareness raising and training of Supervisors and Line Chiefs.	1
MASCOT GARMENTS LTD	Individual Worker(s)	5 February 2019	Not processed	The Complainant alleged his/her employment was terminated after s/he complained to management on frequent changes of his/her workstation and that s/he was verbally abused when s/he voiced her complaint. S/he also alleged s/he was not paid separation from employment entitlements when s/he was terminated.	Based on the initial assessment, the Accord found the complaint to be without merit. Not processed by Accord.	2
B2B Excellence Ltd	Individual Worker(s)	5 February 2019	Resolved	The Complainant alleged practice of smoking inside of the factory washroom/toilet area by the factory employees and inadequate corrective measures taken by Factory Management despite their knowledge of such practice.	The Accord confirmed that Factory Management has taken investigative, corrective, and preventive measures to avoid smoking inside the factory premises.	2

Globus Garments Ltd.	Individual Worker(s)	5 February 2019	Non-OSH	The Complainant alleged being forced to resign from his/her employment at the factory for being absent from work without authorisation and non-payment of separation from employment benefits. The Complainant also alleged previous leave requests being denied by Factory Management.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	4 February 2019	Not processed	The Complainant alleged that Factory Management refused to accept his/her resignation and did not pay his/her separation from employment entitlements.	The Complainant became disengaged from the Accord complaint mechanism after submission of the complaint. Not processed by Accord.	2
Orion Knit Textiles Ltd.	Individual Worker(s)	3 February 2019	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after being terminated from employment.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	2
Chantik Apparels Ltd.	Individual Worker(s)	2 February 2019	Withdrawn	The Complainant alleged excessive work / excessive overtime was regularly required at the factory.	The Complainant informed the Accord that s/he does not want to proceed with the complaint and that s/he resigned from employment with the factory .	1
CROSSLINE KNIT FABRICS LTD.	Individual Worker(s)	1 February 2019	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after being unfairly terminated from his/her employment for being absent from work without prior authorisation after his/her request for leave was refused.	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the Complainant's request.	1
ACS Textiles (Bangladesh) Ltd.	Individual Worker(s)	1 February 2019	Resolved	The Complainant alleged being forced to resign from his/her employment for being unable to fix the sizing machine, which subsequently was out of production, and non-payment of his/her due separation from employment entitlements. The Complainant's proposed remedy was for the sizing machine and associated electrical systems to be repaired and to be paid his/her due separation from employment entitlements.	The Accord instructed Factory Management to conduct an electrical investigation and confirmed that Factory Management had taken adequate and appropriate measures to address and correct the problems with the machine and that the Complainant has been paid his/her due separation from employment payments.	1

Beximco Apparels Ltd	Individual Worker(s)	31 January 2019	Non-OSH	The Complainant alleged s/he was unilaterally terminated from employment and additionally, has not been paid due provident fund entitlements by the management.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	2
Factory Name Withheld	Individual Worker(s)	30 January 2019	Not processed	The Complainant alleged excessive work hours, excessive overtime, and regularly being required to work on the weekly holiday	The Accord was unable to process the complaint because the Complainant disengaged and stopped responding to Accord communications / became unreachable. Not processed by Accord.	1
TUSUKA TROUSERS LTD	Individual Worker(s)	30 January 2019	Resolved	The Complainant alleged non-payment of medical expenses for the treatment of a broken hand sustained as a result of slipping on machine oil that had spilled on the factory floor.	The Accord confirmed with all the parties that Factory Management paid the Complainant's medical expenses.	1
FAKIR APPARELS LTD.	Individual Worker(s)	29 January 2019	Non-OSH	The Complainant alleged being forced to resign from his/her employment after being show-caused by Factory Management for allegedly stealing medical supplies from the factory medical centre.	Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Greenland Garments Ltd. Unit-01,	Individual Worker(s)	28 January 2019	Resolved	The Complainant(s) alleged female workers at the factory being sexually harassed by named mid-level managers, inside and outside of the factory.	The Accord confirmed that Factory Management conducted an investigation into the allegations and took action against the named mid-level managers and that the hostile work environment at the factory had improved. The Accord could not verify this information directly with the Complainant (s) as the Complainant(s) became unreachable /disengaged during the Accord's investigation.	1
Al.-Amin Export Ltd	Individual Worker(s)	28 January 2019	Non-OSH	The Complainant alleged that workers were not being paid their January 2019 salaries in accordance with the legally established and required pay rates.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1

Jointex Fashion Wears Limited (Unit 03)	Individual Worker(s)	27 January 2019	Non-OSH	The Complainant(s) alleged that the factory suspended operations / closed during an alleged work stoppage and associated unrest by workers in the factory. The Complainant(s) requests to be informed of when operations will resume and workers recalled to work were allegedly ignored by Factory Management. The factory workers are reportedly concerned that their employment will be terminated.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	2
Greenland Garments Ltd. Unit-01,	Individual Worker(s)	25 January 2019	Resolved	The Complainant alleged workers are regularly subjected to rude behaviour and verbal abuse by a named manager and that this manager also sexually harasses female workers; including by asking them for their personal phone numbers. The Complainant also alleged the Factory Management does not approve workers' casual and earned leave requests.	The Accord confirmed with all the parties that Factory Management has taken investigative, corrective (including appropriate personnel actions), preventive, and employee outreach measures to avoid future occurrences and to remedy the abusive behaviour and sexual harassment matters raised in the safety and health complaint submitted to the Accord.	1
Factory Name Withheld	Individual Worker(s)	23 January 2019	Not processed	The Complainant(s) alleged that night shift workers worked up to 12 hour shifts and were not permitted to take breaks.	The Accord was unable to process the complaint because the Complainant disengaged and stopped responding to Accord communications / became unreachable.	1
Beximco Apparels Ltd	Individual Worker(s)	23 January 2019	Non-OSH	The Complainant alleged non-payment of provident fund entitlements after resigning from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	2
Smug Sweater Ltd	Individual Worker(s)	21 January 2019	Resolved	The Complainant(s) alleged that aisles and stairways in parts of the factory were obstructed with cartons/storage.	Aisles on production floors were observed free from combustible storage, exit discharge path and staircase were found clear and obstruction free.	1
East West Fashion Garments Ltd.	Individual Worker(s)	20 January 2019	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after unilateral termination of his/her employment without prior notice.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	2
Factory Name Withheld	Individual Worker(s)	19 January 2019	Not processed	The Complainant alleged termination of his/her employment without prior notice and non-payment of separation from employment entitlements.	Not processed. Factory is not a listed supplier to Accord signatory brand(s). The Complainant informed the Accord that his/her complaint has been resolved.	2

Dird Composite Textiles Ltd.	Individual Worker(s)	19 January 2019	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after s/he resigned from his/her employment at the factory in August 2017.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Jamuna Apparels Ltd.	Individual Worker(s)	19 January 2019	Resolved outside Accord complaints mechanism	The Complainant alleged that after taking 3 days of authorized sick leave, s/he was not assigned work on his/her return and was subjected to humiliating treatment by the Factory Management allegedly as a form of punishment for taking leave. The humiliating treatment was s/he was allegedly forced to stand up for extended periods while grabbing his/her ears.	The Complainant informed the Accord that the matters raised in his/her complaint were resolved directly by the Complainant and the Factory Management outside the Accord complaints process and that the Factory Management paid his/her due separation from employment entitlements.	1
Latest Garments Ltd	Individual Worker(s)	19 January 2019	Not processed	The Complainant expressed concerns of fraudulent use of his/her boiler operator credential by the factory after his/her termination from employment.	The Accord provided this information to the Chief Inspector of Boilers (CloB) and requested the CloB to check on this matter. The Accord will also follow up during our regular engineers' safety inspections.	1
Factory Name Withheld	Individual Worker(s)	19 January 2019	Withdrawn	The Complainant alleged being terminated from his/her employment for availing six days unauthorized leave.	The Complainant contacted the Accord and requested to withdraw the complaint as s/he was reinstated to his/her employment with the factory.	2
Factory name withheld	Individual Worker(s)	19 January 2019	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after resigning from the factory.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1
Factory name withheld	Individual Worker(s)	19 January 2019	Non-OSH	The Complainant(s) alleged delay in payment of their monthly wages and that wages are not being paid in accordance with legally required wage scales.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	2
AMITY SWEATERS LTD	Individual Worker(s)	18 January 2019	Resolved outside Accord complaints mechanism	The Complainant(s) alleged the employment of several workers was terminated after they filed an OSH complaint with the Accord. The complainant(s) alleged the terminations of employment were retaliation / reprisal for their submitting the OSH complaint to the Accord.	The Accord confirmed that Factory Management, the Complainant(s), and BGIWF reached a separate resolution agreement outside of the Accord safety and health complaints mechanism.	2

Factory Name Withheld	Individual Worker(s)	17 January 2019	Not processed	The Complainant alleged non-payment of separation from employment entitlements after termination of his/her employment.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	2
Factory Name Withheld	Individual Worker(s)	16 January 2019	Withdrawn	<p>The Complainant(s) alleged female workers being sexually harassed by a named factory manager. The Complainant further alleged being physically pushed by the same named factory manager and being prevented from using the washroom by other supervisors. The Complainant reported that the factory Safety Committee had been informed but, allegedly, had failed to act.</p> <p>The Complainant's proposed remedy was for Factory Management to take action to address the hostile work environment and ensure that the workplace is free from sexual harassment and other workplace violence.</p>	The Complainant(s) withdrew the complaint informing the Accord that she/they were no longer working at the factory.	1
Dird Composite Textiles Ltd.	Individual Worker(s)	16 January 2019	Non-OSH	The Complainant alleged s/he was terminated from employment and was not paid his/her current earned wages or due separation from employment entitlements.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	2
Beximco Apparels Ltd	Individual Worker(s)	15 January 2019	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements by the factory after his/her resignation from employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	2

Factory name withheld	Individual Worker(s)	15 January 2019	Not processed	<p>The Complainant alleged a hostile work environment in which managers are regularly verbally abused by senior management. The Complainant further alleged being forced to resign from his/her employment for taking leave and non-payment of his/her due separation from employment entitlements. The Complainant claimed that the leave was authorised.</p> <p>The Complainant's proposed remedy was for adequate steps to be taken to eliminate the verbal abuse so as to address the hostile work environment.</p>	Not processed by the Accord. Complaints from managerial employees working in corporate offices fall outside the scope of the Accord safety and health complaints mechanism. In accordance with our protocol, the Complainant was provided with the contact information of the Department of Inspections for Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
CROSSLINE KNIT FABRICS LTD.	Individual Worker(s)	14 January 2019	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after being show caused by the factory and being pressured to resign from his/her employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	2
versatile textiles ltd.	Individual Worker(s)	13 January 2019	Resolved	The Complainant(s) alleged 50 to 60 workers being taken to a "security room" in the godown area of the factory by two named factory managers and being forced to sign resignation letters. The Complainant (s) reported that a non-employee of the factory armed with a pistol in his hand was present at the time. The Complainant(s) alleged the armed non-employee was present as a threat by Factory Management to ensure the workers signed their resignation letters.	The Accord was informed that Factory Management, the trade union Federation, and the Complainant workers reached a resolution to the issues raised in the complaint and that separation from employment payments were made to the Complainant workers.	1
Factory name withheld	Individual Worker(s)	11 January 2019	Withdrawn	The Complainant alleged s/he was told not to report for work after inquiring on a fire which occurred at another factory of the employer.	The Complainant withdrew the complaint and informed the Accord that s/he continues his/her employment without facing further restriction or problem with / from Factory Management.	2

versatile textiles ltd.	Individual Worker(s)	11 January 2019	Resolved outside Accord complaints mechanism	<p>The Complainant alleged being in fear of arrest by the police after Factory Management filed court cases against 150 workers and the police arrested 5 or 6 workers at home, following worker unrest on wage related issues and the closure of the factory.</p> <p>The Complainant's proposed remedy was for Factory Management to ensure that the Complainant was not arrested by the police.</p>	The Complainant became disengaged/unreachable. The Accord was later informed that Factory Management, the trade union federation, and workers resolved the issues related to this complaint.	1
Factory Name Withheld	Individual Worker(s)	10 January 2019	Withdrawn	The Complainant(s) alleged the Factory Management was not properly implementing the recent RMG industry minimum wage increases. The Complainant(s) further alleged required pay premiums for overtime worked and allowances for additional work on Fridays were not being properly paid.	The Complainant(s) informed the Accord that the Factory Management stated to the workers that the factory shall pay wages in compliance with the recent RMG industry minimum wage increases. The Complainant(s) withdrew the complaint.	2
Taufiq Sweater Ltd.	Individual Worker(s)	10 January 2019	Unresolved	The Complainant(s) alleged facing false accusations of poor performance from the Factory Management and being pressured to resign from employment. The Complainant(s) further alleged management regularly does not approve valid sick leave requests.	The complaint was not processed by Accord because no supporting evidence was provided and the Complainant(s) disengaged from the Accord complaint mechanism.	1
Factory Name Withheld	Individual Worker(s)	8 January 2019	Not processed	The Complainant alleged non-payment of maternity benefit entitlements to his wife, after she resigned from her employment at the factory.	Not processed. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections and remediation programs. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
ARTISTIC DESIGN LTD	Individual Worker(s)	7 January 2019	Not Sustained	The Complainant(s) alleged workers being verbally abused and physically assaulted by named factory managers.	Not sustained. The Complainant(s) provided inadequate information, evidence and/or testimony to support the allegations made.	1

Mitali Fashions Ltd.	Individual Worker(s)	5 January 2019	Non-OSH	The Complainant alleged Factory Management did not allow him/her to return to work and pressured him/her to resign from his/her employment after taking unauthorized sick leave of 8 (eight) days.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	2
Factory Name Withheld	Individual Worker(s)	3 January 2019	Non-OSH	The Complainant alleged being terminated from his/her employment at the factory without being given prior notice or reason.	Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint.	1
ANANTA GARMENTS LTD	Individual Worker(s)	2 January 2019	Non-OSH	The Complainant alleged being forced to resign from his/her employment prior to the date s/he intended to resign. The Complainant further alleged s/he was not paid due separation from employment entitlements.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Nafa Apparels Ltd. (Former Palmal Knitwear Factory Ltd)	Individual Worker(s)	2 January 2019	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after resigning from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
CA Knitwear Ltd (relocation)	Individual Worker(s)	2 January 2019	Non-OSH	The Complainant(s) alleged non-payment of separation from employment entitlements after 25 to 30 workers were terminated by Factory Management without prior notice.	Non-OSH complaint. Not processed by the Accord. After submission of the complaint, the Complainant(s) informed the Accord they were paid due separation from employment entitlement by the employer.	1
Orion Knit Textiles Ltd.	Individual Worker(s)	2 January 2019	Non-OSH	The Complainant alleged being issued a show cause notice for refusing to do work for which s/he did not have the skills/experience. The Complainant further alleged that Factory Management did not respond to the Complainant's reply to the show cause notice.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties at Complainant's request.	1
Factory name withheld	Individual Worker(s)	2 January 2019	Non-OSH	The Complainant alleged being terminated from his/her employment without being paid separation from employment entitlements.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1
Factory name withheld	Union	2 January 2019	Non-OSH	The Complainant alleged the executive committee members of the newly registered union were threatened by the local political leaders after registration of the union.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1

Factory name withheld	Individual Worker(s)	2 January 2019	Resolved outside Accord complaints mechanism	<p>The Complainant(s) alleged approximately 350 workers were terminated, after being falsely accused of vandalism following their refusal to do general duty on Friday.</p> <p>The proposed remedy of the Complainant(s) was for Factory Management to immediately reinstate the 350 terminated workers.</p>	The Complainant(s) withdrew the complaint informing the Accord that those workers Factory Management considered to be innocent had been reinstated and other workers had been paid their due separation from employment entitlements.	1
CRESCENT FASHION AND DESIGN LIMITED	Individual Worker(s)	29-Dec-18	Non-OSH	The Complainant alleged non-payment of provident fund entitlements after resigning from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	27-Dec-18	Withdrawn	The Complainant alleged that s/he was not paid earned wages for 23 days s/he worked prior to resigning from his/her employment.	The Complainant withdrew the complaint after being informed about the Accord's protocol for Non-OSH complaints.	1
Factory name withheld	Individual Worker(s)	26-Dec-18	Non-OSH	The Complainant alleged non-payment of provident fund entitlements after resigning from the factory.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1
SAVAR SWEATERS LTD	Individual Worker(s)	24-Dec-18	Resolved	<p>The Complainant(s) alleged toilets/washrooms being in a damaged / unusable state, poorly functioning water supply lines to the basins, and drains that are routinely blocked resulting in unsanitary conditions.</p> <p>The Complainant(s) further alleged raising these matters with Factory Management, but no or inadequate measures being taken.</p>	<p>The Accord instructed Factory Management to address the issues raised in the complaint with the factory Safety Committee and that the Safety Committee inform the Accord, in writing, of its findings/results and the measures taken to remedy any of the above allegations which are with merit.</p> <p>The factory Safety Committee reported to the Accord that appropriate measures had been taken to repair the damaged toilets, stalls and drains. The Accord dispatched Safety Engineers to conduct an unannounced verification inspection at the factory and found the issues to have been remediated.</p>	1
Dynasty Knit Fashion Ltd	Individual Worker(s)	23-Dec-18	Non-OSH	The Complainant alleged termination of employment by the factory, denying his/her entry in to the factory. The Complainant alleged no reason was provided for this termination of employment / denial of entry.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1

Hannan Fashions	Individual Worker(s)	22-Dec-18	Non-OSH	The Complainant alleged being terminated from his/her employment after taking unauthorised leave.	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	22-Dec-18	Not processed	The Complainant alleged that workers are routinely required to work 30 minutes additional time and are not paid the legally required overtime rate of pay for this additional work.	The Complainant became disengaged / unreachable during the Accord's processing of the complaint. Not processed by the Accord.	1
Factory Name Withheld	Individual Worker(s)	22-Dec-18	Not processed	The Complainant(s) alleged being beaten by a factory manager. Reportedly, for utilizing sick leave. The Complainant(s) alleged the manager routinely beats workers.	The Complainant(s) became disengaged from the Accord complaint process during the course of investigation. Not processed by the Accord.	1
UTAH KNITTING AND DYEING LTD.	Individual Worker(s)	22-Dec-18	Unresolved	The Complainant alleged that a named factory manager made inappropriate comments, a form of sexual harassment. The Complainant also alleged that the same manager suspended his/her for violations of overtime and attendance requirements. S/he alleged that s/he had been given verbal approval for the leave and had not been informed of overtime requirements, and that his/her suspension was therefore retaliatory.	The Accord was unable to process the complaint because the Complainant disengaged and stopped responding to Accord communications / became unreachable.	1
Factory Name Withheld	Individual Worker(s)	19-Dec-18	Withdrawn	The Complainant alleged termination from his/her employment without prior notice. The Complainant reportedly refused Friday work after working each day for two consecutive weeks. The Complainant asserts s/he was terminated for refusing to work the Friday shift.	The Complainant withdrew the complaint and informed the Accord s/he was reinstated to his/her employment by the Factory Management and that s/he has resumed his/her employment.	1
Factory name withheld	Individual Worker(s)	19-Dec-18	Withdrawn	The Complainant alleged workers from the knitting section were laid off for one month due to arrival of new jacquard machines. The laid off workers were paid for 8 working days for the month of December 2018.	The Complainant withdrew her/his complaint and informed the Accord s/he was reinstated to her/his employment by the Factory Management and that s/he has resumed her/his employment.	1

Factory Name Withheld	Individual Worker(s)	13-Dec-18	Not processed	The Complainant alleged non-payment of dues owed by the workers after closure of the factory in June 2017.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Posh Garments Ltd	Individual Worker(s)	13-Dec-18	Resolved	The Complainant alleged unhygienic washrooms and slipping hazards due to a malfunctioning drainage system and broken, leaking faucets. The Complainant further alleged the inadequate lighting in the toilet/washroom area created tripping hazards.	After reviewing and verifying a factory Safety Committee report on these items, the Accord confirmed that the Factory Management has taken adequate measures to address and correct the items raised in the complaint.	1
AJ Fashions Limited	Individual Worker(s)	12-Dec-18	Resolved	The Complainant alleged non-payment of due earnings, overtime allowance and other separation from employment benefits. The Complainant further alleged that s/he stopped for reporting for work at the factory after being physically assaulted and verbally abused by a named factory manager for failing to achieve allegedly excessive and unattainable production targets. The Complainant's proposed remedy was to immediately be paid his/her due earned wages, overtime payments and other separation from employment entitlements, and that Factory Management take immediate steps to stop the abusive behaviour, discipline the named factory manager, and ensure that the workplace environment is free from violence.	The Accord confirmed that Factory Management had taken appropriate measures to investigate the allegations and had reached a solution with the associated parties.	1
Factory Name Withheld	Individual Worker(s)	12-Dec-18	Withdrawn	The Complainant alleged non-payment of termination of employment entitlements after allegedly being forced to immediately resign from employment.	After explaining the non-OSH protocol of the Accord, the Complainant withdrew the complaint.	1

Factory Name Withheld	Individual Worker(s)	12-Dec-18	Withdrawn	The Complainant alleged not being allowed to continue his/her employment at the factory after reportedly making a mistake in his/her work. The Complainant's ID card was allegedly seized by the Factory Management to prevent him/her from entering the factory.	The Complainant withdrew his/her complaint and informed the Accord s/he was offered and accepted reinstatement to his/her employment by the Factory Management. S/He has resumed his/her employment.	1
CROSSLINE KNIT FABRICS LTD.	Individual Worker(s)	10-Dec-18	Non-OSH	The Complainant alleged non-payment of due earnings for September 2018 and other separation from employment benefits after Factory Management terminated his/her employment without providing any reason. The Complainant's requested remedy was to receive his/her earned wages for September 2018 and other separation from employment entitlements based on the duration of his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Doreen Garments Ltd	Individual Worker(s)	5-Dec-18	Resolved	The Complainant alleged non-payment of full due separation from employment benefits after being forced to resign from his/her employment by Factory Management. The Complainant also alleged non-payment of medical expenses for injuries sustained in an accident. The Complainant further alleged being subject to reprisal for having filed a complaint with the Accord.	The Accord's investigation confirmed that the accident took place outside the factory premises on private transport and was therefore non-OSH and was not further processed by the Accord. On the allegation of reprisal, Factory Management wrote to the Accord confirming its understanding of the protection from retaliation or reprisal afforded to those who raise safety complaints with the Accord.	1
Tamishna Fashion Wear Ltd(Unit-2)	Individual Worker(s)	5-Dec-18	Resolved	The Complainant alleged s/he did not receive a letter of recognition / certificate from Accord after completion of the Accord provided Safety Committee member training program at the factory.	The Complainant informed the Accord that s/he attended only one of the seven sessions of the Safety Committee member training program prior to leaving employment with the factory. The Accord informed the Complainant s/he was not eligible for the letter of recognition / certificate for attending only one session.	1

Southern Knitwear Ltd.	Individual Worker(s)	5-Dec-18	Resolved	The Complainant alleged that a fire incident took place in the electric lines / electrical wiring of the finishing section of the factory for two consecutive days. It was reported that several workers were injured during the associated evacuation of the building.	<p>Accord engineers conducted a post fire inspection in the factory and found unsupported overhead cable tray, unexamined insulation resistance for new and concealed cables and hotspot in electrical panel board. There were additional findings of excessive storage, non-functional fire door and incomplete installation of fire alarm & detection system with inadequate monitoring. As per the Accord's instruction, the factory took adequate measures to remediate the findings within the given time-frame and provided the Accord with a report including pictorial evidence of that remediation.</p> <p>The Accord distributed a pamphlet to all workers to advise them of the above.</p> <p>The Accord engineers shall continue to monitor implementation of the factory's Corrective Action Plan (CAP).</p>	1
Factory Name Withheld	Individual Worker(s)	4-Dec-18	Not processed	The Complainant(s) made the following allegations: Factory Management does not pay workers maternity benefit; the compliance department of the factory does not process workers' complaints; Factory Management does not allow both husband and wife to work in the factory; if any worker takes leave, Factory Management deducts additional days from their leave allowance; the factory's medical room is inaccessible as it is situated at a distant from the workers.	The Accord was unable to process the complaint because the Complainant became disengaged /unreachable.	1
CRESCENT FASHION AND DESIGN LIMITED	Individual Worker(s)	4-Dec-18	Non-OSH	The Complainant alleged non-payment of provident fund entitlements after resigning from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	4-Dec-18	Not processed	The Complainant alleged s/he was pressured to resign from employment at the factory. The Complainant alleged s/he was harassed and received death threats from management should s/he not resign.	The Complainant became disengaged / unreachable during the course of the Accord's processing of the complaint. Not processed by Accord.	1

Beximco Apparels Ltd	Individual Worker(s)	3-Dec-18	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after resigning from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Factory Name Withheld	Factory management	3-Dec-18	Not processed	The Complainant (managerial employee) alleged the factory did not properly pay separation from employment entitlements when the factory was closed without prior notice.	The complaint was non-OSH and therefore, outside the scope of the Accord safety and health complaints mechanism. The complaint was not processed by Accord. The complaint was not addressed through the Accord relocation / closure protocol which covers non-managerial employees.	1
Factory name withheld	Individual Worker(s)	3-Dec-18	Non-OSH	The Complainant alleged non-payment of his/her due monthly salary after resigning from employment.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1
Factory name withheld	Individual Worker(s)	3-Dec-18	Non-OSH	The Complainant alleged non-payment of his/her due monthly salary after resigning from employment.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	2-Dec-18	Non-OSH	The Complainant alleged non-payment of due earned wages and other separation from employment entitlements after resigning from his/her employment at the factory. The Complainant's requested remedy was to be paid his/her due earnings and other separation from employment entitlements.	Non-OSH. Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint.	1
Factory Name Withheld	Individual Worker(s)	2-Dec-18	Not processed	The Complainant alleged his/her employment was terminated allegedly for availing sick leave which s/he insists s/he informed her supervisor of in a timely manner. The Complainant alleged Factory Management asserts his/hers was an unauthorized utilization of sick leave.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1

Factory Name Withheld	Individual Worker(s)	2-Dec-18	Not processed	The Complainant alleged delayed payment of monthly salary; that management restricts utilization of leave entitlements; and that workers who utilize leave face reprisal in the form of delayed payment of their monthly salary.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory Name Withheld	Individual Worker(s)	29-Nov-18	Not processed	The Complainant alleged the factory remained opened and workers were required to work on the national holiday (16 December 2018). The Complainant further alleged that workers are regularly required to work on the weekly holiday (Fridays).	The Complainant became disengaged / unreachable during the Accord's processing of the complaint. Not processed by the Accord.	1
Factory Name Withheld	Individual Worker(s)	28-Nov-18	Not processed	The Complainant alleged non-payment of separation from employment entitlements despite his/her continuous efforts with the factory since 2014.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory name withheld	Individual Worker(s)	28-Nov-18	Withdrawn	The Complainant alleged improper payment of wages, overtime premiums, and maternity associated entitlements. The Complainant complained on police presence inside the factory.	The Complainant withdrew the complaint stating that s/he and other workers received proper separation from employment payments after the recent closure of their work section at the factory.	1
Energypac Fashions Ltd 2	Individual Worker(s)	27-Nov-18	Resolved	The Complainant alleged unhygienic, hazardous conditions of the washrooms due to accumulated water on the floors. These conditions reportedly persisted for two months.	The Accord confirmed with the Complainant that Factory Management took appropriate measures to correct the condition of the washrooms.	1
Factory Name Withheld	Individual Worker(s)	26-Nov-18	Non-OSH	The Complainant alleged non-payment of full separation from employment entitlements after being terminated from his/her employment following the closure of the factory as a result of Accord remediation requirements. The Complainant was a member of Factory Management. The Complainant's proposed remedy was to immediately be paid his/her full due separation from employment benefits.	Non-OSH complaint. Not processed by the Accord. Not forwarded to the parties because the Accord's procedures for factory relocations and closures attributed to Accord remediation requirements do not apply to managerial employees.	1

Greenland Garments Ltd. Unit-01,	Individual Worker(s)	26-Nov-18	Resolved	The Complainant(s) alleged female workers at the factory being sexually harassed by named mid-level managers, inside and outside of the factory.	The Accord confirmed that Factory Management conducted an investigation into the allegations and took action against the named mid-level managers, and that the hostile work environment at the factory had improved. The Accord could not verify this information directly with the Complainant (s) as the Complainant(s) became unreachable /disengaged during the Accord's investigation.	1
Factory name withheld	Individual Worker(s)	26-Nov-18	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements by the factory after his/her resignation from employment.	Non-OSH complaint. Not processed by the Accord. Not forwarded to parties at the Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	25-Nov-18	Not processed	The Complainant alleged non-payment of termination of employment entitlements after s/he was terminated from his/her employment for admittedly taking 3 consecutive days of unauthorized leave.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory Name Withheld	Individual Worker(s)	25-Nov-18	Withdrawn	The Complainant alleged non-payment of separation from employment entitlements after unilateral termination of employment.	The Complainant withdrew the complaint stating that s/he received proper separation from employment payments from the factory.	1
Tanzila Textile Ltd	Individual Worker(s)	25-Nov-18	Resolved outside Accord complaints mechanism	The Complainant alleged there is a faulty electrical power switch on the machine to which s/he is assigned which creates electrocution risks.	The Complainant informed the Accord that Factory Management replaced the faulty electrical power switch.	1
Factory Name Withheld	Individual Worker(s)	25-Nov-18	Not processed	The Complainant alleged the factory did not fully pay separation from employment entitlements to mid-level managers when the factory allegedly relocated without prior notice.	The complaint was related to relocation payment of managerial staff and thus falls outside the scope of Accord. The complaint was not processed by Accord.	1
Factory Name Withheld	Individual Worker(s)	24-Nov-18	Withdrawn	The Complainant alleged being forced by Factory Management to work extra hours and in a discriminatory and disproportionate manner. It was further alleged that the Factory Management made derogatory comments towards the Complainant after one such episode of forced overtime.	The Complainant informed the Accord that s/he does not want to proceed with his/her complaint as the Factory Management has changed their behavior. The Complainant also reported that, after submission of the complaint, the situation regarding required work hours at the factory has improved.	1

ANANTA GARMENTS LTD	Individual Worker(s)	23-Nov-18	Non-OSH	The Complainant alleged s/he was forced to resign from employment after taking unauthorized leave, after the Complainant asserted unjustified deductions were made to his/her recent wages.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	22-Nov-18	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after being terminated from his/her employment at the factory.	Not processed by the Accord. Not forwarded to the parties because the Complainant became disengaged / unreachable after submitting the complaint to the Accord.	1
Factory Name Withheld	Individual Worker(s)	22-Nov-18	Withdrawn	The Complainant alleged s/he was not allowed to place his/her child in the factory daycare center with the factory citing space / openings limitations.	The Complainant withdrew the complaint informing the Accord that Factory Management assured him/her that his/her child would be accommodated in the factory day care center.	1
Factory Name Withheld	Individual Worker(s)	21-Nov-18	Not processed	The Complainant alleged late payment of wages, forced overtime and excessive work hours, including being forced to work on holidays, and verbal abuse of workers by named members of Factory Management, including requesting workers to leave their employment.	The Complainant became disengaged / unreachable during the Accord's processing of the complaint. Not processed by the Accord.	1
Cassiopea Fashion Ltd	Individual Worker(s)	21-Nov-18	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after allegedly being forced to resign from the factory. The Complainant reports receiving one month basic salary after the alleged forced resignation. The Complainant also alleged that the termination is part of retrenchment process by the Factory Management.	Non-OSH complaint. Not processed by Accord. Complainant withdrew the complaint when informed of Accord procedure for non-OSH complaints.	1
Factory Name Withheld	Individual Worker(s)	19-Nov-18	Not processed	The Complainant alleged non-payment of separation from employment entitlements after submission of resignation letter.	The Complainant became disengaged from the Accord complaint mechanism after submission of the complaint. Not processed by Accord.	1
CRESCENT FASHION AND DESIGN LIMITED	Individual Worker(s)	18-Nov-18	Non-OSH	The Complainant alleged non-payment of full separation from employment entitlements after duly resigning from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1

Pearl Garments Co. Ltd	Individual Worker(s)	17-Nov-18	Resolved outside Accord complaints mechanism	The Complainant alleged she was not paid the legally required maternity leave entitlements by the factory both as it relates to the amount of the benefit and the required times for payments.	The Complainant informed the Accord the complaint was resolved directly by the Complainant and the Factory Management outside the Accord safety and health complaints process.	1
Factory name withheld	Individual Worker(s)	16-Nov-18	Non-OSH	The Complainant alleged that after resigning from his/her employment, s/he was not paid due wages for the eleven days s/he worked in the month of his/her resignation.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	15-Nov-18	Not processed	The Complainant alleged non-payment of separation of employment entitlements after submission of resignation letter.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
POSMI SWEATERS LTD.	Individual Worker(s)	15-Nov-18	Resolved	The Complainant(s) alleged forced overtime, required work on the weekly holiday, that overtime was not paid at the required premium rate, and that payment of monthly wages is delayed.	Factory Management informed the Accord they operate on two shifts per day, that this is legal, and that the factory has made efforts to communicate with their employees on the 2-shift operation. The Factory Management and the factory Safety Committee have committed to address and resolve the alleged wage and hour violations raised in the complaint and to keep the Accord informed accordingly.	1
Factory name withheld	Individual Worker(s)	15-Nov-18	Non-OSH	The Complainant alleged being forced to resign from employment after being accused by the Factory Management of selling products from the factory canteen at inflated prices, theft, and embezzlement.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1
Lily Apparels Ltd (CONCORD GROUP)	Federation	15-Nov-18	Resolved	The Complainant alleged she was terminated from her employment after giving birth to a premature child. It was further alleged that the Complainant did not receive maternity benefits or other separation from employment entitlements.	The Accord received confirmation from the Factory Management and the Complainant that the Complainant was paid due separation from employment entitlements and maternity benefits.	1
YUSUF APPAREL (Changed as FASHION WATCH LTD)	Federation	15-Nov-18	Resolved outside Accord complaints mechanism	The Complainant alleged the workers were being subjected to physical violence and verbal abuse by mid-level managers of the factory.	The Complainant informed the Accord that the complaint was resolved with the intervention of brands outside the Accord safety and health complaints process.	1

New Dacca Industries Ltd	Individual Worker(s)	14-Nov-18	Non-OSH	The Complainant alleged non-payment of provident fund entitlements after resigning from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
MUAZUDDIN TEXTILE LTD	Individual Worker(s)	14-Nov-18	Resolved	The Complainant alleged his/her employment was terminated without notice reportedly for reasons related to a paycheck distribution issue involving the Complainant. The Complainant insists s/he followed instructions given him/her by management on this matter. The Complainant further alleged s/he was sexually harassed through receiving inappropriate, lewd proposals from a factory manager. The Complainant believes his/her employment was terminated because s/he rejected the manager's proposals.	The Accord received evidence that the Complainant was paid separation from employment entitlements. Thereafter, the Complainant became disengaged from the Accord safety and health complaint process. The sexual harassment allegations were not fully processed due to this disengagement.	1
Factory Name Withheld	Individual Worker(s)	13-Nov-18	Not processed	The Complainant alleged non-payment of separation of employment entitlements after submission of resignation letter.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory Name Withheld	Individual Worker(s)	13-Nov-18	Withdrawn	The Complainant alleged being forced to resign after informing the Factory Management that she is pregnant with her first child. She also alleged she was told by management she would not be paid / is not entitled to maternity benefits .	After submission of the Complaint to the Accord, the Complainant reported that she does not want to proceed with her complaint.	1
PANDORA FASHION LTD	Individual Worker(s)	13-Nov-18	Non-OSH	The Complainant alleged termination of his/her employment without prior notice with the management citing this was due to the recent increase to the legal minimum wage. The Complainant further alleged non-payment of separation from employment entitlements at termination.	Non-OSH complaint. Not processed by Accord.	1

Factory Name Withheld	Individual Worker(s)	13-Nov-18	Not processed	The Complainant alleged s/he was forced to resign from employment. The Complainant was accused of being in an altercation with his/her co-worker. On involuntary submission of a resignation letter, the Complainant alleged it was rejected by the Factory Management and s/he was then served disciplinary show cause notice.	The Complainant became disengaged / unreachable during the course of the Accord's processing of the complaint. Not processed by Accord.	1
PANDORA FASHION LTD	Individual Worker(s)	13-Nov-18	Withdrawn	The Complainant alleged being terminated from his/her employment without prior notice and without payment of termination of employment entitlements. S/He was allegedly threatened by the Factory Management not to file a complaint with any entity on these matters.	The Complainant withdrew the complaint submitted to the Accord without explanation. Accord communicated to the Factory Management and owner(s) its signatories' no reprisal requirements as it relates to utilization of the Accord OSH complaints mechanism. The Factory Management formally confirmed their understanding of these Accord signatory requirements.	1
Factory name withheld	Federation	13-Nov-18	Non-OSH	The Complainant union Federation alleged that the worker subject of complaint was forced to resign from his/her employment after having a workplace altercation with the Factory Management reportedly over a change to his/her workstation and allegations s/he was not achieving production targets.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request. The worker subject of complaint became unreachable after being informed of the Accord's Non-OSH protocol.	1
Nafisa Apparels Limited	Individual Worker(s)	13-Nov-18	Resolved	The Complainant alleged workers were beaten as part of a management effort for them to resign. This, allegedly related to the increase to the RMG industry minimum wage. The Complainant also alleged stairs / exits in the factory are obstructed with cartons which hinders the safe evacuation of the building.	Accord engineers inspected and found obstructed stairs /exits at the factory. The factory is required to keep the stairs / exits free from obstruction at all times. A notification to the workers was delivered and distributed by the Accord to inform the workforce of these findings. The Complainant became disengaged from the Accord's complaint mechanism process during the investigation of alleged beating of the workers. The Accord could not proceed on this part of the submitted complaint.	1

Factory Name Withheld	Individual Worker(s)	12-Nov-18	Not processed	The Complainant alleged 72 workers were terminated from their employment for alleged misconduct and that the terminated workers have not been paid due separation from employment entitlements.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory name withheld	Individual Worker(s)	12-Nov-18	Withdrawn	The Complainant alleged facing harassment and mistreatment for performing his/her Safety Committee member duties. The Complainant also alleged s/he was not allowed to submit his/her resignation from employment.	The Complainant withdrew his/her complaint informing the Accord s/he was no longer facing harassment or mistreatment in his/her work at the factory.	1
Factory name withheld	Individual Worker(s)	12-Nov-18	Non-OSH	The Complainant alleged s/he was forced to resign from his/her employment allegedly as part of a retrenchment program of the Factory Management. The Complainant also alleged s/he was not paid separation from employment entitlements.	Non-OSH complaint. Not processed by Accord. Not forwarded to parties at Complainant's request.	1
Fortis Garments Ltd.	Individual Worker(s)	11-Nov-18	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after the employer terminated his/her employment for alleged unauthorized leave.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	11-Nov-18	Not processed	The Complainant alleged his/her employment was unilaterally terminated by the employer without explanation.	The Complainant became disengaged from the Accord complaint mechanism during the processing of the complaint. Not processed by Accord.	1
SKYLINE APPARELS LTD.	Federation	10-Nov-18	Resolved outside Accord complaints mechanism	The Complainant alleged that Factory Management contributed to the death of a pregnant worker by failing to respond appropriately when she fell ill at the factory.	The Accord concluded that the worker's death could not be attributed to Factory Management or the medical / welfare team of the factory. In a meeting held at the Accord office on 13 January 2019, the parties confirmed that all due employment and work related payments had been paid and that the life insurance claim had been submitted to BGMEA for processing. The family stated that they considered the matter resolved.	1

CA Knitwear Ltd (relocation)	Individual Worker(s)	10-Nov-18	Non-OSH	The Complainant alleged s/he was pressured to resign by Factory Management and had his/her ID card seized by the management without explanation. The Complainant submitted concerns that s/he would not be paid due separation from employment entitlements.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
TUNIC APPARELS LTD	Individual Worker(s)	9-Nov-18	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements at the time of his/her unilateral termination of employment by the employer.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	8-Nov-18	Withdrawn	The Complainant alleged non-approval of sick leave requests submitted by his pregnant wife who also works in the same factory. It was further alleged that the sick leave application was rejected despite being approved by the factory medical officer.	The Complainant has informed the Accord that Factory Management have now changed their behavior and have approved his wife's sick leave application.	1
Factory Name Withheld	Individual Worker(s)	8-Nov-18	Not processed	The Complainant alleged violations at the factory of: excessive work hours, mandatory overtime, and non-implementation of existing duty roster.	The Complainant became disengaged / unreachable during the course of the Accord's processing of the complaint. Not processed by Accord.	1
Lithe Apparels	Individual Worker(s)	8-Nov-18	Resolved	The Complainant alleged verbal and physical abuse towards workers at the factory and that leave requests are routinely rejected by Factory Management.	The Complainant confirmed to the Accord that the Factory Management has taken adequate measures to address and correct the verbal and physical abuse of workers and to improve the overall work environment.	1
ABM Fashions Ltd.	Individual Worker(s)	7-Nov-18	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after the employer terminated his/her employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
CRESCENT FASHION AND DESIGN LIMITED	Individual Worker(s)	6-Nov-18	Non-OSH	The Complainant alleged being forced to resign and to submit a resignation letter by Factory Management representatives and that the factory did not pay due separation from employment payments.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1

AKH ECO APPARELS LTD.	Federation	6-Nov-18	Resolved	The Complainant (union federation) alleged non-payment of maternity benefits to one of the factory's workers. After 2 days of unauthorized leave, this same worker was allegedly forced by management to resign from employment due to her pregnancy. It was further alleged that a separate worker who expressed support for the worker subject of this complaint was pressured to resign from his/her employment with the factory.	The Complainant (union federation) informed the Accord that the workers subject of the complaint were paid maternity benefits and other due separation from employment entitlements.	2
Factory Name Withheld	Individual Worker(s)	5-Nov-18	Withdrawn	The Complainant alleged being terminated from his/her employment for complaining in the factory against the fraudulent activity of one named member of the Factory Management.	The Complainant contacted the Accord and requested to withdraw the complaint as s/he was reinstated to his/her employment with the factory.	1
Factory Name Withheld	Individual Worker(s)	3-Nov-18	Not processed	The Complainant alleged being subjected to humiliating and inappropriate physical punishment (doing sit-ups while holding his ears) by the management and in front of newly recruited workers. This punishment was allegedly for the Complainant being late for work on two consecutive days.	Despite several attempts, the Accord could not contact the Complainant after submission of the complaint. Not processed by Accord.	1
ANANTA GARMENTS LTD	Individual Worker(s)	1-Nov-18	Non-OSH	The Complainant alleged non-payment of separation of employment entitlements after submission of resignation letter.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to relevant Accord brand and labour signatories.	1
New Town Knitwear Co.LTD	Individual Worker(s)	31 October 2018	Non-OSH	The Complainant alleged non-payment of earned salary for two consecutive months.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
ABM Fashions Ltd.	Individual Worker(s)	30 October 2018	Resolved outside Accord complaints mechanism	The Complainant alleged excessive work pressure; including of pregnant workers. The Complainant also alleged the striking of a pregnant worker with a bolt of fabric by a named supervisor/manager.	The Complainant informed the Accord that the work environment at the factory has improved, the alleged abuse behavior has subsided, and that pregnant workers are now assigned light (er) duty work.	1
Sharmin Apparels Ltd	Individual Worker(s)	29 October 2018	Non-OSH	The Complainant alleged being forced to submit resignation from employment after making an unintentional mistake at work.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1

Factory Name Withheld	Individual Worker(s)	29 October 2018	Withdrawn	The Complainant alleged being verbally abused by the Factory Management for failing to reach the daily production target, which occurred due to some fault in his/her machine. It was further alleged that the Complainant was unilaterally terminated from his/her employment for the same reason.	After submission of the complaint to the Accord, the Complainant reported that s/he does not want to proceed with the Complaint as s/he received his/her dues from the factory.	1
Green Life Knit Composite Ltd	Individual Worker(s)	29 October 2018	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after resigning from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
bashundhara garments ltd.	Individual Worker(s)	29 October 2018	Resolved outside Accord complaints mechanism	The Complainant alleged s/he was beaten by management for refusing to involuntary resign from his/her employment at the factory. S/he further alleged that his/her mother, who is also an employee at the factory, was forced to resign for alleged utilization of unauthorized leave. The Complainant alleged that s/he was forced to resign related to his/her mother's alleged infractions of leave policies.	The Accord was informed by a union Federation that a negotiated settlement to the allegations in the complaint was reached by the union, Complainant, and Factory Management. This settlement was reached separately by the parties and outside of the Accord complaints mechanism.	1
Factory Name Withheld	Individual Worker(s)	28 October 2018	Withdrawn	The Complainant alleged Factory Management informed unilaterally terminated employees that they would not be paid separation from employment payments at termination.	The Complainant withdrew the Complaint, stating the factory deferred the termination of some of the affected employees by one month while other affected employees reportedly resigned from their employment with the factory.	1
Rose Sweaters Ltd (Unit-2)	Individual Worker(s)	26 October 2018	Resolved	The Complainant alleged excessive work requirements, mandatory overtime, and mandatory overtime on Fridays. The Complainant also alleged that leave applications of workers are routinely rejected by Factory Management and workers who apply for leave are threatened by the Factory Management and pressured to resign from employment.	The Accord confirmed with several sources that Factory Management has stopped the required work on Fridays and has taken adequate measures to address and remedy the working hours, leave utilization, and ensuring overtime is voluntary issues raised in the complaint.	3
Factory Name Withheld	Individual Worker(s)	23 October 2018	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after resigning from his/her employment at the factory.	Non-OSH complaint. Not processed by Accord. Not forwarded to the parties at the Complainant's request.	1

CROSSLINE KNIT FABRICS LTD.	Individual Worker(s)	23 October 2018	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after the employer terminated his/her employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories	1
Pretty Sweaters Ltd.	Individual Worker(s)	22 October 2018	Resolved	The Complainant alleged being terminated from her employment for raising the issue of non-payment of maternity benefit entitlements with Factory Management.	The Accord confirmed with the Complainant that she was paid her due maternity benefit entitlements. The Complainant informed the Accord she did not seek reinstatement to her position at the factory.	1
Alpha Knitting Wear Limited	Individual Worker(s)	22 October 2018	Resolved	The Complainant expressed safety concerns that the fire alarm system in the factory was faulty and would not work properly in the event of a fire.	Accord engineers conducted an unannounced inspection and instructed Factory Management to install a fire alarm system in accordance with NFPA 72, to have dedicated trained personnel on-site for operating and monitoring the system, and to complete the Testing and Commissioning of the fire alarm and detection system. The Accord distributed a Notification to workers to inform them that the factory building was safe for occupancy and production, provided that the required remediation work was completed.	1
N.A.Z Bangladesh Ltd.	Individual Worker(s)	22 October 2018	Non-OSH	The Complainant alleged termination of employment without prior notice. The Complainant further alleged non-payment of separation from employment entitlements after alleged termination.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	22 October 2018	Withdrawn	The Complainant alleged s/he was terminated from employment for using a mobile phone on the factory floor. The Complainant alleges s/he was not paid due separation from employment entitlements.	The Complainant withdrew the Complaint informing the Accord s/he was paid all due entitlements by the factory.	1
AJ Fashions Limited	Individual Worker(s)	21 October 2018	Non-OSH	The Complainant alleged non-payment of due wages and earned overtime for the portion of August 2018 which s/he worked at the factory. The Complainant did not report back to work after the August 2018 Eid holiday.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1

Multifabs Ltd	Individual Worker(s)	21 October 2018	Non-OSH	The Complainant alleged forced resignation with an allegation of stealing which s/he claimed was unintentional.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
KHAN BROTHERS KNITWEAR INDUSTRIES LTD	Individual Worker(s)	21 October 2018	Resolved	The Complainant alleged that when she submitted maternity related / pregnancy notice documents to the Factory Management she was pressured to resign from her employment and threatened she would not be paid earned leave entitlements. The Complainant further alleged the factory does not correctly pay maternity benefits and associated entitlements and does not approve maternity leave submissions.	The Complainant confirmed with the Accord that she had been paid the due half of her maternity benefits and that she was assured by Factory Management that she may return to her job at the factory after giving birth to her child.	1
Jamuna Denims Ltd.	Individual Worker(s)	21 October 2018	Resolved	The Complainant alleged being sexually harassed by a co-worker and being threatened by the co-worker to not communicate with anyone on the matter. The Complainant further alleged s/he faced reprisal by being forced to resign from his/her employment with the factory after informing the management of the alleged harassment.	The Complainant has informed the Accord that despite his/her disagreement on the Factory Management's denial regarding the allegation that s/he was forced to resign as reprisal for raising the sexual harassment complaint, s/he has decided to not continue his/her employment with the factory and to not pursue the complaint s/he filed with the Accord safety and health complaints mechanism.	1
Factory Name Withheld	Individual Worker(s)	20 October 2018	Withdrawn	The Complainant alleged that management regularly uses derogatory language towards female workers. The Complainant further alleged s/he was beaten by management resulting in injuries that led to 2 days absence from work.	The Accord contacted with the Complainant, who refused to speak with the Accord and provided information via a third person for the Accord not to proceed with the Complaint.	1
Factory name withheld	Individual Worker(s)	19 October 2018	Non-OSH	The Complainant alleged non-payment of due wages after leaving his/her employment at the factory.	Non-OSH complaint. Not processed by the Accord. Handled directly by Group Factory Management.	1
Annesha Style Ltd	Individual Worker(s)	17 October 2018	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after resigning from the factory with 30 days prior notice.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1

Factory Name Withheld	Individual Worker(s)	17 October 2018	Withdrawn	The Complainant alleged workers are being threatened with termination of their employment by the Factory Management and that there is a general lack of job security at the factory.	The Complainant withdrew the complaint and informed the Accord s/he left the factory and was paid due separation from employment entitlements.	1
Factory Name Withheld	Individual Worker(s)	16 October 2018	Not processed	The Complainant alleged rejection of leave requests from Hindu employees who were seeking to observe the Durga Puja holiday.	Despite several attempts, the Accord could not contact the Complainant after submission of the Complaint. Not processed by Accord.	1
Crossline Factory (Pvt) Ltd.	Individual Worker(s)	16 October 2018	Resolved	The Complainant alleged that when s/he attempted to resign from employment, s/he was requested by Factory Management to continue his/her employment despite his/her back problem. After several months, the Complainant gave notice of resignation to the employer. S/He alleged that at final resignation the Factory Management did not pay him/her due separation from employment entitlements.	The Accord confirmed that Factory Management took appropriate measures to investigate and remedy the allegations and that the Complainant was paid due separation from employment entitlements.	1
Saybolt Tex Ltd.	Individual Worker(s)	15 October 2018	Not Sustained	The Complainant alleged workers being forced to work overtime and excessive work hours. The Complainant further alleged being instructed by Factory Management to prepare a Quality Inspection Report (QIR) that would hide the overtime hours allegedly worked by workers and being subjected to verbal abuse.	Not Sustained. The Complainant provided inadequate information, evidence, and/or testimony to support the allegations made.	2
Factory Name Withheld	Individual Worker(s)	15 October 2018	Not processed	The Complainant alleged the employer routinely violates labour and employment laws in denying and/or not paying various entitlements including: maternity benefits, unused leave encashment at separation from employment, and other separation from employment entitlements as required under the labour law.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory Name Withheld	Individual Worker(s)	15 October 2018	Withdrawn	The Complainant alleged non-approval of leave requests from Hindu workers who were seeking to observe the Durga Puja holiday.	When contacted by the Accord, the Complainant confirmed that s/he wishes to withdraw the Complaint without providing any reason for doing so.	1

Saybolt Tex Ltd.	Individual Worker(s)	15 October 2018	Unresolved	The Complainant alleged being assigned with a standing job despite his/her request for re-assignment to accommodate his/her limited ability to perform work requiring constant standing.	The Accord was unable to process the complaint because the Complainant disengaged and stopped responding to Accord communications / became unreachable.	1
Adury Apparels Ltd.	Individual Worker(s)	14 October 2018	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after resigning from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	14 October 2018	Not processed	The Complainant alleged non-payment of earned leave encashment despite rescheduling the payment date several times.	Not processed. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections remediation. The complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory Name Withheld	Individual Worker(s)	14 October 2018	Withdrawn	The Complainant alleged uncertainty in receiving separation of employment entitlements upon submission of resignation letter.	After submission of the complaint to the Accord, the Complainant reported that the Factory Management gave assurance of payment of all dues to the complainant.	1
Panasia Clothing Ltd	Individual Worker(s)	13 October 2018	Non-OSH	The Complainant alleged being forced to submit resignation for admittedly being absent without leave. The Complainant insists s/he was ill and that the factory allegedly refused to accept medical documents, submitted after the absence, in relation to his/her sickness.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to signatories and labour partners.	1
ANANTA GARMENTS LTD	Individual Worker(s)	12 October 2018	Non-OSH	The Complainant alleged uncertainty in receiving payment of separation from employment entitlements by the factory after submission of resignation from employment.	Non-OSH complaint. Not processed by Accord.	1
Factory Name Withheld	Individual Worker(s)	11 October 2018	Not processed	The Complainant alleged workers being verbally abused by a named factory manager.	Not processed by the Accord. The Accord was unable to process the complaint because the Complainant disengaged and stopped responding to Accord communications / became unreachable.	1

Divine fashion (Pvt.) Ltd	Individual Worker(s)	11 October 2018	Resolved	The Complainant(s) alleged exit stairways being obstructed with cartons, thus creating an evacuation safety hazard. The Complainant(s) further alleged Factory Management being aware of these exit obstructions.	An Accord Fire Safety Engineer conducted an inspection and found that the issues raised in the complaint had been corrected: the exit stairways / egress paths were free of obstruction. The inspection found that another safety issue related to the separation of areas for storing combustible goods from the surrounding production areas had not been corrected. This item is listed in the factory's Corrective Action Plan and will be followed up by the Accord Engineering and Case Handling Departments.	1
Ripon Knitwear Ltd	Individual Worker(s)	10 October 2018	Resolved	The Complainant(s) alleged verbal abuse, intimidation, and threat of termination of employment by a named member of the Factory Management. The Complainant further alleged the same member of the Factory Management had beaten workers and generally created a hostile work environment.	The Factory Management investigated the allegations through an internal investigation committee and provided the results of same to the Accord. The Accord additionally confirmed with the Complainant(s) that the alleged manager's behavior and the hostile work environment issues had improved / been remedied.	1
AMITY SWEATERS LTD	Individual Worker(s)	10 October 2018	Resolved	The Complainant(s) alleged that during the safety remediation work, cracks were found on the tiles of the first floor of the three storied factory building. It was further alleged that there were loud sounds and strong odours related to the safety remediation work on the ground and first floors. Complainants demanded the temporary evacuation of these areas until these matters are corrected.	Accord engineers conducted an inspection and found that the crack on 2nd floor slab must be further investigated by a qualified engineer. The factory was instructed to evacuate the 2nd floor until the above investigation is completed and any required remediation determined. The Accord distributed a notification to workers at the factory to inform them the building is safe for production and occupancy provided the required remediation measures are immediately implemented and that the 2nd floor would remain evacuated until it is verified to be safe.	1
ANANTA GARMENTS LTD	Individual Worker(s)	9 October 2018	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after the employer terminated his/her employment.	Non-OSH complaint. Not processed by Accord. Complainant withdrew the complaint when informed of Accord procedure for Non-OSH complaints.	1

Factory Name Withheld	Individual Worker(s)	9 October 2018	Not processed	The Complainant alleged termination of employment of workers for invalid, bogus, and/or unlawful reasons. The Complainant further alleged that Factory Management are not paying terminated workers their full entitled payments at terminations.	Not processed. Factory is not a listed Accord supplier factory. The complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Opex Stylewear Ltd	Individual Worker(s)	9 October 2018	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements by the factory after his/her resignation from employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Lily Apparels Ltd (CONCORD GROUP)	Individual Worker(s)	9 October 2018	Unresolved	The Complainant alleged that female workers are being sexually harassed by a named member of Factory Management, noting that salary increases are promised if female workers engaged in relationship with the named factory manager.	After lodging the initial Complaint, the Accord was unable to communicate with the Complainant. S/he was unreachable at the contact information originally provided to the Accord.	1
Factory Name Withheld	Individual Worker(s)	9 October 2018	Withdrawn	The Complainant alleged being transferred to another section as punishment for an unauthorized sick leave absence. The Complainant further alleged management punishes workers for performance related issues through assigning them excessive work.	The Complainant withdrew the complaint and informed the Accord that s/he does not wish to continue his/her employment with the factory.	1
Adury Apparels Ltd.	Individual Worker(s)	9 October 2018	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements by the factory after his/her resignation from employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	2
Adury Apparels Ltd.	Individual Worker(s)	9 October 2018	Resolved	The Complainant alleged she was not paid the first instalment of her maternity leave benefits when she began the leave. She further alleged she was told by Factory Management that eligible employees will not receive their due maternity benefits.	The Accord confirmed that Factory Management took appropriate measures to investigate the allegations related to maternity leave payments and remedied cases where there was violation of payment of entitlements. The factory Safety Committee will work together with the Factory Management on continued compliance with maternity benefits and associated entitlements.	1

ANANTA GARMENTS LTD	Individual Worker(s)	8 October 2018	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements by the factory after his/her resignation from employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
FAKIR KNITWEARS LTD.	Individual Worker(s)	8 October 2018	Non-OSH	The Complainant alleged non-payment of twelve (12) days' salary and due earned wages after voluntarily abandoning his/her employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Rose Sweaters Ltd (Unit-2)	Individual Worker(s)	7 October 2018	Non-OSH	The Complainant alleged being forced to stay at the factory despite a lack of orders from the buyers. It was further alleged that the workers were encouraged by the Factory Management to resign from the factory without receiving the payment of their due separation from employment entitlements.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	12
Factory Name Withheld	Individual Worker(s)	7 October 2018	Not processed	The Complainant alleged workers are being terminated due to a lack of factory orders. The Complainant further alleged that when there is work, there are excessive workloads and managers use abusive language and behaviours towards workers.	Not processed. Factory is not a listed Accord supplier factory. The complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
D&S PRETTY FASHIONS LTD	Individual Worker(s)	7 October 2018	Resolved	The Complainants expressed concern on structural safety issues related to recently completed remediation and alleged tremors in the building. They sought confirmation that the building is safe for production and occupancy. The Complainants expressed concern of payment of wages to workers who work in area(s) of the factory which remained closed for continued structural remediation work.	The factory re-opened after completing the Accord required structural remediation which was verified by Accord engineers. The Accord distributed a notification to all workers at the factory to inform them that the structural hazards were properly repaired and the building is safe for production and occupancy. On the issue of payment to workers in sections of the building which remained temporarily closed, the Accord held a meeting with the factory and found that such sections were re-opened and obtained confirmation that affected workers received their due payments. The Complainants verified that they received their due wages and of the re-opening of the closed sections of the factory.	3

AMIR SHIRTS LTD	Individual Worker(s)	7 October 2018	Resolved	The Complainant(s) alleged that several members of Factory Management are inappropriately behaving towards and sexually harassing female employees.	The Accord confirmed with the Complainant(s) that the Factory Management has implemented adequate measures to prevent and address allegations/cases of sexual harassment and inappropriate behaviour. These measures include utilizing the grievance system of the factory. The Accord also received documentation from the Factory Management related to these preventive and enforcement measures and policies.	1
Globus Garments Ltd.	Individual Worker(s)	6 October 2018	Non-OSH	The Complainant alleged s/he was not allowed to return to his/her job after s/he was allegedly absent without leave when a leave request s/he submitted to management received a vague reply.	Non-OSH complaint. Not processed by Accord.	1
Disari Industries Pvt. Ltd.	Individual Worker(s)	6 October 2018	Resolved	The Complainant(s) alleged there was foul / toxic odor in the finishing section of the factory which caused discomfort and represented a potential health hazard to workers assigned to this area.	The Accord forwarded the information to the factory Safety Committee, which conducted an investigation and identified that the source of the odor was a spot removing chemical being used in an area adjacent to the finishing section. Thereafter, Factory Management separated and enclosed and installed exhaust fans in the area where the spot removing chemical is used.	1
Hannan Fashions	Individual Worker(s)	5 October 2018	Unresolved	The Complainant(s) alleged excessive work hours and involuntary overtime work, which were negatively affecting the health of workers.	The Accord stopped its investigation into the allegations after the Complainant(s) disengaged from the process.	1
Factory Name Withheld	Individual Worker(s)	4 October 2018	Unresolved	The Complainant(s) alleged excessive work hours, forced overtime, including on Fridays, and non-payment of the overtime allowance. The Complainant(s) reported that working excessive hours was adversely affecting the health of the affected workers.	The Accord was unable to contact the Complainant(s) because the complaint was filed anonymously by letter. Similar allegations were made in another complaint. The Accord stopped its investigation into the allegations after the Complainant(s) of this complaint became unreachable/disengaged from the process.	1

Factory Name Withheld	Individual Worker(s)	4 October 2018	Not processed	The Complainant reported multiple cracks on the walls in the factory building and expressed safety concerns regarding the cracks.	Not processed. Factory is not a listed supplier of Accord. On 4 October 2018 the Accord informed the Inspector General (IG) of the Department of Inspections of Factories and Establishments (DIFE) of this complaint and requested the IG to dispatch GoB engineers to investigate the reported cracks. The Complainant was provided the contact phone numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory Name Withheld	Individual Worker(s)	4 October 2018	Withdrawn	The Complainant alleged that Factory Management engaged in mandatory overtime by requiring employees to work on the weekly holiday (Fridays).	After submission of the Complaint to the Accord, the Complainant reported that the factory was closed the following Friday(s) and the mandatory overtime of having to work the weekly holiday (Friday) has not recurred.	1
Factory Name Withheld	Individual Worker(s)	4 October 2018	Withdrawn	The Complainant alleged being suspended by the factory for his/her failure to achieve the daily production target.	The Accord contacted the Complainant who requested to withdraw the Complaint as s/he was reinstated in his/her previous position.	1
Ratul Fabrics Ltd	Individual Worker(s)	4 October 2018	Resolved	The Complainant alleged being denied sick leave utilization which had been approved by Management. The Complainant further alleged being pressured to resign from his/her employment thereafter.	The Accord confirmed with the Complainant that s/he had been paid due earnings for the month of September 2018 and that s/he had been offered and accepted reinstatement to his/her employment at the factory. The Complainant's reinstatement commenced on 1 November 2018 through a mutual agreement with the supplier factory.	1
Hamid Sweaters Ltd.	Individual Worker(s)	4 October 2018	Resolved	The Complainant alleged excessive hours of work and that involuntary overtime is required on Friday(s).	The Accord obtained confirmation from several credible sources that Factory Management has stopped mandatory Friday work and has taken adequate measures to address and remedy the working hours and involuntary overtime issues raised in the complaint.	1

Eurozone Fashion Ltd.	Accord Trainer	4 October 2018	Resolved	The Complainant alleged the Factory Management does not regularly conduct fire drills, that workers lack knowledge on safe evacuation procedures, and that there is no evacuation assembly point for the factory.	The Accord received documentary records from the factory which show fire drills are regularly conducted. The factory Safety Committee also confirmed this. The Accord provided the Factory Management and Safety Committee with Accord produced informational booklets for workers on the safe evacuation of the factory in the event of fire or other emergency for reference and utilization. The Accord shall follow up on these matters through our work with the factory Safety Committee.	1
STERLING STYLES LTD	Individual Worker(s)	3 October 2018	Non-OSH	The Complainant alleged s/he was forcefully required to resign from employment whereby the resignation took effect on a date prior to the chosen date of resignation of the Complainant. The Complainant further alleged the employer refuses to pay his/her separation from employment benefits based on the chosen date of resignation and his/her length of employment with the factory.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to the supplier factory and relevant Accord brand and labour signatories.	1
ANANTA GARMENTS LTD	Individual Worker(s)	3 October 2018	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after the employer terminated his/her employment for alleged negligence in the performance of duties (watching TV during work hours). The Complainant denies the allegations levelled by the employer.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	3 October 2018	Not processed	The Complainant alleged non-payment of separation from employment entitlements after resigning from the factory.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Crossline Factory (Pvt) Ltd. New	Individual Worker(s)	3 October 2018	Non-OSH	The Complainant alleged being forced to resign from the factory after availing casual leave which was verbally approved by the Factory Management.	Non-OSH complaint. Not processed by Accord.	1

Saybolt Tex Ltd.	Individual Worker(s)	3 October 2018	Unresolved	The Complainant alleged the workers were subjected to verbal abuse by the Factory Management.	The Accord was unable to process the complaint because the Complainant disengaged and stopped responding to Accord communications / became unreachable.	1
PARKVIEW DRESSES LTD	Individual Worker(s)	2 October 2018	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements after the employer terminated his/her employment for alleged unauthorized leave. The Complainant insists s/he informed the employer of the leave prior to utilization.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Factory Name Withheld	Factory management	2 October 2018	Not processed	The Complainant alleged that s/he was informed by the employer that his/her employment would soon be terminated and that s/he was then asked by the employer to resign from employment. The Complainant alleged s/he was suspended from employment when s/he refused to resign from employment.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
ACS TOWEL LTD	Individual Worker(s)	2 October 2018	Resolved	The Complainant alleged workers are subjected to verbal abuse by a manager of the factory and that s/he was threatened and forced by this manager to resign from employment. The Complainant also alleged s/he was grabbed by the neck by this manager as s/he was being escorted off the facilities.	The Accord confirmed with the Complainant that s/he had been reinstated to his/her employment at the factory and that the manager's behaviour has improved / been corrected.	1
Ehsan Gaments Ltd.	Individual Worker(s)	1 October 2018	Resolved	The Complainant alleged delayed payment of maternity benefit entitlements and that affected workers face harassment from the Factory Management in seeking to secure such entitled benefits.	The Accord confirmed that Factory Management have taken appropriate measures to investigate the allegations related to maternity leave benefits and have remedied cases where there was a violation of payment of entitlements. The factory Safety Committee shall work together with the Factory Management on continued compliance on these matters.	1

ABM Fashions Ltd.	Individual Worker(s)	30-Sep-18	Non-OSH	The Complainant alleged non-payment of due separation from employment entitlements after resigning from his/her employment at the factory. The Complainant's proposed remedy was to immediately be paid his/her due separation from employment entitlements.	Non-OSH complaint. Not processed by the Accord. The complaint was forwarded to Factory Management and relevant Accord brand and labour signatories.	1
Orion Knit Textiles Ltd.	Individual Worker(s)	30-Sep-18	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements at the time of his/her unilateral termination of employment by the employer.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Adury Apparels Ltd.	Factory management	30-Sep-18	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements by the factory after his/her resignation from employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
CROSSLINE KNIT FABRICS LTD.	Individual Worker(s)	30-Sep-18	Resolved	The Complainant alleged being arbitrarily required to pay Taka 5,000 to Factory Management for speaking with a co-worker about a valid safety concern related to (damaged) lighting in the factory.	The Accord confirmed that the Factory Management have taken appropriate measures to investigate and remedy the allegations raised in the Complaint. The Complainant was paid back the Taka 5,000 payment by Factory Management.	1
CRESCENT FASHION AND DESIGN LIMITED	Factory management	28-Sep-18	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements by the factory after his/her resignation from employment.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1

Factory Name Withheld	Federation	27-Sep-18	Not processed	The Complainant(s) made the following allegations: forced termination of three workers without paying their due separation from employment entitlements; failure to give workers letters of employment, ID cards or to inform them of their grade; non-payment of basic wages and use of out-of-date piece rates; forced overtime and non-payment of overtime allowance; non-payment of maternity benefits; denial of sick leave requests; non-payment of leave allowance and denial of requests for annual leave; overcrowded workspace; storage in the exit passageways; an inadequate supply of potable water; toilets that are not regularly cleaned or maintained. The Complainant further reported that there was no Safety Committee at the factory.	Not processed. Factory is not a listed supplier of Accord. In accordance with Accord protocols, the Complainant(s) was/were provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory Name Withheld	Individual Worker(s)	26-Sep-18	Not processed	The Complainant alleged being beaten by local goons working at the instruction of a factory co-worker. Alleged false testimony was taken under duress from the Complainant, which was later used by management to terminate the Complainant's employment. The Complainant states s/he was not paid separation from employment entitlements by the factory.	Not processed. The factory is not a listed supplier of the Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
CROSSLINE KNIT FABRICS LTD.	Individual Worker(s)	26-Sep-18	Non-OSH	The Complainant alleged non-payment of separation from employment payments after resigning from the factory.	Non-OSH complaint. Not processed by Accord.	1
CROSSLINE KNIT FABRICS LTD NEW BUILDING	Individual Worker(s)	26-Sep-18	Withdrawn	The Complainant alleged being served disciplinary show cause notice for applying for casual leave. The Complainant alleged s/he was later terminated from his/her employment by the Factory Management for submitting a complaint on this matter to the Accord safety and health complaints mechanism.	The Complainant withdrew his/her complaint against the factory upon receiving due separation from employment entitlements. The Factory Management, as required by Accord, confirmed its understanding of the Accord signatories' requirement of no reprisals towards employees who utilize the Accord safety and health complaints mechanism.	1

Greenland Garments Ltd. Unit-01,	Individual Worker(s)	25-Sep-18	Non-OSH	<p>The Complainant alleged non-payment of separation from employment entitlements after being terminated by the employer for unapproved leave.</p> <p>The Complainant also alleged s/he was pressured by an employer associated insurance agent to open an insurance policy in order to get his/her employment back.</p>	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to the supplier factory and relevant Accord brand and labour signatories.	1
Esses Fashions Ltd.	Individual Worker(s)	25-Sep-18	Non-OSH	The Complainant alleged non-payment of resignation benefit after resigning from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to the supplier factory and relevant Accord brand and labour signatories.	1
A.T.S. Apparels Limited	Individual Worker(s)	24-Sep-18	Non-OSH	The Complainant(s) alleged use of derogatory words towards the workers and reprisal towards workers who filed complaints against other employees / managers of the factory.	The Accord was informed by the Complainant(s) that the allegations raised towards the employer have been rectified. The complainant(s) further informed the Accord that they withdraw the complaint.	1
S.M. Knitwears Limited. (16803)	Individual Worker(s)	24-Sep-18	Resolved	The Complainant alleged being verbally abused by Factory Management, terminated from employment, and harassed by the security guard of the factory gate area.	The Accord confirmed that Factory Management made separation from employment payments to the Complainant in accordance with his/her proposed remedy.	1

Centex Textile & Apparels Ltd.	Individual Worker(s)	24-Sep-18	Resolved	The Complainant alleged that staircases and passageways to washrooms in the factory were blocked/obstructed by boxes and cartons.	<p>Accord engineers conducted an inspection and found several passageways and egresses were blocked by cartons and boxes containing combustible materials. Accord engineers also found a lack of required fire separation for storage and combustible materials and non-compliant fire door utilization (doors held open with non-compliant foreign objects). The factory was instructed to remove all obstructions of passageways and egresses; to construct required fire separations; and to utilize the fire doors in a compliant manner.</p> <p>The Accord distributed a notification to workers at the factory to inform them the building is safe for production and occupancy provided the required remediation measures are immediately implemented.</p>	1
Knit and knitex (Pvt) Ltd.	Individual Worker(s)	22-Sep-18	Unresolved	The Complainant(s) alleged that workers protesting over wage payment arrears were charged by the the industrial police. They also alleged that workers protesting inside the factory became ill because the drinking water in the factory is contaminated.	During the course of investigation, the Accord was informed that the factory permanently closed. The closure is being processed separately through the Accord factory closure protocol.	1
Factory name withheld	Individual Worker(s)	21-Sep-18	Withdrawn	The Complainant alleged that requests for modified (light) duty during the late stages of her pregnancy were denied by management. The Complainant further alleged non payment of maternity benefit by the factory.	During the course of investigation, the Complainant was informed of Labour Law provisions maternity benefit applicable after the second child. Provided this information the Complainant withdrew the complaint. The Complainant informed the Accord she has resigned from her employment with the factory.	1
Factory name withheld	Individual Worker(s)	21-Sep-18	Withdrawn	The Complainant alleged the employer does not provide legally required maternity benefits and management pressures female employees not to return to work after maternity leave.	The Complainant withdrew the complaint informing the Accord that s/he left employment with the factory after being paid due separation from employment and other entitlement payments.	1

The Shanin Corp	Individual Worker(s)	20-Sep-18	Resolved	The Complainant alleged excessive work pressure and associated workplace injuries; being beaten by a member of Factory Management; and being forced to resign from employment over management-alleged unethical relations among colleagues.	The Accord was informed by the Complainant that s/he was paid due separation from employment entitlements and that s/he considers her complaint resolved. The allegations raised in the Complaint can not be confirmed by the Accord as addressed.	1
Seo Wan Bangladesh Ltd.	Individual Worker(s)	19-Sep-18	Non-OSH	The Complainant alleged non-payment of resignation benefits.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
POSMI SWEATERS LTD.	Individual Worker(s)	19-Sep-18	Withdrawn	The Complainant alleged involuntary overtime and excessive work hours and that the overtime and additional hours were not properly compensated. It was further alleged that the Factory Management routinely does not approve sick leave applications.	Factory Management provided a detailed response to refute the allegations levelled against them. The Complainant ultimately withdrew the complaint. The Accord was unable to reach a conclusion on the complaint with the withdrawal.	1
Factory Name Withheld	Individual Worker(s)	18-Sep-18	Not processed	The Complainant alleged being physically harassed and being forced by the Factory Management to resign from the factory for availing sick leave.	Not processed. The factory is not a listed supplier of the Accord. In accordance with Accord protocols, the complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory Name Withheld	Individual Worker(s)	18-Sep-18	Not processed	The Complainant alleged being denied access to the factory after returning from Eid holidays.	Not processed. Factory is an Accord "no brand" factory and the complaint was not specific to Accord inspections and remediation programs. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Doreen Apparels Ltd	Individual Worker(s)	16-Sep-18	Non-OSH	The Complainant alleged being forced to resign and to submit a resignation letter by Factory Management representatives, and that the factory did not pay the due separation from employment payments.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1

Globus Garments Ltd.	Individual Worker(s)	16-Sep-18	Resolved outside Accord complaints mechanism	The Complainant alleged that s/he faced unfair and retaliatory punishment (having to stand up for an extended period) for his/her failure to reach the hourly production target. The Complainant alleged the high production target created an excessive work environment.	The Complainant informed the Accord that his/her work pressures had been reduced through a factory management change to his/her workstation. S/he considers the complaint resolved.	1
BEST SHIRTS LTD	Individual Worker(s)	16-Sep-18	Resolved	The Complainant alleged being forced by the Factory Management to resign from her employment due to her pregnancy. She also alleged being advised by the factory doctor and a management representative not to submit pertinent medical documents associated with her pregnancy.	The Accord confirmed with the Complainant that she was paid her maternity and due separation from employment entitlements. The Complainant informed the Accord she did not seek reinstatement to her job at the factory.	1
Factory Name Withheld	Individual Worker(s)	13-Sep-18	Withdrawn	The Complainant alleged non-payment of separation from employment entitlements after resigning from the factory.	Non-OSH complaint. Not processed by Accord. Complainant withdrew the Complaint when informed of Accord procedure for non-OSH complaints	1
Factory Name Withheld	Individual Worker(s)	12-Sep-18	Withdrawn	The Complainant alleged being forced to resign from his/her employment for taking unauthorized sick leave. The Complainant asserts his/her valid request for sick leave was denied by the Factory Management.	The Complainant and Akota Garment Workers Federation informed the Accord s/he does not want to proceed with the complaint and that the Factory Management assured him/her that s/he would receive some (undefined) payment.	1
Factory Name Withheld	Individual Worker(s)	12-Sep-18	Not processed	The Complainant alleged s/he faced reprisal from a factory manager after submitting a complaint to senior Factory Management in relation to maternity issues / treatment of pregnant employees at the factory. The alleged reprisal was the Complainant was not assigned (regular) work and was not offered the options to work overtime hours.	The Complainant resigned from the factory after submission of the complaint and thereafter, disengaged from the Accord and Accord processing of the complaint. Not processed by Accord.	1
Factory Name Withheld	Factory management	12-Sep-18	Withdrawn	The Complainant alleged non-payment of full termination benefit after the Factory Management and a few workers were terminated from employment due to inancial problems incurred by the factory.	Having submitted the Complaint, the Accord contacted the Complainant who confirmed that he/she wishes to withdraw the Complaint.	1

Crown Wears (Pvt.) Ltd.	Individual Worker(s)	12-Sep-18	Resolved	The Complainant alleged a sick leave application s/he submitted was denied by the factory and that his/her employment was then terminated by Factory Management. The Complainant alleged s/he was told by factory managers that if s/he paid a bribe s/he would be reinstated to his/her job.	The Complainant informed the Accord that s/he resolved the complaint to his/her satisfaction directly with the Factory Management.	1
Factory name withheld	Individual Worker(s)	12-Sep-18	Not processed	The Complainant alleged that Factory Management forced him/her to resign from employment after s/he took unauthorised leave following his/her father's death.	The Complainant became disengaged / unreachable during the Accord's processing of the complaint. Not processed by the Accord.	1
Indesore Sweater ltd.	Individual Worker(s)	11-Sep-18	Non-OSH	The Complainant alleged non-payment of separation from employment entitlements when Factory Management terminated his/her employment without prior notice (allegedly for the Complainant's involvement in an argument at the workplace)	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Ananta Jeans wear Ltd.	Factory management	11-Sep-18	Non-OSH	The Complainant alleged termination of his/her employment without prior notice and without payment of associated separation from employment benefits.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to the supplier factory and relevant Accord brand and labour signatories.	1
ANANTA GARMENTS LTD	Individual Worker(s)	11-Sep-18	Resolved	The Complainant alleged being hit with fabrics by a factory manager after an argument on a production related issue. It was alleged that the Complainant was not paid separation from employment entitlements after the Complainant's separation from employment.	The Accord confirmed that Factory Management paid separation from employment entitlements to the Complainant in accordance with his/her proposed remedy.	1
ANANTA GARMENTS LTD	Individual Worker(s)	10-Sep-18	Non-OSH	The Complainant alleged that upon management detecting a forged certificate s/he submitted, s/he was asked / required by the factory to (re-)start his/her employment as a new employee. The Complainant had worked at the factory for approximately 9 years and did not want to lose this service accumulation.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to signatories and labour partners.	1

Factory Name Withheld	Individual Worker(s)	10-Sep-18	Withdrawn	The Complainant alleged being forced by the Factory Management to resign due to his/her incompetence at work.	Having submitted the Complaint, the Accord contacted with the Complainant, who confirmed that s/he wishes to withdraw the Complaint, as his/her problem had been resolved by then.	2
Factory Name Withheld	Individual Worker(s)	10-Sep-18	Not processed	The Complainant alleged being forced to resign after having an altercation with Factory Management regarding excessive workload.	The Complainant became disengaged from the Accord complaint mechanism during the processing of the complaint. Not processed by Accord.	1
ABSS High Tech Sweater Ltd.	Individual Worker(s)	9-Sep-18	Non-OSH	The Complainant alleged s/he has been paid a monthly salary less than what s/he was told by the employer at time of hire.	Non-OSH complaint. Not processed by Accord. Complainant withdrew the complaint when informed of Accord procedure for non-OSH complaints	1
S.M. Knitwears Limited. (16803)	Individual Worker(s)	9-Sep-18	Non-OSH	The Complainant alleged non-payment of his/her service benefit for his/her six years of service after resigning from the factory.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Alim Knit (BD)	Individual Worker(s)	8-Sep-18	Resolved	The Complainant alleged that there was a sound of blast in the generator room and s/he was concerned for the safety of the workers in the factory.	Following further investigation and analysis, the Accord found that the documentation provided by Factory Management confirmed and pointed towards a faulty EICM (Electronic Ignition Control Module) being the identified cause of the alleged incident. The Accord also found that the documentation provided by Factory Management confirmed that they had taken appropriate remedial steps to replace the unit and the generator system appeared to be running correctly then with no further reported incidents.	1
Factory Name Withheld	Individual Worker(s)	7-Sep-18	Withdrawn	The Complainant alleged uncertainty about the payment of resignation benefit upon submission of resignation letter.	The Complainant confirmed with the Accord that s/he wishes to withdraw the Complaint indicating that the matter was resolved directly with the Factory Management and that s/he received appropriate payment.	1
Factory name withheld	Individual Worker(s)	7-Sep-18	Withdrawn	The Complainant alleged non-payment of termination benefits and that Factory Management filled a suit with the local police against the workers who were involved in unrest / protests in the factory, which allegedly included beating of Factory Management.	The Complainant confirmed with the Accord that he/she wishes to withdraw the Complaint as he/she is working with Factory Management on withdrawal of the case they filed with the police.	1

A.K.M. KNIT WEAR LTD.	Individual Worker(s)	7-Sep-18	Resolved	The Complainant alleged non-payment of medical expenses after sustaining a workplace injury.	The Accord confirmed with the Complainant that s/he was reimbursed by the factory for medical expenses and was offered and accepted reinstatement to employment at the factory to a position which accommodates his/her injury.	1
Factory Name Withheld	Individual Worker(s)	6-Sep-18	Withdrawn	The Complainant alleged repeated beating and verbal abuse by the Factory Management.	The Accord contacted the Complainant and the Complainant confirmed that s/he wishes to withdraw the Complaint, informing the Accord that the matter was resolved directly with the Factory Management and that appropriate actions were taken by the Factory Management to address the allegations.	1
Alif Casual Wear Ltd	Union	6-Sep-18	Resolved	The Complainant alleged s/he was forced to resign from employment after being identified as a union representative at an Accord organized Safety Committee meeting.	The Accord confirmed that the Complainant was reinstated to his/her employment at the factory and has been paid associated lost wages.	1
ANANTA GARMENTS LTD	Individual Worker(s)	4-Sep-18	Non-OSH	The Complainant alleged s/he is being indirectly pressured to resign from employment. S/he alleged the Factory Management is restricting his/her work hours /work assignments. S/he further alleged that Management is trying to create uncertainty regarding payment of his/her service benefits and separation from service payment upon submission of resignation.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Azim & Son (Pvt) Ltd Unit 1	Individual Worker(s)	4-Sep-18	Resolved	The Complainant alleged being issued a show cause notice by the Factory Management for complaining to various parties and for providing the Accord complaints phone number to other workers.	The Accord confirmed with the Complainant and relevant other parties that the Complainant was reinstated to the previous position and that the Factory Management paid related entitled payments to him/her.	1
Factory Name Withheld	Factory management	4-Sep-18	Not processed	The Complainant alleged unfair termination of employment followed by a show-cause issued to the Complainant for behaving rudely with the Factory Management.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1

Hdf Apparels Limited	Individual Worker(s)	3-Sep-18	Resolved outside Accord complaints mechanism	The complainant(s) alleged non-payment of due earnings and due separation from employment entitlements after several long-serving workers of the factory were terminated from their employment, without prior notice, on 29 July 2018. It was further alleged that on 8 August 2018 Factory Management used a local politician to deliver threats of violence towards the workers when they went to the factory to demand payment of their due earnings and separation from employment entitlements.	The Accord was informed that the matters raised in the complaint were resolved outside the Accord safety and health complaints mechanism through a settlement agreement between the Complainant(s) and the supplier factory facilitated by the Ministry of Labour and Employment (MoLE).	1
Factory name withheld	Individual Worker(s)	3-Sep-18	Not processed	The Complainant alleged several issues: 1. No salary increment 2. Termination of workers for absence from work and deduction of attendance for delayed entrance 3. Discretionary decision of the Factory Management in replacing workers in different floor 4. Non approval of leave application 5. Forced overtime work	Not processed. Factory is an Accord "no brand" factory and the Complaint was not specific to Accord inspections and remediation. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Pretty Sweaters Ltd.	Individual Worker(s)	2-Sep-18	Non-OSH	The Complainant alleged non-payment of service benefits after resignation from the factory.	Non-OSH complaint. Not processed by Accord.	1
Adury Apparels Ltd.	Individual Worker(s)	2-Sep-18	Non-OSH	The Complainant alleged non-payment of resignation benefits upon submission of resignation letter to the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
CROSSLINE KNIT FABRICS LTD NEW BUILDING	Individual Worker(s)	2-Sep-18	Non-OSH	The Complainant alleged being forced to resign from the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to the supplier factory and relevant Accord brand and labour signatories.	1
Factory Name Withheld	Individual Worker(s)	2-Sep-18	Withdrawn	The Complainant alleged non-approval of leave by the Factory Management.	Having submitted the complaint, the Accord contacted the Complainant, who stated he/she wishes to withdraw the complaint.	1

Creative Collections Ltd.	Individual Worker(s)	2-Sep-18	Resolved	The Complainant alleged being verbally abused by Factory Management and threatened s/he would be required to resign from employment with the factory. The Complainant further alleged s/he was deceived into signing a resignation letter which s/he was informed was a salary related document. The Complainant also alleged s/he faced retaliation from Factory Management for raising grievances.	The Accord confirmed with the Complainant and relevant other parties that the Complainant was reinstated to his/her previous position. The Accord further communicated to and the supplier factory expressed understanding of reprisal being a violation of the Accord signatories' supplier requirements and is subject to notice and warning provisions of the Accord.	1
ABM Fashions Ltd.	Individual Worker(s)	2-Sep-18	Resolved	The Complainant alleged non-payment of separation from employment entitlements after being terminated by the employer. The Complainant alleged s/he was terminated for needing to utilize appropriately requested sick leave which was denied by Factory Management.	The Accord confirmed with the parties that Factory Management have taken appropriate measures to investigate the allegations raised in the Complaint and that the Complainant has been paid separation from employment entitlements.	1
Uni Gears LTD	Individual Worker(s)	2-Sep-18	Resolved	The Complainant alleged being forced to work (excessive) overtime work despite Factory Management's knowledge of her pregnancy. The Complainant alleged she was unilaterally terminated from employment for taking 3 days of unauthorized sick leave. She alleged her need for sick leave was partly attributed to the long work hours and mandatory overtime.	The Accord determined the allegations were not sustained due to inadequate information, evidence, supporting testimony, and/or corroboration of the Complainant's allegations.	1
Factory Name Withheld	Individual Worker(s)	1-Sep-18	Withdrawn	The Complainant alleged deduction of attendance bonus and overtime allowance due to availing leave after Eid vacation.	Having submitted the Complaint, the Accord contacted the Complainant, who stated that he/she wished to withdraw the Complaint as the issue alleged had been resolved outside the Accord OSH Complaints Mechanism..	1

Azim & Son (Pvt) Ltd Unit 1	Individual Worker(s)	1-Sep-18	Resolved	The Complainant alleged deductions to attendance bonus and overtime payments of the workers who were absent from work for 3 days after the factory resumed operations after the Eid holiday. The Complainant(s) further alleged that leave application (s) was/were denied by the Factory Management despite workers' provision of medical documents in support of their leave request(s).	After submission of the Complaint to the Accord and various other parties, the Complainant was issued show cause notice and suspended by the factory. The Accord confirmed with the Complainant and relevant other parties that the Complainant was reinstated to his/her previous position and that the Factory Management paid related entitled payments to the Complainant.	1
Adury Apparels Ltd.	Individual Worker(s)	31-Aug-18	Non-OSH	The Complainant alleged non-payment of service benefit after resignation and employees not having access to the factory's daycare facilities for their children.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to relevant Accord brand and labour signatories.	1
Crystal Martin Apparel Bangladesh Limited	Individual Worker(s)	29-Aug-18	Not Sustained	The Complainant alleged Factory Management denied his/her requests for sick leave and a lighter work assignment that was necessary on medical grounds. The Complainant further alleged his/her identity card being confiscated by Factory Management, being forced to sign several documents for which the content was not known/understood, and not being allowed to return to work at the factory.	Not Sustained. The Complainant provided inadequate information, evidence, and/or testimony to support the allegations made. Factory Management offered to reinstate the Complainant to his/her previous position at the factory. The Complainant did not accept this offer, reportedly, due to fear of reprisal. The Accord informed the Complainant about the Accord's protection against reprisal afforded to workers who use the Accord complaints mechanism. Factory Management provided assurances that the Complainant would be able to return to work peacefully. Factory management paid the Complainant money from its "humanitarian / charitable fund".	1
Factory name withheld	Individual Worker(s)	29-Aug-18	Not processed	The Complainant alleged non-payment of separation from employment entitlements.	Not processed. Factory is an Accord "no brand" factory and the Complaint was not specific to Accord inspections and remediation. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1

Top Jeans Ltd.	Federation	29-Aug-18	Resolved outside Accord complaints mechanism	The Complainant alleged unfair labour practice by the Factory Management, as well as harassment and termination from employment of union executive committee members and other general union members of the factory.	The Accord was informed by the Complainant union that they reached a negotiated settlement to the allegations raised in the Complaint submitted to the Accord. The settlement discussions reportedly included the union Federation, union representatives, the supplier Factory Management, and the BGMEA. The settlement was reached outside the Accord complaints mechanism and without Accord intervention.	1
Factory Name Withheld	Individual Worker(s)	21-Aug-18	Not processed	The Complainant alleged excessive work in the factory in general, and in particular before the Eid Holiday.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
Multifabs Ltd	Individual Worker(s)	18-Aug-18	Non-OSH	The Complainant alleged unfair termination and non-payment of termination benefit.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
ANANTA GARMENTS LTD	Individual Worker(s)	16-Aug-18	Non-OSH	The Complainant alleged unfair termination from employment and non-payment of termination benefit.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners	3
Factory name withheld	Individual Worker(s)	16-Aug-18	Withdrawn	The Complainant alleged unfair termination and non-payment of termination benefit.	Having submitted the Complaint, the Complainant contacted the Accord the following day and confirmed that he/she wishes to withdraw the Complaint, as Factory Management gave an assurance that they would resolve the problem.	1
Habitus Fashion Ltd	Individual Worker(s)	15-Aug-18	Non-OSH	The Complainant alleged forced work on national holiday, non-payment of annual leave bonus and of service benefits.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Hannan Knitwears Limited	Individual Worker(s)	12-Aug-18	Non-OSH	The Complainant alleged discrepancies in the distribution of salaries by the factory management.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
SungKwang Apparels Ltd	Federation	12-Aug-18	Non-OSH	The Complainant alleged breach of an agreement signed between the factory and the Federation outside of Accord.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
MG Knit Flair Ltd.	Individual Worker(s)	11-Aug-18	Non-OSH	The Complainant alleged non-payment of service benefit after resignation.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Factory Name Withheld	Individual Worker(s)	9-Aug-18	Withdrawn	The Complainant alleged non-payment of service benefit following resignation.	Having submitted the complaint, the Complainant contacted the Accord on that day and confirmed that he/she wished to withdraw the complaint as he/she received all dues owed.	1
Factory Name Withheld	Individual Worker(s)	9-Aug-18	Withdrawn	The Complainant alleged forced overtime and forced work on Fridays.	Having submitted the complaint, the Accord contacted the Complainant who confirmed that he/she wished to withdraw the complaint as their issues had been resolved.	3
Dress up Ltd	Individual Worker(s)	9-Aug-18	Resolved	The Complainant(s) alleged workers were required to work overtime on their weekly holiday (Fridays) before the Eid holiday.	The Accord confirmed that mandatory overtime had ceased and that overtime is now voluntary at the factory.	1
Factory name withheld	Individual Worker(s)	7-Aug-18	Withdrawn	The Complainant alleged the non-payment of termination benefit by the factory management.	Having submitted the Complaint, the Complainant contacted the Accord the following day and confirmed that he/she wished to withdraw the Complaint, as he/she was considering the Factory Management's proposal to rejoin the factory.	1
Bangla Poshak Limited	Individual Worker(s)	6-Aug-18	Resolved	The Complainant alleged unfair termination of employment for availing of sick leave.	Following further corroboration with the Complainant, the Accord found that the factory management paid the due salary for June 2018, which was owed to the complainant, and that the Complainant considered his complaint resolved. The Accord also acknowledged the factory management's prompt response and measures taken in this regard.	1
Diganta Sweaters Ltd	Individual Worker(s)	4-Aug-18	Non-OSH	The Complainant stated that, due to his/her mother's sickness, he/she was absent from the factory on 17-18 August, 2018 and that his/her absence was earlier communicated with his/her designated supervisor on 16 July, 2018. The Complainant alleges that, having postponed the payment of his/her salary, the factory management is now reluctant to pay his/her salary for July 2018 on the grounds that he/she took the leave mentioned above, which he/she claims was sanctioned.	Non-OSH complaint. Not processed by the Accord. Complaint forwarded to signatories and labour partners.	1

Eske Clothing Ltd.	Individual Worker(s)	4-Aug-18	Non-OSH	The Complainant alleged the non-payment of service benefit following his/her resignation.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
N.A.Z Bangladesh Ltd.	Individual Worker(s)	4-Aug-18	Non-OSH	The Complainant alleged unfair termination of employment.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Cassiopea Clothing Ltd	Individual Worker(s)	3-Aug-18	Non-OSH	The Complainant alleged non-payment of Eid bonuses to workers who had yet to complete one year working in the factory.	Non-OSH complaint. Not processed by the Accord.	1
Factory Name Withheld	Individual Worker(s)	3-Aug-18	Not processed	The Complainant alleged termination of employment for availing of sick leave, yet the factory management asked the Complainant to return to the factory after Eid.	Not processed. Factory is not a listed supplier of the Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	3-Aug-18	Withdrawn	The Complainant alleged that the factory management was reluctant to accept resignation letters.	Having submitted the complaint, the Accord contacted the Complainant who confirmed that he/she wished to withdraw the complaint as the factory management assured the resolution of his/her issue.	1
Factory Name Withheld	Individual Worker(s)	2-Aug-18	Withdrawn	The Complainant alleged forced overtime and interference as workers tried to raise complaints to the factory management.	Having submitted the complaint, the Accord contacted the Complainant who confirmed that he/she wished to withdraw the complaint, as workers had received the dues owed from the factory.	1
Bottoms Gallery Pvt. Ltd.	Individual Worker(s)	2-Aug-18	Resolved	The Complainant(s) alleged excessive storage in aisles and egress and reported injury of a worker who fainted as the cartons fell on him/her.	<p>Following an inspection by Accord engineers, the factory removed all blockage / obstruction from the egress paths and exit stairs.</p> <p>The factory also reduced storage from the marked areas to comply with the accepted load plan, load limits, and structural standards.</p> <p>The Accord distributed a pamphlet to workers in the factory to inform them of the complaint, remediation completion, and that it is safe for production in and occupancy of the building.</p>	1

LZ Textiles Ltd.	Individual Worker(s)	1-Aug-18	Resolved	The Complainant alleged forced resignation after verbal abuse.	Having investigated further, the Accord found insufficient grounds to uphold the complaint. During the course of the investigation, it came to light that the Complainant is the wife of a union leader, and it was claimed that this may be a feature in her termination. The Accord will continue to monitor the situation at the factory for the foreseeable future.	2
Factory Name Withheld	Individual Worker(s)	31 July 2018	Withdrawn	The Complainant alleged unfair termination of employment and non-payment of termination benefit.	Having submitted the complaint, the Accord contacted the Complainant, who stated that he/she wished to withdraw the complaint.	1
LZ Textiles Ltd.	Individual Worker(s)	31 July 2018	Non-OSH	The Complainant alleged unfair termination of his/her employment	Non-OSH complaint. Not processed by the Accord.	1
TUNIC APPARELS LTD	Individual Worker(s)	30 July 2018	Resolved	The Complainant alleged forced overtime on general work days during the work week and mandatory overtime work on the one day of weekly holiday (Friday).	Factory Management stated that overtime was required due to delivery pressures prior to the Eid holidays. The factory provided their plan and commitment to eliminating excessive and forced overtime to the Accord.	1
Factory Name Withheld	Federation	29 July 2018	Not processed	The Complainant alleged unfair termination of workers and, separately, the production of products for Accord Signatory Brands in unauthorised facilities.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
Hannan Knitwears Limited	Individual Worker(s)	29 July 2018	Non-OSH	The Complainant alleged non-payment of overtime allowance.	Non-OSH complaint. Not processed by the Accord.	1
Factory Name Withheld	Individual Worker(s)	28 July 2018	Withdrawn	The Complainant alleged non-approval of sick leave and misbehaviour from the factory management.	Having submitted the complaint, the Accord contacted the Complainant several times and the Complainant finally confirmed that he/she wished to withdraw the complaint as the alleged issue had been resolved.	1
AJ Fashions Limited	Individual Worker(s)	26 July 2018	Non-OSH	The Complainant alleged non-payment of resignation benefit.	Non-OSH complaint. Not processed by the Accord.	1
Saadatia Sweaters Ltd (NEW)	Individual Worker(s)	26 July 2018	Non-OSH	The Complainant(s) alleged unfair termination of employment.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	2

Factory Name Withheld	Individual Worker(s)	25 July 2018	Not processed	The Complainant alleged the forced resignation of his pregnant wife.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
Consumer Knitex Limited (CMT Bangladesh)	Individual Worker(s)	25 July 2018	Non-OSH	The Complainant(s) alleged that the factory management recently changed the daycare nanny. The Complainant(s)'s requested remedy is to have the nanny who was previously employed returned to the daycare facility.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Snowtex Outer Wear Ltd	Factory management	25 July 2018	Non-OSH	The Complainant alleged unfair termination of employment without payment of termination benefit.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Harrods Knitwear	Individual Worker(s)	24 July 2018	Resolved	The Complainant alleged being terminated from her employment without payment of due earnings and separation from employment benefits for taking unauthorised pregnancy-related sick leave, for which she had the supporting medical documents.	Factory Management offered to reinstate her to her employment after the end of her maternity leave and to pay her all dues owed. The Complainant, however, became disengaged / unreachable during the Accord's processing of the complaint.	1
Globus Garments Ltd.	Individual Worker(s)	24 July 2018	Non-OSH	The Complainant alleged that the factory management terminated his/her employment, he/she believes due to a prior complaint he/she submitted to the factory management concerning the slow performance of the machine upon which he/she works.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Globus Garments Ltd.	Individual Worker(s)	23 July 2018	Resolved	The Complainant alleged forced resignation for applying for sick leave.	Following further corroboration with the Complainant, the Accord found that the factory management had reinstated the Complainant and that he/she had received his/her salary for the month of July 2018, including that for the days he/she had been absent due to sickness.	1
Eco Couture Ltd	Individual Worker(s)	22 July 2018	Non-OSH	The Complainant alleged forced resignation from the factory.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Factory name withheld	Individual Worker(s)	22 July 2018	Withdrawn	The Complainant alleged excessive work pressure and misbehaviour by the factory management.	Having submitted the Complaint, the Accord contacted the Complainant and the Complainant confirmed that he/she wished to withdraw the Complaint as by that time the issue of excessive work pressure and misbehaviour had since been resolved.	1
Interlink Dresses Ltd	Individual Worker(s)	22 July 2018	Resolved	The Complainant alleged forced resignation and assault following a workplace altercation connected to the imposition of work targets.	Following further corroboration with the Complainant, the Accord found that the factory management had taken steps to ensure appropriate safety measures were in place. The Complainant was successfully reinstated to the factory.	1
Factory Name Withheld	Individual Worker(s)	21 July 2018	Not processed	The Complainant alleged misbehaviour on the part of a coworker and the lack of a pleasant work environment.	Despite several attempts, the Accord could not contact the Complainant after the submission of the complaint. Not processed by the Accord.	1
Annesha Style Ltd	Individual Worker(s)	20 July 2018	Non-OSH	The Complainant alleged non-payment of workers' wages and benefits, and unfair termination for the stated reason of vandalism.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Muazuddin Knit Fashion Limited	Individual Worker(s)	20 July 2018	Non-OSH	The Complainant alleged unfair termination without any termination benefit.	Non-OSH complaint. Not processed by the Accord.	6
Factory Name Withheld	Individual Worker(s)	19 July 2018	Not processed	The Complainant alleged forced overtime, work on Fridays and no increment of salary .	Despite several attempts, the Accord could not contact the Complainant after the submission of the complaint. Not processed by the Accord.	2
B2B Excellence Ltd	Individual Worker(s)	19 July 2018	Resolved	The Complainant alleged verbal abuse by a member of the factory management following minor mistakes.	Following further corroboration with the Complainant, the Accord found that the factory management had issued a warning letter to the line chief and also taken other appropriate measures to resolve the issue, and that the Complainant considered this action a fair outcome to his/her complaint. The Accord also acknowledges that the factory management had immediately conducted a health and safety awareness training program, which included behavioral and motivational instructions for mid-level management.	1

Shah Makhdum Garments Ltd.	Individual Worker(s)	19 July 2018	Resolved	The Complainant alleged forced resignation during pregnancy and non-payment of salary for a month she had worked in the factory.	<p>Following further corroboration with the Complainant, the Accord acknowledged that this was the Complainant's third child and, therefore, that she was not entitled to receive full maternity benefits as per Section 46(2) of the Bangladesh Labor Act 2006.</p> <p>The Complainant was entitled to maternity leave and the Accord acknowledges the factory management's position that she may rejoin the factory when her maternity leave ends.</p> <p>The Accord also acknowledged that the factory management had paid the due wages owed to the Complainant.</p>	1
Factory Name Withheld	Individual Worker(s)	18 July 2018	Not processed	The Complainant alleged a lack of shoes in order to access the toilet and alleged forced overtime.	Despite several attempts, the Accord could not contact the Complainant after the submission of the complaint. Not processed by the Accord.	1
MATRIX SWEATERS LIMITED	Individual Worker(s)	18 July 2018	Non-OSH	The Complainant alleged that his/her working hour starts from 7.30am instead of 8.00am	Non-OSH complaint. Not processed by the Accord.	1
Agami Fashion Ltd	Individual Worker(s)	18 July 2018	Resolved	The Complainant alleged verbal abuse, which had since been resolved by the factory management. However, the Complainant subsequently claimed that he/she was forced to stand for the whole day as a means to secure his/her forced resignation.	<p>Following further corroboration with the Complainant, the Accord found that the Complainant had rejoined the factory and that the factory management took appropriate steps to ensure that she was comfortable in so doing.</p> <p>The Accord acknowledged the factory management's prompt response and measures taken in this regard.</p>	1
Factory name withheld	Individual Worker(s)	17 July 2018	Withdrawn	The Complainant alleged non-payment of maternity benefit and overtime work without proper payment.	The Complaint was withdrawn by the Complainant due to the Complainant's concern regarding anonymity being breached, despite assurances from the Accord on anonymity and protection against reprisal.	1
Factory Name Withheld	Individual Worker(s)	16 July 2018	Not processed	The Complainant alleged non-payment of salary within the first week of each month.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1

Factory Name Withheld	Individual Worker(s)	16 July 2018	Not processed	The Complainant alleged non-payment of allowance for extra work on Eid vacation.	Despite several attempts, the Accord could not contact the Complainant after the submission of the complaint. Not processed by the Accord.	1
Factory Name Withheld	Individual Worker(s)	16 July 2018	Not processed	The Complainant alleged unfair termination for availing of unauthorized leave.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
JMS COMPOSITE KNITWEAR LTD (BANGLADESH S1)	Factory management	16 July 2018	Non-OSH	The Complainant alleged unfair termination without any benefits due to his/her inability to prevent worker unrest in the factory.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
LZ Textiles Ltd.	Individual Worker(s)	15 July 2018	Resolved	The Complainant alleged termination of employment for availing of unannounced sick leave, despite having provided supportive medical documents to the factory management.	Following an extensive investigation, the Accord found no supportive evidence in support of the complaint and the complaint was, therefore, not upheld.	1
AJ Fashions Limited	Individual Worker(s)	12 July 2018	Non-OSH	The Complainant alleged termination of employment after availing of unannounced sick leave.	Non-OSH complaint. Not processed by the Accord.	1
N.A.Z Bangladesh Ltd.	Individual Worker(s)	12 July 2018	Non-OSH	The Complainant alleged unfair termination of his/her employment without prior notice.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	2
Fashion Island Ltd	Individual Worker(s)	11 July 2018	Resolved	The Complainant alleged non-payment of full maternity benefits. The Complainant further alleged that the factory management does not permit worker representatives of the Safety Committee to conduct a full inspection of the factory for the purpose of discovering safety hazards.	Following further corroboration with the Complainant, the Accord found that the factory management had paid the due maternity benefits owed to the eligible pregnant workers and that the factory management had declared that the safety committee would be allowed to conduct full factory inspections.	1
A.T.S. Apparels Limited	Federation	10 July 2018	Non-OSH	The Complainant alleged that there were monthly delays in the payment of wages for workers and staff. Consequently, protests took place at the factory in March 2018 for the purpose of demanding the regular payment of wages at the proper time each month.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners	1

Factory Name Withheld	Individual Worker(s)	10 July 2018	Not processed	The Complainant(s), in their capacity as a Worker Participation Committee (WPC) member, alleged being suspended for working on a complaint lodged with the WPC. It was further alleged that the Complainant(s), in addressing the complaint, was/were subjected to abusive behavior from the factory management.	The Complainant(s) requested the Accord to wait before processing the complaint, as there was an internal factory investigation of the matter. The Complainant(s) later became unreachable by the Accord. After several failed efforts to reach the Complainant(s), the Accord has been unable to process the complaint.	2
GARMENTS EXPORT VILLAGE LTD	Individual Worker(s)	10 July 2018	Non-OSH	The Complainant alleged sudden and unfair termination of employment.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
SQ Celsius Limited (Unit 2)	Individual Worker(s)	9 July 2018	Non-OSH	The Complainant alleged that he/she was forced to sign a resignation letter having availed of two (2) days unannounced leave, claiming that he/she could not advise his/her supervisor as he/she did not possess the required contact numbers.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
DRESDEN TEXTILES LTD.	Factory management	8 July 2018	Non-OSH	The Complainant alleged non-payment of his/her due salaries after his/her resignation from the factory.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Eco Couture Ltd	Individual Worker(s)	8 July 2018	Resolved	<p>The complainant alleged several issues including:</p> <ol style="list-style-type: none"> 1. loose electrical connections in sewing machines, 2. opaque or broken eye protection glasses, 3. lack of Personal Protective Equipment, 4. forced overtime and forced work on Fridays, 5. lack of pure drinking water, and 6. unelected PC members. 	<p>Following further corroboration with the Complainant and various other parties, the Accord finds that overtime work has been reduced and also confirmed that overtime is voluntary in nature.</p> <p>In regards to the allegation in relation to the quality of food provided during overtime, the Accord finds that food is provided to workers where overtime hours exceed 7pm and the the Accord received no further complaint as to its quality from corroborating witnesses, despite putting the question directly. Accordingly, the complaint regarding the quality of the food and suggestions that it may endanger workers' health is not upheld.</p> <p>Furthermore, the Accord received no verifiable information concerning the allegations about the selection of the factory Participation Committee.</p>	1
MM Knit Wear	Individual Worker(s)	8 July 2018	Resolved	<p>The Complainant alleged that workers in the factory were forced to work on Fridays and that workers cannot avail of any weekly holiday.</p>	<p>Following further corroboration with the Complainant, the Accord found that the factory management was at that time allowing workers to avail of weekly holiday on Fridays.</p> <p>The Accord also acknowledged the confirmation received from the factory management that working on those Fridays was voluntary for those who wish to do so (an OSH matter) and that workers who do chose to work would be compensated appropriately (a non-OSH matter).</p>	1
Opex Fashions Ltd.	Factory management	8 July 2018	Non-OSH	<p>The Complainant alleged that after he/she resigned from the factory after twenty-seven (27) years' service, the factory management was reluctant to pay the final settlement.</p>	<p>Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.</p> <p>The factory management subsequently shared information that the Complainant had been paid the dues owed.</p>	1

ANANTA GARMENTS LTD	Individual Worker(s)	8 July 2018	Resolved	The Complainant alleged being forced to do extra work and then being verbally abused and physically violated (hit) by Factory Management for refusing to do the extra work. The Complainant alleges s/he was thereafter forced by Management to sign a resignation letter.	The Accord has confirmed that Factory Management paid the Complainant his/her due separation from employment benefits. The Complainant has informed the Accord s/he considers the complaint resolved. The Accord required and obtained confirmation from the Factory Management that they have taken appropriate actions with management and production staff to prevent workplace violence, abusive treatment, and/or harassment, and that any such finding against an employee of the factory will be appropriately addressed and remedied in the future.	1
Antim Knit Composite Ltd	Federation	7 July 2018	Non-OSH	The Complainant alleged that after the festival of Eid-ul-Fitr in 2017, the employment of about thirty (30) security guards had been terminated without providing their due payments. The Complainant noted that subsequent efforts to resolve the matter have failed.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Federation	7 July 2018	Not processed	The Complainant alleged non-payment of termination benefits.	Not processed. Factory is not a listed supplier of the Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
Oasis Fashion Ltd unit-2	Individual Worker(s)	7 July 2018	Non-OSH	The Complainant alleged harassment by the police as a part of their investigation procedure as there was a case filed based on vandalism allegedly carried out by workers.	Non-OSH complaint. Not processed by the Accord.	1
Factory name withheld	Individual Worker(s)	7 July 2018	Withdrawn	The Complainant alleged a transfer against his/her will to a section of the factory where he/she has no experience.	Having submitted the Complaint, the Accord contacted with the Complainant and the Complainant confirmed that he/she wished to withdraw the Complaint as by that time he/she had left the factory.	1

Factory Name Withheld	Federation	7 July 2018	Not processed	The Complainant alleged non-payment of resignation benefits.	Not processed. Factory is not a listed supplier of the Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	6 July 2018	Not processed	The Complainant alleged misbehaviour by supervisors from other production lines.	Despite several attempts, the Accord could not contact the Complainant after submission of the complaint. Not processed by the Accord.	1
S2L Fashion Ltd.	Individual Worker(s)	6 July 2018	Non-OSH	The Complainant alleged being promoted to a supervisor, despite his/her lack of qualification, and later harassed by the factory management by issuing a show cause notice for poor performance in his/her promoted position. It has been claimed that the underlying reason for his/her promotion to supervisor - and the subsequent harassment by the factory management - was his/her position as a member of the executive committee of the factory trade union.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	2
Factory Name Withheld	Individual Worker(s)	5 July 2018	Not processed	The Complainant alleged forced resignation for availing of sick leave.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
Alaudin Garments Ltd.	Individual Worker(s)	4 July 2018	Resolved outside Accord complaints mechanism	The Complainant alleged non-payment of maternity benefits after closure of the factory.	Resolved without Accord intervention as the Complainant later informed the Accord that the matter was resolved as the factory provided all due benefits and salaries to workers.	1
Factory Name Withheld	Individual Worker(s)	4 July 2018	Not processed	The Complainant alleged unfair termination without lawful payment.	Not processed. Factory is not a listed supplier of the Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1

Texeurop (BD) Ltd.	Individual Worker(s)	3 July 2018	Non-OSH	The Complainant alleged that the factory management terminated him/her without issuing any prior notice.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
A Plus Ind.Ltd.	Individual Worker(s)	3 July 2018	Resolved	The Complainant alleged physical violence towards a female worker by the factory management.	Following an investigation and independent verification, the Accord found that the production manager was no longer present in the factory and that the victim worker was back at work. The factory management confirmed the termination of the alleged project manager. They also ensured a physical check-up with the victim worker to confirm his/her physical ability to continue his/her work.	2
Crony Tex Sweater Ltd.	Factory management	3 July 2018	Non-OSH	The Complainant alleged non-payment of his/her salary.	Non-OSH complaint. Not processed by the Accord.	1

Hollywood Garments (Pvt.) Ltd.	Individual Worker(s)	3 July 2018	Resolved	<p>The Complainant(s) alleged that a named member of the Factory Management had been imposing excessive work pressure on workers as a means to force them to resign and that he verbally abuses and intimidates workers using derogatory words.</p>	<p>The Accord has reviewed the investigation report sent by the factory management and communicated with the Complainant(s), and concluded that the independent investigation was valid and the steps arising therefrom were adequate to resolve the matter.</p> <p>Specifically, the Accord noted that the outcome of the investigation conducted by the factory management identified the same member of management against whom the allegations were levelled, despite the fact that this information had not been shared with the factory management.</p> <p>Notwithstanding the above, as this was the third complaint of similar nature, the Accord visited the factory in order to distribute a pamphlet notice and make an announcement to the effect that forced overtime and the use of derogatory words in a manner which creates a hostile work environment are prohibited and that workers have a right to raise a safety complaint to their Safety Committee, factory management or the Accord without fear of reprisal.</p> <p>The Accord distributed an anti-workplace violence notice to all workers in the factory to advise of the outcome of the matter.</p>	2
Tokio Mode Ltd	Individual Worker(s)	3 July 2018	Resolved	<p>The Complainant alleged forced overtime, excessive work pressure and forced work on Fridays.</p>	<p>After validating the information received from the factory management by communicating with various concerned parties, the Accord finds that the factory management altered the working schedule in a manner which was in accordance with health and safety.</p>	1

Mitali Fashions Ltd.	Individual Worker(s)	2 July 2018	Resolved	The Complainant alleged the denial of maternity leave and the non-payment of maternity benefit to his/her sister, as the factory management arbitrarily claimed that this would be her third child.	Following an investigation and after further corroboration, the Accord finds that the factory management took necessary steps to ensure that the affected worker received her maternity benefit and leave. The factory management took an immediate and extensive initiative to investigate the matter and promptly implement their findings.	1
Space Sweater Ltd (Jogitala)	Individual Worker(s)	2 July 2018	Resolved	The Complainant alleged non-payment of overtime allowance and no weekend break at the factory.	Following further investigation and having spoken with relevant parties, the Accord found no substantial evidence in support of the complaint. The factory management's prompt response and transparent engagement throughout this process was acknowledged by the Accord.	1
Factory Name Withheld	Individual Worker(s)	1 July 2018	Not processed	The Complainant alleged forced overtime.	Not processed. Factory is not a listed supplier of the Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
Chaity Composite Ltd.	Individual Worker(s)	30 June 2018	Non-OSH	The Complainant alleged harassment for availing of sick leave and demanding the construction of an over-bridge near the factory due to a lack of transportation.	Non-OSH complaint. Not processed by the Accord.	1
Hannan Knit & Textiles Ltd.	Individual Worker(s)	30 June 2018	Non-OSH	The Complainant alleged non-payment of service benefit and earned leave.	Non-OSH complaint. Not processed by the Accord.	1
Jointex Fashion Wears Limited (Unit 03)	Individual Worker(s)	30 June 2018	Non-OSH	The Complainant alleged verbal abuse by a member of the factory management in response to the workers' demand for a pay increment.	Non-OSH resolved. After the submission of the complaint, the factory management terminated the manager whom allegedly caused the workers to protest.	1

EUROTEX KNITWEAR LTD.	Others	30 June 2018	Resolved	The Complainant alleged that there were cracks throughout the factory building and that vibrations were felt that caused items to become dislodged from the tables.	Accord engineers conducted an unannounced inspection and found that there were non-structural cracks in the factory building. No vibration was felt during the inspection. The Accord distributed a notification to workers to inform them that the factory building was safe.	1
Factory Name Withheld	Individual Worker(s)	28 June 2018	Not processed	The Complainant alleged forced overtime and being forced to provide false information to external auditors if they ask about working hours.	Despite several attempts, the Accord could not contact the Complainant after the submission of the complaint. Not processed by the Accord.	1
Cosmopolitan Industries PVT Ltd (Epic)	Individual Worker(s)	28 June 2018	Resolved	The Complainant(s) alleged that the factory management gave a low priority to the resolution of health and safety related issues, which were under the purview of the factory Safety Committee. It is further alleged that Participation Committee members were granted preferential treatment by the factory management, in comparison to the Safety Committee, whilst dealing with health and safety matters.	Having spoken to five (5) persons who hold various safety roles in the factory, the Accord finds that the factory management does in fact take proper measures to resolve health and safety related matters in early course, especially the care of pregnant female workers. The allegation in the complaint was not upheld.	1
PINAKI GARMENTS LTD.	Individual Worker(s)	28 June 2018	Non-OSH	The Complainant alleged termination of his/her employment for availing of unannounced sick leave.	After submission of the complaint, the factory management communicated with the Complainant and reinstated him/her in the factory. Non-OSH complaint.	2
Alpine Knit Fabrics Limited	Factory management	28 June 2018	Non-OSH	The Complainant alleged verbal abuse and non-payment of salary.	After submission of the complaint, the Factory Management and the Complainant reached a negotiated settlement. Non-OSH complaint. Not processed by the Accord.	1
Factory Name Withheld	Factory management	27 June 2018	Not processed	The Complainant alleged that he/she was forced to resign from the factory for not maintaining the required production quality in his/her work.	After submission of the complaint, the Complainant wanted the Accord to wait before processing the complaint, as the Factory Management assured him/her that they would arrive at a decision on the matter. The Complainant then became uncontactable by the Accord. Not processed by the Accord.	1

N.A.Z Bangladesh Ltd.	Individual Worker(s)	26 June 2018	Non-OSH	The Complainant alleged that he/she was forced to resign without any proper notice or reason and that the factory management was reluctant to pay the final settlement.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Individual Worker(s)	25 June 2018	Not processed	The Complainant alleged sexual harassment by the factory management and his/her coworkers.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
Hannan Fashions Ltd. Ext.-1	Individual Worker(s)	25 June 2018	Resolved	The Complainant alleged that a named member of the factory management made an announcement on the factory floor on 25 June, 2018 that all workers would have to work from 8am on that day until 6am the following day, and that this caused workers to protest loudly.	After validating the information received from the factory management by communicating with various parties with a knowledge of the matter, the Accord finds that the factory management altered working hours in a manner which was welcomed by workers.	1
ANANTA GARMENTS LTD	Individual Worker(s)	24 June 2018	Non-OSH	The Complainant alleged that he/she was forced to resign without any proper notice or reason and that the factory management was reluctant to pay the final settlement.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
AMITY SWEATERS LTD	Individual Worker(s)	24 June 2018	Resolved	The Complainant(s) alleged a spark in an electric panel caused a fire at the factory. It was further alleged that there was water accumulation on the floor of and excessive heat in the tin-shed building; a lack of drinking water in the factory; and egress and passageways in the factory are obstructed.	Accord engineers conducted an inspection at the factory and found water accumulation on the floor and high temperature in the tin shed building. Accord engineers found no evidence that a fire occurred, of obstructed egresses, or of inadequate drinking water supply. The factory was instructed to keep passageways and egresses free of obstruction at all time; to improve their drainage system, and to repair the shed roof and to install cross ventilation system for the tin-shed building. The Accord distributed a notification to workers at the factory to inform them the building is safe for production and occupancy.	1
Factory Name Withheld	Individual Worker(s)	14 June 2018	Not processed	The Complainant alleged non-payment of termination benefits.	The Complainant remain unreachable following the Eid Holiday, despite numerous requests. Not processed by the Accord.	1

S. Suhi Industrial Park Ltd.(New Building)	Individual Worker(s)	14 June 2018	Non-OSH	The Complainant alleged forced resignation without any payment and verbal abuse perpetrated by the factory management.	Non-OSH complaint as the verbal abuse was related to a workplace altercation and the Complainant's performance in the factory. Not processed by the Accord.	1
Factory Name Withheld	Individual Worker(s)	13 June 2018	Not processed	The Complainant alleged being forced to work on the holy night of Lailatul Kadar, despite the factory management having previously confirmed leave.	Despite several attempts, the Accord could not contact the Complainant after the submission of the complaint. Not processed by the Accord.	1
Muazuddin Knit Fashion (new)	Individual Worker(s)	13 June 2018	Non-OSH	The Complainant alleged that the factory management terminated nineteen (19) workers without any reason or prior notice.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
N.A.Z Bangladesh Ltd.	Individual Worker(s)	13 June 2018	Non-OSH	The Complainant alleged not receiving his/her Eid bonus and salary on time before the closing of the factory.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Shirt Makers Limited	Individual Worker(s)	13 June 2018	Non-OSH	The Complainant alleged that there is a delay in the payment of his/her salary.	Non-OSH complaint. Not processed by the Accord.	1
SungKwang Apparels Ltd (date on the complaint log is slightly different 13/06/2018	Individual Worker(s)	13 June 2018	Resolved	The Complainant alleged that named members of the factory management carried out a beating in retaliation for raising allegations of salary discrepancies and lodging a complaint at the Accord.	During the course of investigation and after further corroboration with various parties, the Accord found evidence of the occurrence of the incident in the factory. Following further communication with the factory management, the Accord held a meeting at the Accord office in presence of relevant brands sourcing from the factory, the factory management and the Complainant. During the course of the meeting, the factory management agreed to reach a settlement which was acceptable to the Complainant where he/she was paid all dues owing in the presence of his/her union federation representative.	1

Genesis Denim Ltd	Individual Worker(s)	12 June 2018	Non-OSH	<p>The Complainant alleged his/her termination, along with approximately one hundred and five (105) workers, despite their consent to continue working in the relocated factory announced by the factory management.</p> <p>The Complainant further alleged that the factory management did not provide these workers with the severance benefits and other payments.</p>	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	2
Charm Fashion	Individual Worker(s)	12 June 2018	Resolved	The Complainant alleged forced overtime with excessive work pressure and the denial of sick leave applications.	<p>Having confirmed via separate inquiries that no such overtime has occurred since the Holy Festival of Eid, the Accord closed this portion of the complaint.</p> <p>The Accord accepts the factory management's assurance of vigilance in regard to sick leave requests going forward and, in the absence of further complaints of this nature, this complaint was closed.</p>	1
Factory name withheld	Individual Worker(s)	12 June 2018	Withdrawn	The Complainant alleged the non-payment of maternity benefit despite first speaking with the factory management, who later become unreachable.	When during the course of the investigation, the Complainant was contacted by the Accord, she confirmed that she wished to withdraw the Complaint as the factory management already paid her maternity benefit.	1
Factory Name Withheld	Individual Worker(s)	11 June 2018	Withdrawn	The Complainant alleged that an Eid bonus was not properly paid by the factory management.	The complaint was withdrawn by the Complainant due to the Complainant's concern regarding his/her anonymity being breached, despite assurances from the Accord on anonymity and protection against reprisal, even in such non-OSH cases.	1
Factory Name Withheld	Individual Worker(s)	11 June 2018	Not processed	The Complainant alleged the non-payment of service benefit.	Despite several attempts, the Accord could not contact the Complainant after submission of the complaint. Not processed by the Accord.	1
Orion Knit Textiles Ltd.	Individual Worker(s)	11 June 2018	Non-OSH	The Complainant alleged forced resignation without any demonstrated reason and that, after his/her resignation, the factory management was reluctant to pay his/her final settlement money.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Factory Name Withheld	Individual Worker(s)	10 June 2018	Not processed	The Complainant alleged forced overtime, which was causing health problems for the workers.	Despite several attempts, the Accord could not contact the Complainant after the submission of the complaint. Not processed by the Accord.	1
Shafi Processing Industries Limited	Individual Worker(s)	8 June 2018	Non-OSH	The Complainant(s) alleged that the factory management terminated the employment of approximately twenty (20) workers due to the fact that they attained seniority, and that the terminated workers were yet to receive full payment of service benefits.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners	1
Factory Name Withheld	Individual Worker(s)	7 June 2018	Not processed	The Complainant alleged forced overtime in the factory.	Despite several attempts, the Accord could not contact the Complainant after the submission of the complaint. Not processed by the Accord.	1
AMA Syntex Ltd	Individual Worker(s)	7 June 2018	Non-OSH	The Complainant alleged the non-payment of his/her salary after having been requested by the factory management to resign and given the assurance of payment of all dues in due time.	Non-OSH complaint. Not processed by the Accord.	1
Dekko Designs Ltd	Federation	7 June 2018	Non-OSH	The Complainant alleges that the factory management terminated one hundred and ninety-seven (197) workers without issuing any prior notice. It is further alleged that the factory management had yet to disburse service benefits according to their service tenure.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

THE WELL TEX LTD	Federation	7 June 2018	Resolved	The Complainant alleged unfair termination of 1,800 workers from the factory and that industrial police later assaulted some 280 workers who were protesting in demand of their due salary.	<p>During the course of investigation the Accord found evidence that named members of the factory management beat and intimidate workers and staff on a regular basis, and that the culture at the factory is one of intimidation and fear for personal safety.</p> <p>The Accord shared the names of the alleged individuals with the factory management for investigative purposes, but the subsequent investigation report submitted by the factory management stated that it had found no merit to the allegations raised and, indeed, raised separate allegations that a bloc of workers from another factory were instigating the unrest.</p> <p>However, given the different version of events relayed by various witnesses - with such versions often aligned with one of the two labour federations active at the factory - and despite a thorough investigation, the Accord could not reach a conclusive finding on the matter.</p> <p>Given the above, the Accord closed the case, but shall continue to monitor events at the factory for the foreseeable future.</p>	1
Knit and knitex (Pvt) Ltd.	Federation	6 June 2018	Non-OSH	The Complainant alleged unfair termination of workers.	<p>Before an initial assessment could be carried out prior to the Eid festival, the factory management paid due salaries to the mentioned workers.</p> <p>This payment was confirmed by the federation representing in the matter.</p>	1
ACS Textiles (Bangladesh) Ltd.	Individual Worker(s)	4 June 2018	Non-OSH	The Complainant alleged that the factory management has taken a decision to fine him for causing unintentional damage to a beam machine during its operation.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Pioneer Casual Wear Ltd.	Individual Worker(s)	4 June 2018	Non-OSH	The Complainant alleged that he/she was owed money by the factory management and wanted to receive it as soon as possible.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Aman Tex Limited	Federation	4 June 2018	Non-OSH	The Complainant alleged that a declaration by the factory management regarding the discontinuation of workers' transport facility was followed by a display of discontent by twenty-five (25) workers who had their employment terminated without payment of dues or salary due on that same day.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Beximco Fashions Ltd.	Individual Worker(s)	4 June 2018	Non-OSH	The Complainant alleged that he/she was forced to resign and that the factory management is reluctant to pay the final settlement which he/she alleges is due.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Individual Worker(s)	2 June 2018	Not processed	The Complainant alleged forced overtime without any overtime allowance.	Despite several attempts, the Accord could not contact the Complainant after the submission of the complaint. Not processed by the Accord.	1
N.A.Z Bangladesh Ltd.	Individual Worker(s)	30 May 2018	Non-OSH	The Complainant alleged that after he/she resigned from the factory, the factory management is reluctant to pay his/her salary.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Individual Worker(s)	29 May 2018	Withdrawn	The Complainant alleged the sudden termination of his/her employment without payment of dues.	Having submitted the complaint, the Complainant contacted the Accord the following day and confirmed that he/she wished to withdraw the complaint.	1
SungKwang Apparels Ltd	Individual Worker(s)	29 May 2018	Non-OSH	The Complainant(s) alleged that there are regular discrepancies between salaries paid and what is recorded on the salary sheet. It is further alleged that some named members of the factory management divide the shortfall in salary among themselves . It is also alleged that workers are paid lesser production and Eid bonuses than they are owed.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	2
Dewan Fashion Wears	Others	29 May 2018	Resolved	The Complainant alleged termination from his/her employment for availing of three (3) days sick leave. It has been stated that the sickness arose due to carrying loads on his/her neck as requested by the factory management.	Following further corroboration with both parties and a meeting at the Accord office, the factory management paid service benefits to the victim workers.	3

SAVAR SWEATERS LTD	Individual Worker(s)	29 May 2018	Resolved	The Complainant alleged several issues including inadequate water in washrooms/toilets, insufficient toilets, the poor condition of the toilets and inadequate sanitation facilities.	After validating the information received from the factory management by communicating with various concerned parties, the Accord finds that the factory management had completed the installation of a water tube and that its operation had already made a significant contribution to solving the water scarcity problem. The Accord also acknowledged that the factory management had completed the remaining maintenance work at the washrooms/toilets to make them fully functional.	1
Factory Name Withheld	Individual Worker(s)	27 May 2018	Not processed	The Complainant alleged non-payment of salary following the closure of the factory.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	27 May 2018	Not processed	The Complainant alleged that workers were not allowed to use their mobile phones inside the factory and claimed to know the reason behind that rule.	Despite several attempts, the Accord could not contact the Complainant after the submission of the complaint. Not processed by the Accord.	1
LZ Textiles Ltd.	Individual Worker(s)	25 May 2018	Non-OSH	The Complainant alleged the non-payment of earned leave for each year worked.	Non-OSH complaint. Not processed by the Accord.	1
Factory Name Withheld	Individual Worker(s)	24 May 2018	Withdrawn	The Complainant alleged excessive work pressure due to the negligence of two other workers.	The complaint was withdrawn by the Complainant as he/she had settled the issue amicably by discussing it with his/her supervisor, during which conversation the other two workers who were allegedly not working to the required standard realised their shortcomings and gave assurances to improve.	1
Flamingo Fashions Limited, Unit-2	Individual Worker(s)	24 May 2018	Resolved	The Complainant alleged that a named member of the factory management forced her to undertake a pregnancy test and that the ramifications thereof led to her being forced to resign from her post.	After receiving the initial mail from the Accord, the factory management took swift and professional action by reinstating the Complainant and paying her all money due, including that which should would have received but for her absence from the factory.	1

Factory Name Withheld	Individual Worker(s)	23 May 2018	Not processed	The Complainant alleged forced resignation without payment after availing of unannounced leave from the factory.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
T-Design Sweaters Ltd.	Federation	22 May 2018	Resolved	<p>The Complainant alleged that the factory management had been providing lower piece rates to knitting operators for the previous three to four months.</p> <p>Following a protest against these lower piece rates, it was alleged that the factory management filed a case against a number of workers and terminated their employment.</p> <p>The Complainant also alleged that the factory management is willing to take various suppression measures to deprive workers of their legal rights.</p>	<p>Having alerted the factory management of the complaint, the Accord received clear testimony and supporting evidence from the factory management outlining their version of events.</p> <p>Despite having repeatedly requested over a period of six weeks (including the Holy Festival of Eid) credible and relevant rebuttal evidence to support the original claim, none has emerged.</p> <p>Consequently, the complaint was thereby not upheld.</p>	1
Active Composite	Individual Worker(s)	21 May 2018	Resolved	<p>The Complaint alleged that in preparation for an upcoming Participatory Committee (PC) election in the factory, the manipulation of the names of nominees has occurred, with a nominee allegedly preferred by the factory management replacing a widely-supported nominee.</p> <p>It is further alleged that, due to his/her support of the said applicant, the Complainant was threatened by local politicians in front of the factory management and finally forced to resign.</p>	<p>Following an investigation, which included further corroboration, the Accord finds that the factory management was transparent in relation to the PC Election.</p> <p>The Accord also acknowledged the factory management's prompt response in dealing with the allegation of forced resignation.</p>	1
Columbia Garments Ltd.	Individual Worker(s)	20 May 2018	Resolved	The Complainant alleged that the factory medical officer behaves in an inappropriate and rude manner during the course of duty, which dissuades workers from availing of sick leave.	Following its investigation, the Accord finds that the allegations contained in the complaint were without merit and the complaint was therefore not upheld.	1

A-One Polar Limited	Individual Worker(s)	18 May 2018	Non-OSH	The Complainant alleged that he/she resigned from the factory in March 2018 and that, after his/her resignation, the factory management is reluctant to pay his/her salary for February 2018.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Haesong Korea-Knitting	Individual Worker(s)	17 May 2018	Non-OSH	The Complainant alleged that some named members of the factory management terminated his/her employment after suspecting his/her involvement in recent unrest at the factory. The Complainant also stated that he/she might have been mistakenly terminated as there was another worker who has an identical name.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Individual Worker(s)	15 May 2018	Not processed	The Complainant alleged forced resignation for availing of sick leave for three (3) days.	Not processed. Factory is not a listed supplier of Accord.	1
Factory Name Withheld	Individual Worker(s)	15 May 2018	Not processed	The Complainant alleged the late payment of salary each month, the non-payment of earned leave and an unsafe work environment.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
TNZ Apparels Ltd.	Individual Worker(s)	14 May 2018	Non-OSH	The Complainant alleged termination from employment without payment of his/her termination benefits.	Non-OSH complaint. Not processed by the Accord.	1
Suad Garments Industries Ltd	Individual Worker(s)	13 May 2018	Non-OSH	The Complainant(s) alleged that, on 13 May, 2018, the factory management did not allow workers to enter the factory and displayed a notice stating that the factory would be closed for an undefined time. It is further alleged that the factory management have not provided any salary benefits to workers, for which the workers held a work stoppage on 12 May, 2018.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Columbia Garments Ltd.	Individual Worker(s)	10 May 2018	Non-OSH	The Complainant alleged that the factory management forced him/her to transfer to the finishing section, in which he/she has no experience.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners	1

Factory Name Withheld	Federation	8 May 2018	Not processed	<p>The Complainant alleged insufficient toilets in the factory.</p> <p>It was further alleged that the factory management behaves rudely with the workers and hits them occasionally.</p>	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
Hannan Knit & Textiles Ltd.	Individual Worker(s)	8 May 2018	Non-OSH	The Complainant alleged that after his/her resignation the factory management was reluctant to pay the earned leave amount, which he/she claimed was owed for seven (7) years' service in the factory.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	2
Factory Name Withheld	Individual Worker(s)	8 May 2018	Not processed	The Complainant alleged several issues including the absence of proper aisle markings and egress in the factory, storage in the canteen which made the canteen unhygienic, blocked aisle markings, inexperienced fire engineers and unsafe work environment.	Not processed. Factory is not a listed supplier of the Accord.	1
Delicate Garments LTD.	Federation	7 May 2018	Non-OSH	The Complainant alleged that, between the dates of September 2016 and September 2017, the factory management terminated five (5) workers without any reason or prior notice and without paying their termination benefits as per the labour law.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Greenland Garments Ltd. Unit-01,	Federation	7 May 2018	Resolved	<p>The Complainant alleged non-payment of medical expenses at the factory during the course of reporting an accident where a worker allegedly suffered a broken leg whilst on duty.</p> <p>It was further alleged that the injured worker was forced by factory management to resign fifteen (15) days after the incident without paying his/her wages and service benefits despite multiple request from him/her.</p>	<p>Following further investigation of the complaint, the Accord found evidence that the Complainant's injury was sustained in a fall off a table.</p> <p>Notwithstanding the above, a dispute arose in respect of the nature of the injury sustained, if any. From the Accord perspective, there was no evidence that the Complainant was malevolent or fraudulent in his/her claims.</p> <p>However, given the amount of time which has elapsed since the incident, coupled with the unresolved discrepancies of the medical documentation, the Accord could not proceed further with this case with any certainty.</p> <p>Therefore, the Complainant's allegations were not upheld.</p>	1
Mark Designers Limited	Individual Worker(s)	6 May 2018	Non-OSH	The Complainant alleged termination without any explanation from the management.	Non-OSH complaint. Not processed by the Accord.	1
Multifabs Ltd	Individual Worker(s)	5 May 2018	Non-OSH	The Complainant alleged that factory management accused him/her of encouraging or causing another worker to be missing from the factory, that factory management asked him/her to find the missing worker, and that factory management stated that his/her employment would be terminated in the event that the missing worker could not be found and brought back to the factory.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Fashionit Company Ltd	Individual Worker(s)	5 May 2018	Resolved	<p>The Complainant alleged an assault against a female member of the linking staff and that this - in addition to other issues related to piece rate wages, other payments and maternity expenses allegedly falling short of promised levels - led to worker unrest at the factory and intermittent work stoppages since 9 April, 2018.</p> <p>It was further alleged that police arrested four (4) workers from the factory and that this, coupled with the issues referred above, led to unrest at the factory on 5 May, 2018 and the morning of 6 May, 2018.</p>	<p>Following a telephone conversation with the factory management and further corroboration with other relevant witnesses, the Accord finds that the factory management conducted a credible investigation of the complaint and has issued proportionate sanctions in the form of terminating three amid-level members of management.</p> <p>The Accord also finds that the factory management negotiated with the workers on the aggrieved issues, such as service benefits and maternity benefits - which are outside the scope of the Accord - and promised the to resolve these issues in the near future.</p>	1
Crossline Factory (Pvt) Ltd. New	Individual Worker(s)	4 May 2018	Non-OSH	The Complainant alleged the forced resignation of factory employees and unwillingness of the factory management to pay their dues.	Non-OSH complaint. Not processed by the Accord.	1
Lily Apparels Ltd (CONCORD GROUP)	Individual Worker(s)	4 May 2018	Resolved	The Complainant(s) alleged that named members of the factory management force the male workers to pay to join a political club and that, if workers refuse to join the club, they are forced to complete overtime without the provision of food.	<p>Following an investigation and after further corroboration with witnesses, the Accord finds that the senior factory management were not involved in the alleged club where the workers were forced to join, did not mandate membership of that club and had no prior knowledge of its existence.</p> <p>Since discovering the club, senior factory management have communicated to all workers at the factory that there is no mandatory membership of any club and that there should be no discrimination for any reason on any grounds, including those related to health and safety.</p>	1

MAHMUD JEANS LIMITED	Federation	3 May 2018	Resolved outside Accord complaints mechanism	<p>The Complainant alleged that factory management terminated eighty-four (84) workers following unrest at the factory which occurred on 9 December, 2017, during which workers were demanding wage increases. It was also alleged that some workers had been beaten by the police.</p> <p>It was further alleged that the factory management practiced excessive work pressure and behaved inappropriately with workers, including threatening their person.</p>	The Accord received information regarding the settlement of the alleged issue following a tripartite agreement reached by all parties after negotiation without any Accord intervention.	1
Modiste (Bangladesh) Ltd	Individual Worker(s)	3 May 2018	Non-OSH	The Complainant made several allegations including frequent terminations of employment, forced multi-tasking (including the assignment of cleaning duties) and working overtime without payment.	Non-OSH complaint. Not processed by the Accord.	1
LZ Textiles Ltd.	Individual Worker(s)	2 May 2018	Resolved	The Complainant alleged several issues including the hazardous condition of the ceiling fan, rude behaviour and beatings by the mid-level management, financial dependency of the Accord on this factory, and that workers are terminated from their employment for making minor mistakes.	<p>Having received a response from the factory management, the Accord conducted an investigation, which included talking to parties with a knowledge of the issue, but whom are not connected to the original Complainant(s).</p> <p>Having investigated further, the Accord finds that the factory management's response to the allegations leveled is credible.</p> <p>The Accord finds that the factory management did take additional preventive safety measures upon receipt of the complaint from the Accord, but that the initial allegations were not further substantiated.</p>	1

Orion Knit Textiles Ltd.	Factory management	2 May 2018	Non-OSH	The Complainant alleged that the factory management terminated his employment on 1 August, 2017 after being late in attending a meeting called by the Production Manager. Following the Complainant's termination, it is further alleged that the factory management was reluctant to pay the final settlement.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Lily Apparels Ltd (CONCORD GROUP)	Individual Worker(s)	1 May 2018	Resolved	The Complainant(s) alleged that named members of the factory management force the workers to carry out overtime in order to reach, what the Complainants claim, are unrealistic targets. If these targets are not met, the Complainant(s) alleged that the factory management harass workers by kicking their chairs, use abusive language and force workers to resign from the factory.	<p>Following an investigation and after further corroboration with witnesses, the Accord finds evidence of an incident concerning the harassment of a female worker of the factory. An investigation by the factory management yielded results similar to those of the Accord.</p> <p>The factory management had since informed all managers and workers that harassment of any kind is unacceptable and shall be dealt with in the harshest terms.</p> <p>Where the Accord finds that a worker was forced to resign as opposed to freely resigning, it considers this akin to constructive dismissal and requires that termination benefit rather than resignation benefit be paid when the worker does not wish to return to the factory, as in the case of the Complainant.</p> <p>The Accord later confirmed with the Complainant that she received the termination benefit which the management agreed to provide as a goodwill gesture.</p>	1
Aspire Garments Limited	Federation	30-Apr-18	Non-OSH	The Complainant alleged that factory management terminated twelve (12) workers within a month without any reason or prior notice.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Chorka Textile Ltd.	Individual Worker(s)	30-Apr-18	Non-OSH	The Complainant alleged that the factory authority did not provide the workers with the government holiday of Shab-E-Barat.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners	2

The Cloth & Fashion Ltd	Federation	30-Apr-18	Non-OSH	The Complainant alleged that the factory management has, since September 2016, terminated a total of seventeen (17) workers without any reason or prior notice.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Hollywood Garments (Pvt.) Ltd.	Individual Worker(s)	30-Apr-18	Resolved	The Complainant alleged that he/she resigned in order to protect his/her dignity following what he/she considers extreme verbal abuse by a named member of the factory management, which is also perpetrated by this same individual against other workers.	<p>The Accord has reviewed the investigation report, communicated with the Complainant, and has concluded that the independent investigation was valid and that the steps arising therefrom were adequate to resolve the matter.</p> <p>Specifically, the Accord noted that the outcome of the investigation conducted by the factory management identified the same member of management against whom the allegations were leveled, despite the fact that this information had not been shared with the factory management.</p> <p>The Complainant was reinstated and the Accord particularly noted the efforts of the factory HR Director, who had taken a hands-on approach to ensure that the reintegration of the Complainant to the factory was conducted smoothly.</p>	1
Suad Garments Industries Ltd	Factory management	30-Apr-18	Non-OSH	The Complainant alleged that he/she was forced to resign without any proper notice or reason and that the factory management was reluctant to pay the final settlement.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Scarlet Knitwears Ltd.	Individual Worker(s)	28-Apr-18	Non-OSH	The Complainant alleged being forced to resign from the factory and that s/he received less payment than s/he was entitled to on the reason that his/her retirement date was approaching	Non-OSH complaint. Not processed by the Accord.	1
Factory Name Withheld	Federation	27-Apr-18	Not processed	The Complainant alleged that the factory authority terminated the employment of fourteen (14) workers on different dates between 2015 and 2017 without any notice and reason.	Not processed. Factory is not a listed supplier of the Accord.	1

Polo Composite Knit Ind. LTD.	Federation	27-Apr-18	Non-OSH	The Complainant alleged that the factory authority terminated the employment of fifty-nine (59) workers on different dates from 2013 through 2018 without any notice and reason.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
FRM Fashion House Ltd.	Federation	27-Apr-18	Non-OSH	The Complainant alleged that the factory authority terminated the employment of fourteen (14) workers on different dates from 2015 through 2017 without any notice and reason.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Multifabs Ltd	Individual Worker(s)	27-Apr-18	Non-OSH	The Complainant alleged being forced to resign by the factory management after serving another group factory for ten (10) days.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
N.A.Z Bangladesh Ltd.	Individual Worker(s)	23-Apr-18	Resolved	The Complainant alleged that the factory management is reluctant to pay his/her spouse's final settlement, which s/he claims arises from his/her death on 19 December, 2015 while on duty for Needle Touch Garments Ltd. (Accord I.D. 11309) - a currently closed factory which was a sister concern of N.A.Z Bangladesh Ltd.	<p>Following a prior communication with the factory management during the initial assessment of this complaint, it was reported that the Complainant was quizzed and later faced some restrictions in his/her activities, which amounts to an act of reprisal against the Complainant. The Complainant chose not to raise a formal complaint in relation to the questions s/he received and the restrictions placed on him/her following the initial assessment of the case.</p> <p>Following an investigation after communicating with the factory, which included further corroboration, the Accord finds that the factory management has taken appropriate measures to resolve the issue.</p>	1
Wear Mag Limited	Individual Worker(s)	22-Apr-18	Non-OSH	<p>The Complainant alleged that the factory management terminated his/her employment as he/she was involved in a workplace altercation.</p> <p>It is further alleged that the factory management is reluctant to pay the final settlement amount.</p>	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Impress Fashion Ltd	Individual Worker(s)	20-Apr-18	Non-OSH	The Complainant alleged termination by a named member of the factory management as it was claimed that he/she was acting unethically in the submission of a travel bill twice and the forging of the factory ED's signature.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners	1
ABANTI COLOUR TEX LTD	Individual Worker(s)	18-Apr-18	Non-OSH	The Complainant alleged termination by the factory management as one of his/her colleagues was sleeping on duty, and that the management was reluctant to pay the Complainant's termination benefit.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Individual Worker(s)	18-Apr-18	Withdrawn	The Complainant alleged forced overtime including Friday and poor tiffin quality.	Having submitted the complaint, the Accord contacted the Complainant who confirmed that he/she wished to withdraw the complaint, as by that time he/she had left the factory.	1
Ehsan Sweaters Ltd	Individual Worker(s)	18-Apr-18	Unresolved	The Complainant alleged that the factory management is not punctual in paying salaries - despite several assurance on the matter - and also threaten workers who raise any complaint in this regard with terminations and beatings.	Despite several attempts, the Accord could not contact the Complainant after the submission of the complaint. Not processed by the Accord.	1
Lodestar Fashions Ltd.	Individual Worker(s)	17-Apr-18	Unresolved	The Complainant alleged forced extra duty for availing of leave on Pohela Boishakh.	Complaint closed due to the Complainant denying submitting the complaint to the Accord.	1
P.M. Knittex (Pvt.) Ltd.	Individual Worker(s)	11-Apr-18	Non-OSH	The Complainant alleged that the factory management terminated his/her employment following a claim that he/she took an item from the fabrics spare parts, for which the complainant states that he/she had verbal permission from the concerned chambermaid to so do.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Rupa Fabrics Limited	Individual Worker(s)	11-Apr-18	Resolved	<p>The Complainant alleged that the factory management prevented him/her from carrying out his/her duties, initially forced him/her to remain standing and then forced him/her to resign, all as punishment for his/her refusal to work overtime the previous day.</p> <p>It has also been alleged that, although there is no night shift at the factory, workers are required to work overtime from 9pm until 3am, and sometimes until as late as 5am.</p>	<p>The Accord finds that the factory management took prompt action to investigate the allegation, substantiate its truth and issue show-cause notices to the parties against whom the allegation was made.</p> <p>The Accord also acknowledges the open and transparent manner in which the factory management dealt with this complaint and also recognizes their willingness to reinstate the Complainant to his/her employment at the factory.</p>	1
Consumer Knitex Limited (CMT Bangladesh)	Individual Worker(s)	9-Apr-18	Non-OSH	<p>The Complainant alleged that the factory management changed his/her position from driver to housekeeper - and reduced his/her salary accordingly - without any demonstrated reason.</p>	<p>Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners</p>	1
Alpine Knit Fabrics Limited	Federation	9-Apr-18	Resolved	<p>The Complainant alleged that named members of Factory Management forced seventeen (17) workers to resign from their employment by violently threatening them with a knife, a stick and a roller. The Complainant also alleged management regularly does not pay wages / does not pay wages on time.</p>	<p>The Accord was unable to adequately verify the allegations.</p> <p>The Accord has monitored the situation at the factory since receiving the complaint and has received no further allegations.</p>	1
SungKwang Apparels Ltd	Individual Worker(s)	8-Apr-18	Resolved	<p>The Complainant(s) alleged detention and physical assault by the factory management for their refusal to put his/her signature on a blank sheet of paper following a sit down protest by workers in the factory.</p> <p>The Complainant(s) further alleged that there were discrepancies between the actual salary workers earned and what was recorded on the salary sheets.</p> <p>The Complainant(s) also stated that the factory management filed a case against them with authorities.</p>	<p>Following a meeting held at the Accord offices, the factory management was required to submit an action plan to minimize the likelihood of future instances of workplace violence.</p> <p>Following an investigation and engagement with all parties, the Accord finds that the situation in the factory was by that time peaceful and that the factory management had taken appropriate steps to help ensure that the factory remains violence free.</p> <p>The Accord visited the factory to distribute an anti-workplace violence notice and make an announcement against workplace violence</p>	1

Factory Name Withheld	Individual Worker(s)	7-Apr-18	Non-OSH	The Complainant alleged that the factory management arbitrarily relocated him/her to the store room, which is not suitable for working as the place lacks air circulation and ventilation, and caused the Complainant concern for his/her health. He/she subsequently left the job and is yet to receive his/her five days salary.	Non-OSH complaint. Not processed by the Accord.	1
Amazing Fashion Ltd	Individual Worker(s)	5-Apr-18	Non-OSH	The Complainant alleged that the factory management did not allow him/her to remain working following leave, despite claims that he/she notified a named member of the factory management about his/her leave. It is further alleged that the Complainant is yet to receive any information regarding his/her continued employment or otherwise.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
UTAH KNITTING AND DYEING LTD.	Individual Worker(s)	4-Apr-18	Resolved	The Complainant(s) alleged that workers are routinely forced to continue overtime until as late as 3am and that this causes an adverse impact upon workers' health. It is furthermore alleged that a named member of the factory management does not allow the workers to freely leave the factory at an earlier time than that to which they are compelled to work. Separately, the Complainant(s) alleged low quality food at break time.	During the course of the investigation, the Accord received contradictory evidence and, therefore, could make no finding as to whether or not the allegation could be upheld. However, the Accord understands that the working hours at the factory have changed as and from approximately 16/17 April, 2018. Given the above, the Accord visited the factory and, as a precautionary measure, distributed a notice to all workers advising as to the prohibition against forced overtime and excessive working hours.	1
Radial International	Individual Worker(s)	3-Apr-18	Non-OSH	The Complainant(s) alleged that the factory management forced them to work on holidays and paid lower wages than they claimed they were owed.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Orion Knit Textiles Ltd.	Individual Worker(s)	3-Apr-18	Non-OSH	The Complainant alleged that the factory management terminated his/her employment following what the factory management claims was an insufficient response to a show cause notice after the Complainant had allegedly played a role in the factory failing an audit.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Zoom Sweaters Ltd	Federation	1-Apr-18	Non-OSH	The Complainant alleged that the newly formed Trade Union, who were also Safety Committee members of the factory, are facing harassment and forced resignation for raising safety-related issues and Accord-related activities.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	2
Dragon Sweaters Bangladesh Ltd	Federation	29 March 2018	Resolved	The Complainant alleged that factory management refused to accept the resignation of a worker and, thereafter, denied his/her requested sick leave, which the Complainant claimed was necessary due to a bone related disease.	The Accord has reviewed the documentation supplied by the factory management and verified its contents with the Complainant, after which the Complainant advised the Accord that he/she considered the matter settled.	1

<p>PINAKI GARMENTS LTD.</p>	<p>Individual Worker(s)</p>	<p>28 March 2018</p>	<p>Resolved</p>	<p>The Complainant(s) alleged that a named member of the factory management habitually assaults (i.e. slaps) workers, including the supervisors of the factory.</p>	<p>Following a meeting at the Accord, it was established that the photographic evidence provided to the Accord to substantiate the claim that a Safety Committee meeting to resolve the complaint took place was indeed fabricated. This is a grievous act, intentionally carried out and intended to mislead the Accord.</p> <p>It is acknowledged that the factory management admitted this openly and stated that it was an initiative taken ill-advisedly and without the knowledge or approval of senior management.</p> <p>It is also noted that the fabricated photographic evidence, in and of itself, does not mean that a meeting of the Safety Committee did not take place as claimed, only that the photographs supplied do not depict that meeting.</p> <p>Considering the open manner in which the factory management admitted to the transgression at the commencement of the meeting with the Accord, the Accord took no further action at that time in respect of the fabricated photographic evidence.</p> <p>The Accord distributed an anti-workplace violence notice to workers and all other employees at the factory in order to increase awareness of the safety rights of workers in this regard.</p>	<p>1</p>
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Rose Sweaters Ltd (Unit-2)	Individual Worker(s)	28 March 2018	Resolved	<p>The Complainant(s) alleged routine forced overtime, which it was claimed caused health problems for many workers.</p> <p>The Complainant(s) further alleged non-payment of overtime allowance and regular discrepancies between the salary recorded on the salary sheet and the amount that the workers received.</p>	<p>After validating the information received from factory management via communication with various concerned parties, the Accord found that the factory management had altered working hours appropriately and that the required measures to alleviate excessive working hours had been adopted.</p> <p>The Accord continued to monitor the situation in the following weeks and found that unrest broke out among workers who were demanding a salary increment which resulted in the termination of a number of workers.</p> <p>The factory management duly prepared an action plan, which was shared with the Accord, to reduce or eliminate the further occurrence of such incidents.</p>	1
Crystal Martin Apparel Bangladesh Limited	Individual Worker(s)	26 March 2018	Non-OSH	The Complainant alleged restriction in attending his/her work following an altercation, and was later instructed by the factory management to demonstrate why he/she should not be disciplined and/or terminated.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Envoy Fashions Limited	Individual Worker(s)	26 March 2018	Non-OSH	The Complainant alleged defamation by his/her previous factory management and non-payment of his/her service benefits.	Non-OSH complaint. Not processed by the Accord.	1
Orion Knit Textiles Ltd.	Individual Worker(s)	25 March 2018	Non-OSH	<p>The Complainant alleged that he/she had been working in the factory from October 2011 to February 2017 and that the factory management is yet to reimburse his/her salary for the month of February 2017 along with service benefits.</p> <p>It is further alleged that a named member of the factory management used to be non-cooperative in this regard with the Complainant.</p>	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Rupa Knit Wear Pvt.	Individual Worker(s)	25 March 2018	Non-OSH	The Complainant alleged being restricted from entering the factory due to his/her involvement with the federation.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners	1

Eske Clothing Ltd.	Individual Worker(s)	25 March 2018	Resolved	The Complainant alleged forced resignation from the factory and non-payment of his/her dues, even after several attempts to communicate with the factory management.	During the course of investigation and after further communication with the factory management, the Accord finds that the Complainant resigned from the factory based upon an allegation of improper behaviour made against him/her, and also found that he/she received his/her required dues from the factory management.	1
Romo Fashion Today Ltd.	Individual Worker(s)	24 March 2018	Resolved	The Complainant(s) alleged that on 24 March, 2018 he/she observed cracks in the two different pillars that may affect the structural safety of the building.	The Accord engineers conducted an inspection and instructed the the factory management to continuously monitor any signs of distress or cracks in the factory. The Accord required immediate notification if any crack or signs of structural distress was observed in the factory, and the safety committee was instructed to include the observation of columns as part of their regular factory safety monitoring and factory safety "walk-throughs". The Accord distributed a pamphlet to all workers to advise them of the above.	1
Seo Wan Bangladesh Ltd.	Individual Worker(s)	21 March 2018	Non-OSH	The Complainant(s) alleged that there are regular discrepancies between salaries paid and what is recorded on the salary sheet. Furthermore, the Complainant alleged that the factory management is yet to disburse his/her payment of overtime and to encash of earned leave.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners	1
Eske Clothing Ltd.	Individual Worker(s)	21 March 2018	Non-OSH	The Complainant alleged that the factory management forced him/her to resign from the factory and that a named member of the factory management subsequently refused to pay money the Complainant claims he/she is owed on the grounds that the Complainant did not properly inform the factory management about his/her resignation and did not properly handover his/her responsibilities.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Hannan Fashions	Individual Worker(s)	21 March 2018	Resolved	<p>The Complainant alleged that named members of the factory management terminated his/her employment due to a false allegation that he/she stole sewing machine needles.</p>	<p>During the course of the investigation it came to the Accord's attention that forced overtime routinely occurs in the factory after 7pm everyday and specifically on Fridays. The Accord also discovered that the factory management was intentionally hiding the overtime sheets from the auditors who visit the factory.</p> <p>Additionally, there were allegations, which at this juncture the Accord believes to be credible, that named members of the factory management repeatedly threaten and physically assault workers for even the simplest of mistakes.</p> <p>The Accord outlined the evidence it collected concerning the allegations raised and articulated the various reasons which leads it to believe that the allegations have merit.</p> <p>Following a meeting at the Accord with the factory management, the factory management were required to furnish an action plan to implement a functional grievance mechanism system in the factory.</p> <p>Having validated the information provided by the factory by communicating with various parties, the Accord found that the workers feel that they may raise complaints through the appropriate avenue of complaint without the fear of reprisal.</p> <p>The Accord distributed a statement against forced overtime notice in the factory in order to raise awareness among the workers.</p> <p>The underlying issue complained of was deemed non-OSH.</p>	1
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AJ Fashions Limited	Individual Worker(s)	20 March 2018	Non-OSH	<p>The Complainant alleged that named members of the factory management forced him/her to resign from his/her employment.</p> <p>The Complainant's requested remedy is to get back the encashment of his/her earned leave for the years of 2017 & 2018.</p>	Non-OSH complaint. Not processed by the Accord.	1
Body Fashion (Pvt) Ltd.	Individual Worker(s)	20 March 2018	Non-OSH	<p>The Complainant(s) alleged that the factory management terminated thirteen (13) knitting supervisors without any notice or payment of their salaries and service benefits.</p> <p>The Complainant(s) requested remedy is the payment of their final settlements along with the salary of twenty-three (23) working days from 25 January 2018 to 17 February 2018.</p>	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
FAKIR APPARELS LTD.	Individual Worker(s)	20 March 2018	Non-OSH	<p>The Complainant alleged non-payment of his/her salary after he/she left the factory without informing the factory management.</p>	Non-OSH complaint. Not processed by the Accord.	1
Haesong Korea	Federation	20 March 2018	Resolved outside Accord complaints mechanism	<p>The Complainant alleged non-payment of attendance bonus and full wages, which resulted in unrest and the termination of workers related to a proposed trade union. The Complainant further alleged harassment, oppression and the intimidation of workers.</p>	A negotiated settlement was reached between the union and employer outside of the Accord's complaint process.	1
FAKIR KNITWEARS LTD.	Union	18 March 2018	Non-OSH	<p>The Complainant alleges that the management of FAKIR KNITWEARS LTD terminated eleven (11) workers between September 2017 and December 2017, allegedly because they attained the age of 52, without due regard to the maximum working age being 60.</p> <p>It is further alleged that the terminated workers were yet to receive the full payment of service benefits.</p>	Non-OSH complaint. Not processed by the Accord.	1

Eske Clothing Ltd.	Individual Worker(s)	18 March 2018	Resolved	<p>The Complainant alleged that a named member of the factory management verbally abused him/her in a continuous manner, thereby creating a hostile work environment, issued a show cause notice on trivial matters, and is currently attempting to force him/her to resign from his/her position at the factory.</p> <p>The Complainant further alleged that the named member of the factory management forces him/her to work until 8pm.</p>	<p>During the course of the investigation and after further communication with the factory management, the Accord finds that the Complainant was dealt with harshly during the disciplinary meeting, although this did not impinge upon the health and safety of the Complainant or upon other workers at the factory.</p> <p>Moreover, the factory management conducted its own investigation into this aspect of the complaint and found that there was a violation of company policy by the person conducting the meeting, after which they took disciplinary action. As a result, that individual is now no longer in the employ of the factory.</p> <p>As to the underlying allegations, the Accord finds that there were performance issues related to the Complainant and that these issues were raised by the factory management with him/her on prior occasions and, whatever opinion may be formed as to the nature of the performance issues raised with the Complainant, they were clearly outside the scope of the Accord's remit on safety and health.</p> <p>Finally, the Accord found no evidence of sexual harassment or of the complainant being forced to work excessive hours, despite having conducted an investigation into these allegations.</p>	1
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Fashion Island Ltd	Federation	14 March 2018	Non-OSH	The Complainant alleged that a named member of the auditing team queried the presence of the union in the factory, asked for relevant documents, and disputed the presence of the union in the factory as the trade union member could not submit the documents immediately.	Non-OSH complaint. Not processed by the Accord.	1
ABANTI COLOUR TEX LTD	Federation	14 March 2018	Resolved	<p>The Complainant alleged that it is common practice in the factory for workers to engage in excessive overtime work in order to reach a daily target and that such work often runs until 2am. Furthermore, the Complainant alleged that workers only get an overtime allowance up to 8pm, regardless of how long they have to work.</p> <p>Additionally, it is alleged that the factory does not close for weekly holidays and that workers have had to work on Fridays.</p>	<p>Following a meeting held at the Accord office, it has been acknowledged that the past practice of extra overtime has ceased at the factory, and the Accord - having verified this independently - recognised the efforts by factory management in this regard. As per the factory management's statement, the situation in relation to the matter of future Friday working was at present unclear as the negotiations with the elected Participation Committee had yet to occur and it was the intention to hold such negotiations soon.</p> <p>Following further corroboration with various parties, the Accord finds that the factory management negotiated with the factory Worker Participatory Committee in relation to the opening of the factory on certain Fridays in order to provide extra days off during the Eid vacation.</p> <p>The Accord also acknowledges the confirmation received from the factory management that working on those Fridays is voluntary for those who wish to do so (an OSH matter) and that workers who do chose to work would be compensated appropriately (a non-OSH matter).</p>	1
Sepal Garments Ltd	Individual Worker(s)	13 March 2018	Non-OSH	The Complainant alleged that the factory management forced him/her to resign for availing of twelve (12) days unannounced leave from 1 March to 12 March, 2018 due to the sudden death of his/her mother, about which the factory management had full knowledge.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners	1

Hannan Knit & Textiles Ltd.	Individual Worker(s)	13 March 2018	Resolved	The Complainant alleged that he/she has been subjected to reprisals from the factory management for submitting a complaint to the Accord regarding the payment of salary.	<p>Following a Non-OSH complaint, the issue of reprisals arose as the factory management threatened the Complainant for claiming his/her dues. A meeting was held between the Accord and the factory management, where the management representatives ensured the payment of the Complainant without any fear of reprisal.</p> <p>Having confirmed the information relayed by the factory management that the Complainant has indeed received the monies due and owing, the Accord finds that the factory management acted appropriately and in accordance with Accord requirements.</p>	1
Majumder Garments Ltd (relocation)	Individual Worker(s)	12 March 2018	Non-OSH	The Complainant was forced to resign from the factory as he/she failed to reach the production target. This was allegedly the result of a shortage of workers.	Non-OSH complaint. Not processed by the Accord.	1
Saad Saan App.Ltd	Individual Worker(s)	12 March 2018	Resolved	<p>The Complainant alleged that the factory management refused to initially accept his/her leave application as it related to his/her mother's illness, but when the Complainant became ill due to a vein collapse in his/her hand, the factory management continued to deny his/her leave despite supplying relevant medical documents and a direct recommendation from a doctor.</p> <p>It is claimed that the Complainant's hand is still not suitable for him/her to attend work and he/she is still undergoing treatment.</p> <p>It was further alleged that the factory management has confiscated his/her salary account and that he/she cannot pay her due and current medical expenses.</p>	<p>Following an investigation and further corroboration with the Complainant, the Accord finds that the factory management took all necessary steps to ensure that the Complainant availed of fourteen (14) days sick leave with payment and recommenced his/her work.</p> <p>The Accord also acknowledges the understanding that the factory management demonstrated regarding the physical condition of the Complainant and the diligence displayed to resolve the matter quickly.</p>	1

Seo Wan Bangladesh Ltd.	Individual Worker(s)	8 March 2018	Non-OSH	<p>The Complainant alleged that a named member of the factory management forced him/her to resign from employment without stating any valid reason.</p> <p>It is further alleged that the factory management supplied him/her with several dates upon which he/she would be paid, but this did not materialize.</p>	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners	1
Factory Name Withheld	Individual Worker(s)	7 March 2018	Not processed	The Complainant alleged that the factory management forced him to resign after availing of unannounced sick leave and forced him to do extra duty after his scheduled time.	Despite several attempts, the Accord could not contact the Complaint after submission of the complaint. Not processed by the Accord.	1
Hop Lun Apparel Ltd	Federation	6 March 2018	Non-OSH	The Complainant alleges that the management of Hop Lun Apparel Ltd is creating resistance to the formation of a union in their factory for the second (2) time, including providing false information to the Directorate of Labour by submitting salary sheets with fake and duplicate worker signatures.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners	1
Hannan Knit & Textiles Ltd.	Individual Worker(s)	6 March 2018	Non-OSH	The Complainant alleged that a named member of the factory management forcefully terminated his/her employment on 6 March, 2018 because the factory management witnessed an exchange of money with a former terminated employee of the same factory.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Mondol Intimates Ltd.	Individual Worker(s)	6 March 2018	Resolved	The Complainant(s) alleged that a named member of the factory management sexually harasses female members of staff by using indecent language and making offensive proposals, thereby creating a hostile working environment at the factory.	Following an investigation and after further corroboration with the Complainant(s) and other relevant parties, the Accord finds that the factory management, having received the relevant information from the Accord, took the necessary steps in order to ensure a safe working environment free of harassment.	1
N.A.Z Bangladesh Ltd.	Individual Worker(s)	5 March 2018	Resolved	The Complainant alleged that a named member of the factory management is forcing her to resign due to her pregnancy.	Following an investigation, the Accord found no evidence of malfeasance by the factory management. The Complainant was communicated by the factory management regarding maternity rights.	1

N.A.Z Bangladesh Ltd.	Individual Worker(s)	4 March 2018	Non-OSH	The Complainant alleged that he/she is an ex-worker of the factory and that he/she had to work during the Eid vacation from 26th June to 1st July 2017, but is yet to receive his/her salary with overtime allowance for that period, which he/she claims amounts to six thousand four hundred (6,400) BDT.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
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<p>Voyager Apparels Ltd</p>	<p>Federation</p>	<p>4 March 2018</p>	<p>Resolved</p>	<p>The Complainant alleged several issues including:</p> <ul style="list-style-type: none"> - Lack of toilet and toiletries, - Blocked aisles and egress, - Excessive work pressure, - Non-provision of appointment letters, - Non-provision of maternity and general leave, - Non-payment of termination benefits, - Absence of a day care center, and - Unelected factory Participation Committee. 	<p>On 28 May, 2018 the Accord conducted an unannounced visit to the factory by an Accord Safety and Health Trainer and a Safety and Health Complaints Handler.</p> <p>This visit resulted in a report on the matters alleged, which contained the required remediation which the factory management had to take.</p> <p>After receiving the report from the factory management on remediation implementation, the Accord reviewed the documents provided and visited the factory once again to verify remediation implementation.</p> <p>During the second unannounced inspection in the factory, the Accord staff found all the issues previously raised resolved, with the exception of excessive storage in the factory and the plastic water tanks, which are required to be drained every day to avoid formation of dust in the water.</p> <p>Considering that the huge storage in the factory causes a potential safety hazard in the event of a fire or any other incident - and considering that this was the second time that this infraction was found - the factory was issued with an Escalation Notice 01, as per Accord protocols.</p> <p>The Accord followed up with the factory on the storage issue during the scheduled 6th follow-up inspection, during which the Accord engineers found the the situation had abated, causing the factory to be de-escalated on 18 July, 2018.</p>	<p>1</p>
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Consumer Knitex Limited (Unit 2)	Individual Worker(s)	2 March 2018	Resolved	<p>The Complainant(s) allege that a worker from the factory was killed by a motor vehicle in the vicinity of the factory on 1 March 2018.</p> <p>The Complainant(s) further alleged that the factory management has given money, said to be 25,000 BDT, to the worker's family as compensation. It was additionally alleged that on the morning of 3 March 2018 there was a protest at the factory related to the worker's death and that unrest ensued, causing the police to be called to the factory.</p>	<p>Following an investigation, it was found that workers were very upset to learn about the death of their co-worker, which led to a work stoppage.</p> <p>During the unrest, no-one was injured or arrested; additionally, there was no violence and no damage to the property.</p> <p>Work resumed normally on 4 March 2018.</p>	1
Crossline Factory (Pvt) Ltd.	Individual Worker(s)	2 March 2018	Resolved	<p>The Complainant alleged the death of a female worker due to non-approval of sick leave by the alleged manager.</p>	<p>Following several communications with the factory management, it was confirmed that the worker is alive after the management sent pictorial evidence.</p> <p>The Accord separately communicated with the worker to confirm his/her well-being, and he/she affirmed that the he/she never asked for sick leave during his/her period of work.</p>	1
Genesis Denim Ltd	Individual Worker(s)	1 March 2018	Resolved	<p>The Complainant alleged that on or around 15 February, 2018 he/she was been beaten (i.e. choked and pushed) by a named member of the factory management following a workplace altercation concerning the measurement of products.</p>	<p>The factory management conducted an internal investigation on the matter and, as per the investigation report sent by the management, the five-membered investigation committee found both parties guilty. They sent a warning letter to the alleged manager and verbally warned the Complainant for making the false allegation of choking.</p>	1

Shyms Fashion Ltd (Present Location)	Individual Worker(s)	1 March 2018	Resolved	The Complainant alleged a workplace altercation and verbal abuse by trade union members.	Following an in-depth engagement, with all parties utilizing the ILO Better Work Programme, and with the assistance of the Solidarity Center and the direct intervention of BIGUF, the Accord has been advised that the underlying issues which gave rise to the complaint have been, and continue to remain, resolved. The Accord engaged in an independent verification of these claims, including with the Complainants, and hereby finds that there has been no repeat incident since the all-party meeting in Dhaka during which the framework action plan was agreed.	1
A.T.S. Apparels Limited	Individual Worker(s)	28 February 2018	Non-OSH	The Complainant(s) alleged that two workers were terminated for availing of unannounced leave due to sickness. It was further alleged that the terminations were due to the workers' involvement in trade union activities at the factory.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners	1
Factory Name Withheld	Individual Worker(s)	28 February 2018	Not processed	The Complainant alleged forced resignation by the factory management for a delayed shipment which was not his/her fault. The Complainant further alleged non-payment of his/her dues.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
Dird Composite Textiles Limited, extended unit	Individual Worker(s)	28 February 2018	Non-OSH	The Complainant alleged that a named member of the factory management forced him/her to resign without giving any prior notice. It was further alleged that the factory management are refusing to disburse the salary which the Complainant claims he/she was owed for the month of January 2018.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners	1

ABM Fashions Ltd.	Individual Worker(s)	28 February 2018	Resolved	<p>The Complainant(s) alleged that there is no expert electrician at the factory to maintain the power switch and that the main power switch area is accessible to all.</p> <p>It is further alleged that the absence of an expert electrician gives rise to disputes among the management representatives regarding the maintenance of a power-line and that this, in turn, leads to workplace violence (i.e. beatings) among the management representatives.</p>	<p>The factory management provided the necessary documents for the appointed electricians and their authorisation to work in this position. Pictorial evidence sent by the management showed that the main power switch area is well protected and a guard is appointed ther to prevent unauthorized access.</p>	1
AJ Fashions Limited	Individual Worker(s)	26 February 2018	Resolved	<p>The Complainant alleged that the factory management terminated his/her employment due to him/her accidentally exposing the overtime log sheet to an auditor in contravention of management instruction to keep it hidden.</p>	<p>Following a meeting held at the Accord office, the Accord finds that the factory management were fully transparent, including in the provision of all overtime records at the factory. The Accord asked for an action plan in the factory to reduce or eliminate overtime specifically on Fridays, which the management provided accordingly.</p> <p>Furthermore, the Accord contacted the Complainant and different parties to validate the information and finds that the factory management implemented adequate measures to reduce or eliminate Friday overtime.</p> <p>The Accord distributed a statement against forced overtime to workers and all other employees at the factory in order to inform them of the matter.</p>	1
Turag Garments Hosiery Mills Ltd.	Individual Worker(s)	25 February 2018	Non-OSH	<p>The Complainant(s) alleged non-payment of five (5) days' salary for the month of December 2017.</p>	<p>Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.</p>	1

TUNIC APPARELS LTD	Individual Worker(s)	24 February 2018	Resolved	<p>The Complainant(s) alleged that on 25 February, 2018 workers were forced to work from 8am until 3am the following morning and that this practice has occurred two to three times per week since December 2017.</p> <p>It was also stated that there is no night shift in the factory.</p> <p>The Complainant(s) further alleged that the factory management forces workers to work on Fridays.</p>	<p>Following an investigation which included further corroboration, the Accord finds that the factory management has regulated overtime hours in the factory.</p> <p>The Accord also acknowledges the factory management's commitment to maintain appropriate working hours and anticipates the continuation of this process.</p> <p>The Accord distributed a statement against forced overtime to workers and all other employees at the factory.</p>	1
A.T.S. Apparels Limited	Individual Worker(s)	23 February 2018	Non-OSH	<p>The Complainant(s) alleged that, every month, the factory management delayed the payment of salaries to a portion of the workforce and that they had not received their salaries for the month of January 2018.</p> <p>The Complainant(s) further alleged that the factory management did not permit trade union activity within the factory premises.</p>	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners	1
Factory Name Withheld	Individual Worker(s)	23 February 2018	Not processed	The Complainant alleged huge work pressure, unannounced night shift and non-approval of a government holiday.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
AJ Fashions Limited	Individual Worker(s)	22 February 2018	Non-OSH	The Complainant(s) alleged retrenchment of old workers by a newly appointed manager who also forced the Complainant(s) to resign from the factory.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
FAKIR KNITWEARS LTD.	Individual Worker(s)	22 February 2018	Non-OSH	The Complainant(s) alleged that the workers employed in the cutting sections have to make payments to the management-selected group leader on request and for no discernible benefit.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	2

Crossline Factory (Pvt) Ltd.	Individual Worker(s)	22 February 2018	Resolved	The Complainant alleged termination for not reaching his/her target and non-payment of salary.	<p>Following a meeting held at the Accord office, the Accord finds evidence of workplace violence in the factory and required the factory management to send an action plan in order to reduce workplace violence in the factory.</p> <p>After receiving the report on corrective action taken and implement by the factory management, the Accord reviewed the documents, independently verified the information provided therein and finds that the factory management took adequate initiatives to ensure a safe work environment in the factory.</p> <p>The Accord visited the factory and, as a precautionary measure, distributed a notice to all workers advising the prohibition of workplace violence.</p>	1
Raidha Collection Ltd	Individual Worker(s)	21 February 2018	Non-OSH	The Complainant(s) alleged that the night shift workers may have to work on the night of 21 February, 2018, which is a public holiday.	Non-OSH complaint. Not processed by the Accord.	3
Chorka Textile Ltd.	Individual Worker(s)	20 February 2018	Non-OSH	The Complainant(s) alleged non-closure of the factory on 21 February 2018, which is a public holiday.	Non-OSH complaint. Not processed by the Accord.	1
CROSSLINE KNIT FABRICS LTD.	Individual Worker(s)	19 February 2018	Non-OSH	The Complainant alleged that the factory management were forcing him/her to resign from the factory because he/she asked for some advantage while doing personal work of the management and because it was claimed that there are several accusations against him/her from the management.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Seo Wan Bangladesh Ltd.	Individual Worker(s)	19 February 2018	Non-OSH	The Complainant(s) alleged that factory management agreed to pay leave encashment on several specific dates, but these payments did not materialize.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Dhaka Socks Manufacturing Co. Ltd.	Individual Worker(s)	19 February 2018	Non-OSH	<p>The Complainant alleged that he/she was appointed to the current role in the factory in the month of February 2017 but by April 2017 the Managing Director asked him/her to discontinue his/her service without specifying any reason.</p> <p>It was alleged that the factory management have yet to pay him/her the amount that he/she claims is owed for the month of March 2017 and for fourteen (14) days of April 2017.</p> <p>It was further alleged that the factory management is no longer taking his/her calls.</p>	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Individual Worker(s)	17 February 2018	Not processed	The Complainant alleged that the factory was using an abandoned building adjacent to the factory building to run production. The Complainant stated this adjacent building had been closed for approximately fifteen (15) months due to "safety matters detected by auditors". The Complainant was concerned that the re-occupancy of this building is unsafe.	Non-Accord Listed Factory. Not processed by the Accord. On 19th February, 2018 the Accord informed the Inspector General (IG) regarding the complaint and requested the IG for DIFE inspection to the factory.	1
Knit Bazaar (Pvt) Ltd.	Individual Worker(s)	17 February 2018	Resolved	The Complainant alleged forced resignation for availing of unannounced sick leave.	<p>Following an investigation with the relevant parties, the Accord validated the complaint and duly communicated with the management. The factory management immediately instituted restorative measures, including an offer of re-employment to the Complainant and, when refused, the full payment on that same day of all dues owed to the Complainant.</p> <p>The factory management provided assurances that such an incident shall not re-occur.</p>	1

Seo Wan Bangladesh Ltd.	Individual Worker(s)	15 February 2018	Non-OSH	The Complainant(s) alleged that the disbursement of salary was delayed on a monthly basis, that overtime was not paid, and that there was a refusal to pay leave encashment for 2017.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
FAKIR KNITWEARS LTD.	Individual Worker(s)	15 February 2018	Non-OSH	The Complainant alleged that workers have to pay an amount to their group leader as subscription.	Non-OSH complaint. Not processed by Accord.	1
A.T.S. Apparels Limited	Individual Worker(s)	14 February 2018	Non-OSH	The Complainant(s) alleged that, for the past three or four years, salary payments have been irregular and distributed unevenly throughout each month. The Complainant(s) further alleged that the management did not pay maternity benefit and earned leave allowance to workers.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
AKH ECO APPARELS LTD.	Individual Worker(s)	12 February 2018	Resolved	The Complainant alleged that he/she was forced to take sick leave by the factory management following a previous issue related to a workplace altercation and harassment by a named member of the factory management. Furthermore, the Complainant alleged his/her employment was terminated upon his/her return.	After validating the information by communicating with the Complainant, the Accord finds that the factory management reinstated the Complainant to his/her previous position in the factory, recognising his/her previous joining date and provided his/her previous ID card accordingly. The Accord also acknowledges that the dues of the Complainant were provided by the factory management during his/her period of absence.	1
Hollywood Garments (Pvt.) Ltd.	Individual Worker(s)	12 February 2018	Non-OSH	The Complainant alleged non-payment of salary after resigning from the factory.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Global Merchants	Individual Worker(s)	10 February 2018	Non-OSH	The Complainant(s) alleged that the factory management closed the Linking Section on 19 January, 2018 and had not communicated to the workers regarding job availability.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Cassiopea Fashion Ltd	Individual Worker(s)	9 February 2018	Non-OSH	The Complainant alleged that he/she was required to resign from the factory for failure to perform a quality recheck inspection that he/she claimed he/she was not instructed to do.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

DesignTex Fashions Ltd.	Individual Worker(s)	8 February 2018	Non-OSH	The Complainant(s) alleged that the factory management terminated the employment of approximately twenty (20) workers as a result of their refusal to work in the production unit.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
ACS Textiles (Bangladesh) Ltd.	Individual Worker(s)	5 February 2018	Non-OSH	The Complainant(s) alleged that the factory management are taking photographs of workers during rest time and are using these photographs as evidence to justify paying workers less than their entitled salaries. It was further alleged that workers are not allowed to bring their cellphones to the factory and, if they are seen using their cellphones, the factory management are using this as evidence against paying their full salaries.	The factory management provided the necessary documents for the appointed electricians and their authorisation to work in this position. Pictorial evidence sent by the management showed that the main power switch area is well protected and a guard is appointed to prevent unauthorized access.	1
Seo Wan Bangladesh Ltd.	Individual Worker(s)	5 February 2018	Non-OSH	The Complainant alleged receipt of the same amount of salary, even after his/her promotion from helper to operator.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Orion Knit Textiles Ltd.	Individual Worker(s)	5 February 2018	Non-OSH	The Complainant alleged non-payment of salary for one and a half months in 2017.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Multifabs Ltd	Individual Worker(s)	4 February 2018	Non-OSH	The Complainant alleged that, despite the fact that he/she had been working at the factory for seven (7) years, the factory management ended his/her employment and refused to reinstate him/her after taking unannounced leave for five (5) days in order to deal with family issues in the month of November 2017.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Sirajgonj Fashions Limited	Individual Worker(s)	4 February 2018	Resolved	The Complainant alleged a lack of pure drinking water and a lack of sanitation in the factory's toilets.	Following an unannounced inspection and having reviewed the corrective action taken by the factory management, including via a further verification by the Accord trainer, the Accord finds that the factory management took necessary steps to provide safe drinking water to workers, that they changed the water purification system and that they improved the condition of the toilets. The Accord also acknowledges that the factory management is providing this safe drinking water to the workforce free of charge.	1
Latest Garments Ltd	Federation	2 February 2018	Resolved	The Complainant alleged that the factory has no approved building plan and that the management submitted to the Accord a fake Detailed Engineering Assessment document. It was further alleged that the Factory Management hide cracks in the wall by painting over them and conduct retrofitting work without taking any safety measures.	The Accord engineers conducted a structural inspection at the factory and found no imminent danger. There were no cracks found in the building, nor any grade beams at ground level. The safety issues identified during an earlier follow-up inspection were marked in the factory's CAP as new findings. The Accord engineers continue monitoring the remediation at the factory.	1
Multifabs Ltd	Individual Worker(s)	1 February 2018	Non-OSH	The Complainant(s) alleged that there is gender discrimination evident in the hiring practices of the factory in that predominantly female workers have been recruited during the past 1 to 1.5 years.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Norban Comtex Ltd.	Individual Worker(s)	1 February 2018	Non-OSH	The Complainant alleged non-payment of dues allegedly owed after resignation.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Zahintex Industries Ltd	Individual Worker(s)	31 January 2018	Non-OSH	The Complainant(s) alleged irregularities in salary payment.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Orion Knit Textiles Ltd.	Individual Worker(s)	30 January 2018	Non-OSH	The Complainant alleged non-payment of his/her dues and non-cooperation from the management.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Global Merchants	Individual Worker(s)	24 January 2018	Non-OSH	The Complainant(s) alleged termination from employment of a number of workers, including the Chairman and the Vice Chairman of the Trade Union. The Complainant(s) further alleged that this reflected the factory management's resistance to union organising activities at Global Merchants.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Individual Worker(s)	24 January 2018	Not processed	The Complainant alleged that the male washroom is used as a smoking zone.	Not processed. Factory is not a listed supplier with the Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
A-One Polar Limited	Individual Worker(s)	23 January 2018	Non-OSH	Having left his/her employment with the factory on 31 December 2017, the Complainant alleged that he/she is yet to receive his/her salary for the month of December 2017.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
ABM Fashions Ltd.	Individual Worker(s)	23 January 2018	Non-OSH	The Complainant alleged a workplace altercation with a mid-level manager, which led to a re-assignment of work station.	Non-OSH complaint. Not processed by the Accord.	1
Kimberly Design	Individual Worker(s)	21 January 2018	Non-OSH	The Complainant alleged that the factory management delayed the payment of overtime allowances and did not pay him/her the appropriate amount due for the night shift duty.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Fancy Fashion Sweaters Ltd	Individual Worker(s)	21 January 2018	Resolved	The Complainant(s) alleged rejection of leave application and verbal abuse by the management. A further allegation is signature of the workers taken on a bond about immediate termination of the workers for unnotified leave.	Following an investigation, the Accord finds that some leave restrictions are in place at the factory relating to casual leave during periods of peak demand and purely as a result of production pressures. Nothing in the Accord investigation concluded that the factory management restricted sick leave or that the application of the leave policy created health and safety risks in and of itself.	3

SQ Celsius Ltd. (Auto)	Individual Worker(s)	21 January 2018	Resolved	The Complainant alleged death of one worker by electrocution. It was further alleged that the factory resumed production work in Building 2 while the structural remediation was ongoing.	The Accord engineers conducted an inspection and found that the light stand connected to same motor supply box is made of metal and there was no earth connection for the light stand. The electrocution and fatality can likely be attributed to the situation described above involving the metal, non-grounded, lighting system on the machine. The Accord distributed a pamphlet to all workers to advise them of the above. Accord engineers shall continue to monitor the implementation of the factory Corrective Action Plan (CAP).	1
Factory Name Withheld	Individual Worker(s)	21 January 2018	Not processed	The Complainant alleged unfair termination from employment without payment of dues allegedly owed.	Not processed. Factory is not a listed supplier with the Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per his/her request.	1
Snowtex Outer Wear Ltd	Individual Worker(s)	20 January 2018	Non-OSH	The Complainant alleged that he/she had been terminated from his/her position based on a false allegation of harassment by another employee. The Complainant further alleged that there was no proper investigation of the complaint and he/she was wrongfully terminated from his/her position.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1
Intex Link Garments (BD) LTD	Individual Worker(s)	20 January 2018	Non-OSH	The Complainant alleged that having left his/her job at the factory in January 2018, he/she was yet to receive his/her salary and overtime allowance for the month of December 2017.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Crossline Factory (Pvt) Ltd.	Individual Worker(s)	18 January 2018	Resolved	<p>The Complainant alleged that he/she was subject to workplace violence by a named manager.</p>	<p>Following a meeting held at the Accord office, the Accord finds evidence of workplace violence in the factory and required the factory management to send an action plan in order to reduce workplace violence in the factory.</p> <p>After receiving the report on corrective action taken and implement by the factory management, the Accord reviewed the documents, independently verified the information provided therein and finds that the factory management took adequate initiatives to ensure a safe work environment in the factory.</p> <p>The Accord visited the factory and, as a precautionary measure, distributed a notice to all workers advising the prohibition of workplace violence.</p>	1
Wisteria Textiles Ltd.	Individual Worker(s)	16 January 2018	Resolved	<p>The Complainant(s) alleged that a number of workers protested against the termination of a worker without prior notice and that the worker was terminated as retribution for availing of sick leave.</p> <p>A further allegation was that members of factory management, with local "goons" present, physically assaulted workers who were thought to have taken part in the earlier protests.</p> <p>The Complainant(s) further stated that, in light of the beating and termination of workers, there was a stay-in-strike at the factory.</p>	<p>The Accord received confirmation that the worker who was allegedly terminated had returned to the the factory, and that conditions at the factory had calmed when compared to the time of the matters alleged in the complaint.</p> <p>The Accord attempted to proceed further with the incident of physical assault, but due to resistance and non-cooperation on the part of Complainant(s) and/or victim(s), was unable to do so.</p>	1
Factory Name Withheld	Individual Worker(s)	15 January 2018	Not processed	<p>The Complainant alleged non-receipt of appointment letter, working weekends without receiving any compensatory holiday, and managememt misbehaviour.</p>	<p>Not processed. Factory is not a listed supplier with the Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per his/her request.</p>	1

Factory Name Withheld	Individual Worker(s)	13 January 2018	Not processed	The Complainant alleged no fixed working times and excessive workload.	Not processed. Factory is not a listed supplier with the Accord. The Accord tried to contact the Complainant on numerous occasions in order to provide contact numbers for the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE), but the Complainant's phone was switched off.	1
Zoom Sweaters Ltd	Federation	12 January 2018	Resolved	The Complainant alleges that his/her employment was terminated due to his/her refusal to be relocated to the 5th from the 2nd floor, claiming that his/her refusal to relocate is grounded on his/her discomfort in reaching the 5th floor as there is no lift facility at the factory.	<p>Following a telephone conversation with the factory management, the management proposed the Complainant work on 2nd floor instead of 5th floor, though his/her previous work station was on 1st floor. To ensure its suitability, the management sent pictorial evidence of the 2nd floor.</p> <p>The Complainant later re-joined his/her previous position on the 1st floor. The time for which he/she did not work in the factory counted as Leave or Special Leave, with the net result being that he/she shall not suffer any loss of earnings.</p> <p>The factory management confirmed that the Complainant received all his/her dues and his/her joining date remain unchanged, which the Accord verified by communicating directly with the Complainant.</p>	1
Factory Name Withheld	Individual Worker(s)	12 January 2018	Not processed	The Complainant alleged irregularities in salary payment.	Not processed. Factory is not a listed supplier with the Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per the Complainant's request.	1

Tanzila Textile Ltd	Individual Worker(s)	11 January 2018	Resolved	The Complainant alleged being falsely accusation of stealing, the fabricated of his/her signature on the salary sheet, and the termination of his/her employment without proper investigation.	Having reviewed the documents sent by the factory management, and after conducting an initial communication with the Complainant, the Accord has been advised by the Complainant that, after having received payment, he/she considers the matter resolved. As the Complainant does not wish to proceed, the Accord can make no finding in relation to the non-monetary matters alleged in the original complaint and, therefore, the resolution of this complaint makes no finding as to the initial allegations of physical assault.	1
VISION APPARELS (PVT) LTD	Individual Worker(s)	11 January 2018	Non-OSH	The Complainant alleged that he/she resigned and is yet to be paid his/her entitlements. The Complainant further alleged inappropriate behaviour by the management.	Non-OSH complaint. Not processed by the Accord.	1
Factory Name Withheld	Individual Worker(s)	11 January 2018	Not processed	The Complainant alleged that the factory management did not accept his/her resignation, resulting in him/her not being paid the dues allegedly owed.	Not processed. Factory is not a listed supplier of Accord Signatory Brands. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per the Complainant's request.	1
Reedisha Knitex Ltd	Individual Worker(s)	9 January 2018	Non-OSH	The Complainant contacted the Accord to assist in a private personal matter.	Non-OSH complaint. Not processed by the Accord.	1
Body Fashion (Pvt) Ltd.	Individual Worker(s)	9 January 2018	Resolved	The Complainant alleged assault by the factory management for protesting the relocation of their knitting section to another building, which the Complainant feared was not inspected by Accord. The Complainant further alleged a delay in the payment of his/her salary and expressed fear of removal of knitting section as there are some new knitting machines arrived in the factory.	The factory management and the workers of the knitting section reached an agreement regarding the payment of all dues after the laying off of the section. Management confirmed that the old workers will get pre-emptive right if the section re-opens. An anti-workplace violence notice was distributed by the trainer in the factory on 12 March 2018.	1
Interstoff Clothing Ltd.	Individual Worker(s)	7 January 2018	Non-OSH	The Complainant alleged unfair termination from employment without payment of dues allegedly owed.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

GREEN LIFE KNIT COMPOSITE LTD.	Individual Worker(s)	6 January 2018	Resolved	The Complainant alleged that the licence of the boiler had been expired since 2015 and that the factory management were allegedly reluctant to re-new the licence.	<p>The Accord received a similar Complaint in July 2017. On 15 July 2017 the factory management confirmed with the Accord that they had completed the necessary steps to re-new the licence and a boiler certificate was issued.</p> <p>The Accord contacted the Complainant and assured him/her that the Accord had previously received confirmation of the renewal of the license.</p>	1
FAKIR APPARELS LTD.	Individual Worker(s)	4 January 2018	Resolved	The Complainant alleged working incessantly from lunch until 9pm, taking a fifteen (15) minute break only when he/she had to work until 10pm. Furthermore, the Complainant alleged misbehaviours of the factory management, including the rejection of a resignation letter by a named manager and non-payment of his/her due salary.	<p>Further to the conversation with the factory's Executive Director and following separate verification, the Accord finds that factory management took necessary steps to reduce work pressure and have reformed the resignation procedure to enable workers to transparently resign from the factory.</p> <p>Separately, the Accord also hereby confirms payment of dues to the worker who left his/her employment as a consequence of the workload at that time.</p>	1
Factory Name Withheld	Individual Worker(s)	2 January 2018	Withdrawn	The Complainant(s) alleged that a named member of mid-level management forced him/her to work extra hours after the regular duty time.	Having submitted the complaint, the Complainant contacted the Accord and confirmed that he/she wishes to withdraw the complaint as by that time the matter had been internally resolved.	1
Multifabs Ltd	Individual Worker(s)	1 January 2018	Non-OSH	The Complainant alleged that he/she was terminated from the factory having availed of approved leave, being told by factory management to re-apply for his/her previous position when a vacancy arises. The Complainant further alleged that he/she was yet to receive the salary and other service benefits for the month of December 2017.	Non-OSH complaint. Not processed by the Accord. The Complaint was forwarded to signatories and labour partners.	1

Factory Name Withheld	Individual Worker(s)	1 January 2018	Not processed	The Complainant alleged irregularities in salary payment and non-payment of dues allegedly owed.	Not processed. Factory is not a listed supplier with the Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per the Complainant's request.	1
SQ Celsius Limited	Individual Worker(s)	31-Dec-17	Non-OSH	The Complainant alleged that he/she was forced to resign from the factory as a result of having taken two (2) days personal leave. He/She further alleged being harassed by mid-level management following his/her initial denial when asked to resign from the factory.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Individual Worker(s)	28-Dec-17	Not processed	The Complainant(s) alleged a fire incident in a Non-Accord listed factory.	Not processed. Factory is not a listed supplier of Accord.	1
Factory Name Withheld	Federation	28-Dec-17	Not processed	The Complaint(s) alleged unfair labor practice against worker members of Nasrin Garments Ltd. Workers Union.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Factory Name Withheld	Federation	27-Dec-17	Not processed	The Complainant(s) alleged Unfair Labor Practice against the workers of Nipun (Pvt.) Ltd. Garments Workers Union.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE).	1
Orion Knit Textiles Ltd.	Individual Worker(s)	27-Dec-17	Non-OSH	The Complainant(s) alleged that there are irregularities in the payment of monthly wages and that female workers are yet to receive their maternity benefits. It was further alleged that all the documents related to the payment of wages and other benefits as shown during a Brand's audit are fake and fabricated. Additionally it was alleged that workers from Unit-2, including some trade union members, were forcefully terminated from work before Eid-UI-Azha.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1

GMS Composite Knitting Ind. Ltd.	Individual Worker(s)	26-Dec-17	Non-OSH	The Complainant alleged workplace altercation with co-worker.	Non-OSH complaint. Not processed by Accord.	1
SHISHIR KNITTING & DYEING LTD	Individual Worker(s)	21-Dec-17	Non-OSH	The Complainant alleged that he/she resigned on November 2017 and as of December 2017 is yet to receive the salary for November 2017.	Non-OSH complaint. Not processed by Accord.	1
LZ Textiles Ltd.	Federation	21-Dec-17	Resolved	A Federation representative was threatened and later abducted by some local political people and a "Jhut" Businessman for attending the initial meeting of the Safety Committee Training program of the Accord, as the factory was unionized and now has solidarity members in it.	<p>The Accord found as a matter of fact that the violence alleged against the federation representative did occur.</p> <p>The factory management admitted that the federation representative was known to them and that at least one of those persons suspected to be behind the violent attack against the federation representative conducts business with the factory.</p> <p>Considering the severity of the sanction and the fact that the nexus between the violence described above and factory management has not been firmly established, the Accord believes that the balance of advantage lies with not issuing a sanction at this time.</p> <p>The complaint remained open for a period of one month after this decision and the Accord received no further complaint in this regard since that of 17 December, 2017.</p>	1
Wisteria Textiles Ltd.	Individual Worker(s)	19-Dec-17	Non-OSH	The Complainant alleged that he/she had resigned from the factory due to irregularities with payment of his/her salary and is yet to receive the payment for 4 months' work.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Wisteria Textiles Ltd.	Individual Worker(s)	18-Dec-17	Non-OSH	The Complainant alleged that he/she had resigned from the factory on 30 October 2017 and is yet to receive his/her salary from the month of June to the month of October 2017 (five months). He/she further alleged that Factory Management were non-cooperative and failed to assure him/her on the payment of his/her dues.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1

JMS COMPOSITE KNITWEAR LTD (BANGLADESH S1)	Individual Worker(s)	16-Dec-17	Resolved	The Complainant(s) alleged non-approval of leave including sick leave, harassment and verbal abuse by the management.	Having reviewed the matter, considered the documentation supplied by factory management and following an Accord Trainer's visit to the factory, the Accord hereby finds that the Complaint is not upheld. Consequently, factory management is relinquished from any further matters related to the allegations contained within the Complaint and the Accord thanks all parties for their cooperation.	1
Cassiopea Fashion Ltd	Individual Worker(s)	15-Dec-17	Non-OSH	The Complainant alleged workplace altercation with co-worker.	Non-OSH complaint. Not processed by Accord.	1
Sienkee Garments Ltd (Abdur Rashid Complex)	Individual Worker(s)	12-Dec-17	Non-OSH	The Complainant(s) alleged that Factory Management have paid workers their salaries in irregular installments since October 2017 and that they are awaiting some outstanding payments, including the salary for November 2017.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Seo Wan Bangladesh Ltd.	Individual Worker(s)	12-Dec-17	Resolved	The Complainant alleged that a particular worker had been subjected to workplace violence (i.e using inappropriate slang, slapping and pushing) and misbehaviour by a named mid-level manager over a sustained period originating from a dispute regarding payment of his/her first month's salary. Complainant further alleged that he/she was forced to resign from the factory.	Following discussions with the Accord, Factory Management assured that workplace violence will not be tolerated. Accord distributed an anti-workplace violence notice to workers and all employees.	1
Global Merchants	Individual Worker(s)	11-Dec-17	Non-OSH	The Complainant(s) alleged that Factory Management have retrenched (i.e. laid off / terminated the employment of) more than ninety-five (95) workers, including the president and vice president of the newly formed trade union at the factory, giving only one day's notice.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	2
Factory Name Withheld	Individual Worker(s)	10-Dec-17	Withdrawn	The Complainant alleged workplace altercation with co-worker.	Having submitted the Complaint, the Complainant contacted the Accord and confirmed that he/she wished to withdraw the Complaint as by that time the matter had been internally resolved.	1

MAGPIE KNIT WEAR LTD	Individual Worker(s)	10-Dec-17	Non-OSH	The Complainant(s) alleged that Factory Management are paying the salaries late every month, sometimes even a month late.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Orion Knit Textiles Ltd.	Individual Worker(s)	10-Dec-17	Non-OSH	The Complainant alleged that he/she resigned in October 2017 and has yet to receive his/her resignation benefits, being told instead that the paperwork is stalled.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	2
Eco Couture Ltd	Individual Worker(s)	10-Dec-17	Resolved	The Complainant(s) alleged several issues related to worker health and safety, including: loose connections in the sewing machines causing regular shocks, lack of knife guards for over-lock machines causing workers to get cuts in their fingers, lack of potable drinking water, insufficient emergency lighting.	Accord Engineers inspected the factory and found broken electrical power sockets and inadequate illumination along egress routes. The factory management was given one month to complete the required remediation and to provide pictorial evidence to the Accord to show they had completed the work. The Accord then distributed a pamphlet to all workers to inform them of this outcome.	1
Knit Asia Ltd.	Individual Worker(s)	10-Dec-17	Resolved	The Complainant expressed concern for workers' safety because the ground and first floors of the factory had not been evacuated during structural remediation / retrofitting work.	Accord engineers were dispatched to the factory and found that factory had installed safety props in accordance with the accepted prop layout plan. The engineers also found that adequate safety barriers were in place on all floors around the areas where structural remediation / retrofitting work was taking place. Based on the above, it was deemed unnecessary to evacuate the entire floor during the structural remediation / retrofitting work. The Accord distributed a pamphlet to all workers in the factory to advise as to the outcome of the matter.	2

Apparel 21 Ltd.	Individual Worker(s)	5-Dec-17	Resolved	The Complaint(s) alleged that on 30 November 2017 there was a physical altercation at the factory involving a number of workers and Factory Management, which led to 100-150 workers receiving a show cause letter on 3 December 2017. It was further alleged that the Management called the police giving the names of 9 - 10 workers, causing one of those workers to be placed in jail.	Factory Management disputed the account of the Complainant(s), alleging instead that Factory Management had to call in the Industrial Police in order to contain the levels of violence caused by approximately 14 workers, supported by a further 40. Despite making every effort, the Accord could find no way to challenge the version put forth by Factory Management, and hence, after some time, the Complaint was closed.	1
Majumder Garments Ltd (relocation)	Individual Worker(s)	4-Dec-17	Unresolved	The Complainant(s) alleged workplace violence.	The Accord attempted to proceed further with the Complaint but was unable to do so; the Complainant(s) disengaged from the process.	1
Orion Knit Textiles Ltd.	Individual Worker(s)	30-Nov-17	Non-OSH	The Complainant alleged that he/she resigned in September 2017 and have yet to receive his/her resignation benefits, being told instead that the paperwork is stalled.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	3
Ayesha Clothing Co. Ltd.	Individual Worker(s)	30-Nov-17	Unresolved	The Complainant(s) alleged that a named member of mid-level management had engaged in sexual harassment with a number of workers.	The Complainant(s) do not want their anonymity breached and, as such, the Accord was unable to supply the additional specific information about the alleged incident or incidents to Factory Management as to do so would expose the identity of the Complainant(s). Factory Management was held to have conducted as good an investigation into the matter as the limited information supplied allowed.	1

AB APPARELS LTD	Individual Worker(s)	29-Nov-17	Non-OSH	<p>The Complainant(s) alleged that the Factory Management did not pay salaries for the month of June 2017 and terminated, without paying entitlements, 103 workers between 18 - 22 September 2017 following a roadside demonstration on 14 September 2017 calling for the due wages to be paid. It was further alleged that some workers witnessed blood on the cutting machine and factory floor on that same day (14 September 2017).</p> <p>According to the Complainant(s), the 103 workers did not want to be reinstated to their employment with the factory.</p>	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
AJ Fashions Limited	Individual Worker(s)	27-Nov-17	Resolved	The Complainant alleged workplace violence.	<p>Factory Management had engaged senior head office management in the investigation; had conducted refresher training for all pertinent parties within the factory; had installed suggestion boxes in private areas of the factory and communicated same to workers; and had demonstrated sufficient seriousness with how the Complaint has been dealt. Furthermore Accord tried to contact the Complainant to get his/her confirmation but was unable to reach him/her.</p>	1
CROSSLINE KNIT FABRICS LTD.	Individual Worker(s)	26-Nov-17	Withdrawn	The Complainant alleged workplace violence followed by unfair termination from employment without the payment of dues allegedly owed.	<p>During the investigation, the Complainant contacted the Accord and confirmed that he/she wished to withdraw the Complaint as the matter had been mutually resolved between him/her and Factory Management.</p>	1

Visual Knitwares Ltd.	Individual Worker(s)	24-Nov-17	Resolved	The Complainant(s) alleged that newly recruited factory management prohibited workers from bringing mobile phones in the factory, making it difficult for the workers to communicate with their family. The Complainant(s) also alleged that the management cancelled the upcoming Participation Committee nominee list and that Safety Committee members did not feel comfortable to raise safety concerns with the management.	Following a visit from the Accord to the factory, the Safety Committee was reformed, as the previous Safety Committee had been dysfunctional due to resignation of its members. The allegation regarding the use of mobile phones in the factory falls outside the scope of the Accord and was therefore not processed.	1
Factory name withheld	Individual Worker(s)	24-Nov-17	Withdrawn	The Complainant alleged unfair termination from employment without payment of dues allegedly owed.	Having submitted the Complaint, the Complainant contacted the Accord again the following day and confirmed that he/she wished to withdraw the Complaint as by that time he/she had rejoined the factory.	1
KSS Knit Composite Ltd.	Individual Worker(s)	22-Nov-17	Non-OSH	The Complainant alleged unfair termination from employment without payment of dues allegedly owed.	Non-OSH complaint. Not processed by Accord.	2
Snowtex Outer Wear Ltd	Individual Worker(s)	22-Nov-17	Resolved	The Complainant(s) alleged that the introduction of a new shift pattern to the security guards increases the working hours and has an adverse impact on work-life balance.	During the investigation Factory Management made it clear that the overtime is worked on a voluntary basis. The Accord sought and received independent verification that this message had been communicated to the workers.	1
Factory Name Withheld	Individual Worker(s)	20-Nov-17	Withdrawn	The Complainant alleged unfair termination from employment without payment of dues allegedly owed.	Having submitted the Complaint, the Complainant contacted the Accord the following day and confirmed that he/she wished to withdraw the Complaint as by that time he/she had received the payment.	1
Crony Tex Sweater Ltd.	Individual Worker(s)	19-Nov-17	Resolved	The Complainant(s) alleged a structural safety hazard caused by a 4feet long crack on the 2nd floor where the finishing section is located.	Accord engineers were dispatched to the factory and removed some of the newly installed tiles and found no crack. There were no visible signs of cracking or deflection of slab. No remediation was required from the issue raised in the Safety and Health Complaint. The Accord distributed a pamphlet to all workers in the factory to advise as to the outcome of the matter.	1

Factory name withheld	Individual Worker(s)	19-Nov-17	Withdrawn	The Complainant(s) alleged workplace violence by mid level management.	Having submitted the Complaint, the Complainant contacted the Accord and confirmed that he/she wished to withdraw the Complaint as by that time the matter had been internally resolved.	1
Ripon Knitwear Ltd	Individual Worker(s)	18-Nov-17	Resolved	The Complainant(s) alleged that a named member of mid-level management had engaged in workplace violence with a number of workers.	Following an investigation involving numerous parties, the Accord determined that the alleged incident did occur. During a visit to the factory, the Accord met with Factory Management, who were cooperative throughout. The Accord posted anti-violence notices at the workplace and read same aloud in order that all workers were aware of the outcome of the Complaint and their rights in the event of incidents of workplace violence.	1
Visual Knitwares Ltd.	Individual Worker(s)	16-Nov-17	Non-OSH	The Complainant alleged unfair termination from employment without payment of dues allegedly owed.	Non-OSH complaint. Not processed by Accord.	1
Factory Name Withheld	Individual Worker(s)	15-Nov-17	Not processed	The Complainant alleged that the factory has a high worker turnover rate and suspects that he/she may get terminated at any moment.	Not processed. Factory is not a listed supplier to Accord Signatory Brands. The Accord offered the Complainant the numbers for DIFE and the Ministry of Labour, but the Complainant declined to take the numbers.	1
P.M. Knittex (Pvt.) Ltd.	Individual Worker(s)	14-Nov-17	Resolved	The Complaint(s) alleged that there was a boiler explosion at P.M. Knittex (Pvt.) Ltd. that may had affected the overall safety of the building. The Complainant(s) also informed there were casualties and possibly fatalities.	Accord engineers were dispatched to the factory and found that no boiler explosion had occurred but rather during maintenance and installation work on the 1st floor boiler room, one of the valves on an inlet pipe was mistakenly opened. Due to back pressure of the boiler, there was a discharge of hot steam with a noticeable sound. The maintenance team of the factory was working in the boiler room at the time and two people got injured. The factory stated that they both had received treatment at a local hospital and were released. The Accord distributed a pamphlet to all workers in the factory to advise as to the outcome of the matter.	1

Orion Knit Textiles Ltd.	Individual Worker(s)	13-Nov-17	Non-OSH	The Complainant alleged that he/she resigned on September 30 2017, but had yet to receive payment of his/her final settlement or his/her salary for the month of September 2017. The Complainant alleged that he/she contacted the Admin department of the factory, and as per their request, and they claim to have forwarded the papers to the head office but were waiting for the head office to revert.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Snowtex Outer Wear Ltd	Individual Worker(s)	13-Nov-17	Resolved	The Complainant alleged that he/she was suffering from an extreme headache but that his/her sick leave was not granted. It was also alleged that he/she was not permitted to resign, despite making a clear request in this regard.	Following various communications with the Factory Management, the Complainant's sick leave was granted in the first instance. Following that and following careful deliberation on his/her part, the Complainant decided that he/she wanted to resign, was permitted to do so and received all his/her dues.	1
Zoom Sweaters Ltd	Individual Worker(s)	13-Nov-17	Resolved	The Complainant(s) alleged several issues, including the lack of safety training provided to the workers, the practice of forcing pregnant workers to resign, sick leave not being approved, and egress paths being blocked. The Complainant(s) also had concerns about the selected worker participation committee.	Following an unannounced inspection in the factory conducted by Accord Trainers, the factory was required to take corrective measures to the findings. On a later visit to the factory, an Accord Trainer confirmed that these matters had been resolved. The Accord further acknowledges that the factory management facilitated the reconstitution of the factory Safety Committee after the registration of the trade union in the factory, which has also been verified by the Accord Trainer.	1
Cosmopolitan Industries PVT Ltd (Epic)	Individual Worker(s)	12-Nov-17	Non-OSH	The Complainant alleged that named members of mid-level management discouraged him/her from raising safety related issues and that he/she was suspended for refusing to comply with their instructions.	During the course of the Initial Assessment it became apparent that the Complainant's suspension was not related to Safety and Health and thus falls outside the scope of the safety and health complaint mechanism of the Accord. Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1

Visual Knitwares Ltd.	Individual Worker(s)	11-Nov-17	Resolved	The Complainant(s) alleged that the ground floor of the production building was vibrating severely during retrofitting work and that this caused concern about the safety of the workers.	Accord engineers were dispatched to the factory and found that the vibration was caused by the drilling of holes through the slabs and chipping of plaster from the columns. The vibration, also felt during the inspection, was determined to be normal for such structural remediation work and that this posed no danger to workers. During the inspection, no structural distress was observed in any structural members of the building. The Accord distributed a pamphlet to all workers in the factory to advise as to the outcome of the matter.	1
Factory Name Withheld	Individual Worker(s)	9-Nov-17	Not processed	The Complaint(s) alleged that the salary is low, the annual increment is insufficient, that workers are not permitted to exit the factory during the day and that union members face termination from employment in the event that their union membership is discovered.	Not processed. Factory is not a listed supplier to Accord Signatory Brands.	1
ABM Fashions Ltd.	Individual Worker(s)	9-Nov-17	Resolved	The Complainant(s) alleged that a named member of mid-level management has a tendency to behave "in a very rude manner with the workers".	During the course of the Initial Assessment to determine whether the complaint fell under the Accord Complaint Mechanism on Safety and Health, the Accord received information that Factory Management had taken an initiative to increase the awareness of mid-level management in regard to expected behavior and the possible consequences of violations. The mid-level manager named in the complaint resigned from his/her post during the course of the Initial Assessment period. The Accord rechecked with the Complainant(s) and was advised that the situation in the factory had greatly improved and that there were no inclination to pursue the complaint further.	1

Shyms Fashion Ltd (Present Location)	Individual Worker(s)	8-Nov-17	Resolved	The Complainant(s) alleged serious verbal and physical abuse as well as threats by Trade Union members.	Following in-depth engagement, with all parties utilizing the ILO Better Work Programme, and with the assistance of the Solidarity Center and the direct intervention of BIGUF, the Accord has been advised that the underlying issues which gave rise to the Complaint have been, and continue to remain, resolved. The Accord engaged in independent verification of these claims, including with the Complainants, and hereby finds that there has been no repeat incident since the all-party meeting in Dhaka at which point the framework action plan was agreed.	2
FAKIR APPARELS LTD.	Individual Worker(s)	8-Nov-17	Resolved	The Complainant(s) alleged that resignation is not allowed by the management and that work pressure is high at the factory.	The Accord has found that factory management has taken necessary steps to reduce work pressure and has reformed the resignation procedure to enable workers to transparently resign from the factory. Separately, the Accord also confirmed payment of dues to the worker(s) who left the factory as a consequence of the workload at that time.	1
TRUST TROUSER	Union	8-Nov-17	Unresolved	The Complainant(s) alleged that: 1. Named mid level factory managers scolded workers using inappropriate words and beat female workers with their hands; 2. A generator on the fourth floor of the factory is making loud noises; 3. The generator operator does not have a license; 4. There is no registered doctor at the factory but a nurse occasionally treats workers; and 5. Maternity leave allowance are not paid.	Having commenced with the investigation, the Accord attempted to proceed further but was unable to do so as the factory had permanently closed in the meantime.	1
Wisteria Textiles Ltd.	Individual Worker(s)	7-Nov-17	Non-OSH	The Complainant alleged that, upon his/her resignation from the factory, Management paid neither his/her resignation benefit nor his/her salary of the previous months.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1

Zoom Sweaters Ltd	Individual Worker(s)	6-Nov-17	Resolved	The Complainant(s) alleged several issues including: unauthorized child labor, improper payment of maternity benefits, termination of pregnant workers, a lack of daycare facility, a lack of nurses during overtime hours, locked first-aid boxes, a lack of water filters, a lack of personal protective equipment and basic hygiene necessities, high work pressure and deduction of salary for not reaching the daily target, for making mistakes, or for taking leave.	<p>Following an unannounced inspection in the factory conducted by Accord Trainers, the factory was required to take corrective measures to the findings related to occupational health and safety. On a later visit to the factory, an Accord Trainer confirmed that these matters had been resolved.</p> <p>Other allegations related to wages, benefits and the daycare center fall outside the scope of Accord and were therefore not processed.</p>	1
Indesore Sweater ltd.	Individual Worker(s)	5-Nov-17	Resolved	The Complainant alleged sudden termination of employment without any benefits as as an act of reprisal on the part of the factory due to the involvement of the Complainant in the Accord Complaint Mechanism on Safety in a prior complaint concerning structural safety.	<p>Following an investigation, the Accord issued a requirement from that the Factory Management offer reinstatement to all complainant workers.</p> <p>In the course of verification that the required remedy had been implemented, the Accord received information from one Complainant that he/she was in fact not terminated from his /her position and was by that time working in the factory without any difficulties.</p> <p>During the course of the investigation the Accord came to know that the other 2 Complainants, following the commencement of the Accord investigation, had been paid a sum of money to compensate for having had their employment at the factory cease. Factory Management offered reinstatement to the Complainants, but they did not wish to return to the factory and preferred to keep the monies they had received.</p>	3
Wisteria Textiles Ltd.	Individual Worker(s)	5-Nov-17	Non-OSH	The Complainant alleged that he/she was laid off in August 2017 and had yet to receive his/her due salary owed from May 2017.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1

Cosmopolitan Industries PVT Ltd (Epic)	Individual Worker(s)	4-Nov-17	Resolved	The Complainant(s) alleged that the agenda for Safety Committee meetings was not provided with due notice and that the absence of an adequate safety notice board in the factory meant that workers are unaware of Safety Committee activity.	Following an investigation and further verification, the Accord found that factory management provided agenda for the Safety Committee meeting to the members, formed a new Safety Committee according to the proper procedure and updated the notice board to inform everyone in the factory about the meeting and the decisions that were made during the meeting.	1
Snowtex Outer Wear Ltd	Individual Worker(s)	4-Nov-17	Non-OSH	The Complainant alleged unfair termination from employment without payment of dues allegedly owed.	Non-OSH complaint. Not processed by Accord.	1
Indesore Sweater Ltd.	Individual Worker(s)	4-Nov-17	Resolved	The Complainant(s) alleged flooding in the basement which may had led to deterioration in the structural columns.	Accord engineers were dispatched to the factory and found that heavy rainfalls over extended periods had increased the pore water pressure. Water seepage may had likely occurred due to micro voids in the basement slabs. There were no signs of structural distress such as cracks, tilting or any apparent differential settlement of the structure. Also, as per the Accord accepted Detailed Engineering Assessment, the foundation system of the building was adequate for the loading conditions. On 21 December 2017, the Accord distributed a pamphlet to all workers in the factory to advise as to the outcome of the matter.	3
Zoom Sweaters Ltd	Individual Worker(s)	4-Nov-17	Resolved	The Complainant(s) alleged several issues including non-payment of salary, harassment of workers by factory management when they complained about the non-payment, storage blocking the entrance stairs, broken faucets and closed washrooms.	Following an unannounced inspection in the factory conducted by Accord Trainers, the factory was required to take corrective measures for the findings related to occupational health and safety. The Accord Trainer confirmed via a visit to the factory later that these matters had been resolved. The non-payment of salary alleged in the complaint was outside the scope of Accord and therefore not processed. This part of the complaint was forwarded to Accord signatories and labour partners.	1

Wisteria Textiles Ltd.	Individual Worker(s)	2-Nov-17	Non-OSH	The Complainant alleged he/she had resigned from the factory but had not received due salary and severance payments.	Non-OSH complaint. Not processed by Accord.	1
Adury Apparels Ltd.	Individual Worker(s)	2-Nov-17	Non-OSH	The Complainant alleged sudden termination from employment without payment of dues allegedly owed.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Orion Knit Textiles Ltd.	Individual Worker(s)	2-Nov-17	Non-OSH	The Complainant(s) alleged unfair termination from employment without payment of dues allegedly owed to workers.	Non-OSH complaint. Not processed by Accord.	1
Factory Name Withheld	Individual Worker(s)	1-Nov-17	Not processed	The Complainant(s) alleged that Factory Management were taking photos of workers without any explanation as to the purpose of said photos.	Not processed. Factory is not a listed supplier to Accord Signatory Brands.	1
Visual Knitwares Ltd.	Individual Worker(s)	1-Nov-17	Resolved	The Complainant(s) alleged absence of canteen facilities in the factory and misbehavior of the security personnel. The Complainant(s) also alleged that the Safety Committee meeting, which is supposed to take place every three months, never occurs.	During a visit from the Accord to the factory the Safety Committee was found to be dysfunctional because several of its members had resigned. The Safety Committee has since been reformed. The factory management refuted the allegation of misbehavior of security. The allegation regarding the canteen facility was outside the scope of the Accord and therefore not processed.	1
Orion Knit Textiles Ltd.	Individual Worker(s)	1-Nov-17	Non-OSH	The Complainant(s) alleged that the employment of 150 workers was wrongfully terminated without payment of dues and monies owed.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Zoom Sweaters Ltd	Individual Worker(s)	31 October 2017	Resolved	The Complainant(s) alleged forced overtime, non-payment of overtime allowance, work on Friday, lack of health facilities in the factory, lack of awareness regarding wearing the protective mask, non-payment of maternity benefit and leave, and deduction of attendance in case workers do not reach their daily target.	Following an unannounced inspection in the factory conducted by Accord Trainers, the factory was required to take corrective measures to the findings related to occupational health and safety. On a later visit to the factory, an Accord Trainer confirmed that these matters had been resolved. Overtime payment, maternity benefits and other wage related issues alleged in the complaint were out of the scope of the Accord and therefore not processed. These complaints were forwarded to signatories and labour partners.	1

Doreen Apparels Ltd	Individual Worker(s)	26 October 2017	Unresolved	The Complainant(s) alleged that a member of mid-level management had engaged in sexual harassment with a number of workers.	Closed due to the inability to contact the Complainant(s) following the submission of the Complaint, despite numerous attempts on the part of the Accord.	1
YUSUF APPAREL (Changed as FASHION WATCH LTD)	Federation	24 October 2017	Non-OSH	The Complainant(s) alleged unfair termination of employment.	Non-OSH. Not processed by Accord.	1
Taqwa Fabrics Ltd.	Individual Worker(s)	23 October 2017	Resolved	The Complainant(s) alleged that the factory building is not safe, without providing any specifics.	The Accord engineers consulted the Detailed Engineering Assessment and all previous Follow Up Inspection reports and determined, absent specific allegations, that there was no basis for the general claim that the factory was unsafe as the retrofitting work has already been completed and reviewed by Accord engineers.	1
Shyms Fashion Ltd (Present Location)	Individual Worker(s)	22 October 2017	Non-OSH	The Complainant(s) alleged discrimination based upon inter-union rivalry within the factory.	Non-OSH. Not processed by Accord.	1
Factory Name Withheld	Individual Worker(s)	21 October 2017	Not processed	The Complainant(s) alleged that the production target for workers had been increased from 2,500 pieces per day to 4,500 pieces per day and that this was beyond the ability of workers to produce. Separately, the Complainant(s) alleged that they were forced to work overtime. Finally, it was alleged that overtime was not paid.	Not processed. Factory is not a listed supplier to Accord Signatory Brands.	1
HASAN TANVIR FASHION WEARS LTD.	Individual Worker(s)	17 October 2017	Non-OSH	The Complainant alleged that his/her employment was terminated by Factory Management due to the fact that he/she was absent for 6 days due to family issues.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Amity design ltd.	Individual Worker(s)	17 October 2017	Resolved	The Complainant alleged unfair termination of employment.	Resolved without Accord intervention as the Complainant later informed the Accord that the matter is resolved and he/she got all his/her dues and does not want to go back to the factory.	1
HASHMATULLAH KNIT WEARS LTD.	Federation	16 October 2017	Not processed	The Complainant(s) alleged sudden factory closure.	Not processed. Factory had previously closed. Accord is following up via separate closure mechanism.	1

Multitex Knit Composit Ltd.	Federation	16 October 2017	Not processed	The Complainant(s) alleged that upon learning of the new registration of a trade union at the factory, Factory Management took various steps to thwart the establishment of the union, including but not limited to organising an assault by local goons on 09 September 2017 with a view to preventing trade union leadership who worked at the factory from entering the premises and that, during the course of this assault, three (3) workers were injured.	The Accord investigated the Complaint and found that there was a prior agreement to settle the matter and as any non adherence to a non Accord agreement is not a matter for the Accord, the Accord found that the complaint did not fall within the remit of the Accord Complaint Mechanism on Safety and Health.	1
Factory Name Withheld	Federation	16 October 2017	Not processed	The Complainant(s) alleged sudden factory closure without payment of dues allegedly owed to workers.	Not processed. The factory had been inspected by the Accord but is currently out of scope of the Accord, having been transferred to the inspection program under the Government of Bangladesh National Tripartite Action Plan for Fire and Building Safety. More info at https://bangladeshaccord.org/factories-handed-over-to-the-government-of-bangladesh	1
Factory Name Withheld	Individual Worker(s)	16 October 2017	Not processed	The Complainant alleged unfair termination of employment.	Not processed. Factory is not a listed supplier to Accord Signatory Brands. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
Agami Fashion Ltd	Individual Worker(s)	15 October 2017	Non-OSH	The Complainant alleged that having worked at the factory for four years, he/she resigned and sought to collect his/her two years earned leave payments in line with existing policy. The Complainant alleged waiting until two months after his/her resignation to collect the monies owed, in line with an agreement with management, but that when he/she went to the factory after this time he/she was informed that there was a new policy which precluded him/her from getting this payment.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1

Apparel 21 Ltd.	Individual Worker(s)	12 October 2017	Resolved	The Complainant(s) alleged that there was a workers' strike at the factory, that police were present, and that Factory Management were creating pressure on workers to carry out their duties.	The Accord monitored the situation in real time and was communicating in an ongoing basis with workers, Factory Management and Accord Signatory Brands sourcing from the factory. The Accord later determined, having been advised by all parties that the underlying matter at the root of the two complaints received on this same matter at this factory having been settled and after a reasonable amount of time had passed without further incident, that the matter was closed.	1
Factory Name Withheld	Individual Worker(s)	11 October 2017	Withdrawn	The Complainant alleged unfair termination of employment.	Having submitted the Complaint, the Complainant contacted the Accord the following day and confirmed that he/she wishes to withdraw the Complaint.	1

Adury Apparels Ltd.	Individual Worker(s)	10 October 2017	Resolved	<p>The Complainant(s) alleged that:</p> <ol style="list-style-type: none"> 1. It is common practice in the factory not to permit medical leave; 2. Excessive overtime is routinely practiced and it is not unusual for workers to work from 8:00am until 10:00pm or midnight. This issue is exacerbated by the fact that many workers live 2 - 3 kilometers from the factory and traveling home at that hour is unsafe, particularly for female workers; and 3. Many older workers have had their employment terminated without any valid reason and without proper payments. 	<p>1. In regard to sick leave approval, Factory Management stated that they have a sound policy for this. When it was put to Factory Management that there could be a gap between policy and practice in some quarters, particularly given the remarkably low level of sick leave, Factory Management accepted that this could be possible but, they maintain, unlikely. Nevertheless, Factory Management has stated that a refresher training course shall be held for all junior members of management to reinforce the policy that it is not the role of members of Factory Management to second guess a medical opinion as to the health or otherwise of a worker in their charge.</p> <p>2. In regard to overtime in general, Factory Management was extremely forthcoming with the Accord during the course of the investigation, and stated that in or around July and August 2017 workers did work large amounts of overtime as a consequence of the production pressures associated with the Eid holiday but that absent these two months there was no issue. The factory admitted that some workers were leaving the factory at 10pm and midnight, but that these workers commenced their shift at 2pm, and this explanation was found to be credible upon further examination.</p> <p>3. In respect of the allegation that older workers had their employment terminated, the Accord deemed this to be non-OSH, meaning that this portion of the Complaint was not processed and the allegation was shared with Brand and Labour Colleagues.</p>	1
Snowtex Outer Wear Ltd	Individual Worker(s)	10 October 2017	Non-OSH	<p>The Complainant alleged that he/she had personal problems and this led to his/her employment being terminated without receiving any termination benefit.</p>	<p>Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.</p>	1

YUSUF APPAREL (Changed as FASHION WATCH LTD)	Federation	8 October 2017	Resolved	The Complainant(s) alleged lack of water in the washroom after 1 pm, absence of prayer room facility for female workers, absence of overtime allowance and meal during overtime and excessive workload. The Complainant(s) further alleged verbal and physical harassment by the supervisor.	The Accord, having investigated the matter, attended the factory on 16 January 2018 to discuss and close any outstanding matters and explore what preventive measures, if any, Factory Management has taken in order to minimise the likelihood of further similar incidents. During the visit, it was noted that no further complaints had been submitted to the Accord in regard to Yusuf Apparel (changed as Fashion Watch) and it was explained that two new appointments with the Welfare Officer were made in October 2017. It was further explained that Welfare Officers have the ability to exert some executive functions in the event that a quick resolution of a situation is warranted. This complaint was processed in parallel with other complaints alleging similar facts at the factory, and all were resolved to the Accord's satisfaction.	6
Factory Name Withheld	Individual Worker(s)	7 October 2017	Not processed	The Complainant(s) alleged unfair termination of employment.	Not processed due to the inability to contact the Complainant(s) to seek clarification, despite numerous attempts to do so.	1
Bellissima Apparels Limited	Individual Worker(s)	7 October 2017	Resolved	The Complaint(s) alleged that the Safety Committee members who were carrying out their duties were sometimes encountering problems with union members who appeared to be frustrated that it was members of the Safety Committee who were responsible for discharging safety issues.	Following discussions involving Factory Management, members of the Safety Committee and the Union Federation with which the factory level union is affiliated, all issues were resolved and the Safety Committee members reported that they were undertaking their duties freely and with support.	1
A-One Polar Limited	Individual Worker(s)	5 October 2017	Non-OSH	The Complainant(s) alleged that Factory Management terminated the employment of approximately 150 workers without any reason and without paying proper termination benefits. The Complainant(s) specifically mentioned that out of 18 loaders, Factory Management had terminated 13 loaders without paying them their due salary and termination benefits.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1

Taqwa Fabrics Ltd.	Individual Worker(s)	5 October 2017	Unresolved	The Complainant(s) alleged that workers are forced to work on weekends.	Complaint closed due to the inability to contact the Complainant(s) following the submission of the Complaint, despite numerous attempts on the part of the Accord.	1
Kenpark Bangladesh Apparel (Pvt.) Ltd.(K-5)	Brand representative	4 October 2017	Resolved	The Complainant alleged several issues including - 1. obstructed staircases, corridors and passageways 2. expired fire license 3. unapproved generator 4. insufficient emergency lights 5. unorganized and scattered wires and cables which may case safety hazards 6. storage under the staircase 7. no visual alarms for noisy areas 8. lack of medical examination facilities for the workers	Following an investigation by the Accord Engineers, the factory required to remove all the blockages from the egress paths and exit stairs, relocate the water station from the egress path and install/repair emergency lights in accordance with Accord standard in the mentioned time. The Accord distributed a pamphlet to all workers in the factory to advise as to the outcome of the matter.	1
Factory name withheld	Individual Worker(s)	4 October 2017	Non-OSH	The Complainant(s) alleged unfair termination from employment.	Non-OSH complaint. Not processed by Accord.	1
Norp Knit Industries Ltd Unit 2	Individual Worker(s)	3 October 2017	Non-OSH	The Complainant alleged that he/she was forced to resign from the factory by the Production Manager (PM) as the PM wished to recruit his own friends to join the factory.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Individual Worker(s)	2 October 2017	Not processed	The Complaint(s) contacted the Accord regarding personal relationships in the factory.	Non-OSH, not processed.	1
Mahadi Fashion (Pvt.) Ltd.	Individual Worker(s)	2 October 2017	Resolved	The Complainant alleged unfair termination from work due to her pregnancy.	Having reviewed the submitted documentation, spoken to interested parties and considering the length of time since the alleged incident, the Accord cannot conclude that there was a termination on the grounds of pregnancy.	1
Factory Name Withheld	Individual Worker(s)	28-Sep-17	Withdrawn	The Complainant(s) alleged that the factory was not providing proper termination benefit.	Non-OSH. The Complaint was withdrawn by the Complainant(s).	1
Mahdeen Sweater Ltd.	Individual Worker(s)	27-Sep-17	Resolved	The Complainant(s) alleged that the introduction of new equipment in the knitting section has led to civil unrest, the factory being closed for three days, worker protests, workplace violence carried out by Factory Management and the intervention of the police.	The Accord was subsequently informed that all 744 workers involved in the original reported scenario are back working at the factory. The Accord received written confirmation from factory management that the above was accurate.	1

Mega Yarn Dyeing Mills Ltd	Individual Worker(s)	26-Sep-17	Resolved	The Complainant(s) alleged that during the past 7-8 months, workers in the mending section of the factory have been forced to work extra hours without additional pay, that this causes workers to become fatigued and that female workers are concerned about their safety as they travel home at such a late hour.	Having investigated the Complaint, the Accord finds as follows: Factory Management, in consultation with a non-Accord Signatory Brand and ILO Better Work Bangladesh introduced a new shift pattern in February 2017, having taken signed consent from the workers affected in December 2016. The Accord believes that some workers are encountering problems with working this shift pattern and signed the consent form having not anticipated the impact of the new shift pattern upon their lives. However, the Accord finds that the impacts are social and family related and not related to safety and health.	1
Rupa Fabrics Limited	Individual Worker(s)	26-Sep-17	Resolved	The Complainant(s) alleged that the drinking water provided by the factory is not fit for consumption and that there are no working exhaust fans in the cutting and sewing sections.	In the course of the Initial Assessment of the Complaint, the factory Safety Committee - in conjunction with the Accord - set about addressing the issues raised. The Accord had received pictorial evidence from Factory Management that all matters were either resolved or were being dealt with. The Accord conducted follow up discussions and confirmed that these matters were resolved.	1
Cosmopolitan Industries PVT Ltd (Epic)	Federation	24-Sep-17	Resolved	The Complainant(s) alleged that some 400 workers did not attend the "All Employee Meeting & Informational Session # 2" of the Accord Safety Committee Training Program held at the factory on 18 September 2017 due to the actions of Factory Management and that the Accord Dedicated Trainer assigned to the factory on that day may have been complicit in preventing the workers' attendance.	Following an investigation the Accord determined that 400 employees did not attend the "All Employee Meeting & Informational Session # 2" but that this was a result of a misinterpretation by Factory Management that admin staff were exempt from attending, rather than deliberate malfeasance. It was also held that the Accord Dedicated Trainer did not act complicitly and it was shown that she did, in fact, visit the factory floor and interview workers to ensure that they had attended the event. The Accord held a make-up All Employee Session on 21 November 2017 and verified that all remaining workers were present.	1

Orion Knit Textiles Ltd.	Individual Worker(s)	23-Sep-17	Non-OSH	The Complainant(s) alleged that "new factory rules" caused the forced resignation of 5-6 members of management and that this group of employees did not receive the requisite termination benefit, nor did they receive the proper amount of salary for the hours worked.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Individual Worker(s)	21-Sep-17	Not processed	The Complainant(s) anonymously alleged that in order to facilitate leave for the Eid holy festival, Factory Management was forcing all workers to work on two consecutive Fridays as a general working day with no provision of overtime.	Not processed due to the inability to contact the Complainant to seek clarification, despite numerous attempts to do so.	1
Globus Garments Ltd.	Individual Worker(s)	21-Sep-17	Resolved	The Complainant alleged workplace violence in an incident which emanated from him/her allegedly missing set production targets and which ultimately led to him/her being told to leave the factory.	After the Accord raised the matter with Factory Management, and at the same time as two other complaints were being processed in relation to the factory, Factory Management took the initiative to offer reinstatement to the the Complainant and the Complainant accepted. The Accord met with the Complainant during a visit to the factory and confirmed that all matters had been settled. Following the distribution of a pamphlet to workers accompanied by a verbal and written statement by the Accord against workplace violence, made to all workers on 6 November 2017 with the factory requiring to stop production for the duration of the announcement, the Accord deemed the matter closed.	1
Q Point Fashions Ltd (Relocation)	Federation	20-Sep-17	Resolved	The Complainant alleged that her employment was terminated due to the fact that she is pregnant and further claimed that she did not receive any termination benefit.	Following careful review of the documents submitted by Factory Management and having further conversations in relation to the matter, the Accord concludes as a finding of fact that the Complainant was pregnant, but that the ending of her employment relationship was not in any way connected to her pregnancy.	1

KSS Knit Composite Ltd.	Individual Worker(s)	19-Sep-17	Resolved	The Complainant alleged unfair termination of employment as a result of illness and without proper payment of termination benefits.	The Accord has been advised that a meeting took place between parties and that any and all monies owed to the Complainant had been paid. In light of the above information and following consultation with the Complainant, the Accord concluded that the matter was resolved.	1
SQ Celsius Limited	Individual Worker(s)	19-Sep-17	Resolved	The Complainant alleged that as a result of a prolonged absence from work, his/her employment status was unclear, and that this absence was the result of illness caused by working excessive overtime hours.	Upon being alerted to the matter, senior management at SQ Celsius contacted the Complainant directly to explain that despite his/her prolonged (unauthorized) absence from the factory, his/her employment status was unaffected. The source of the innocent misunderstanding on the matter also became evident during this conversation. Moreover, Factory Management presented credible evidence to the Accord that there was no such action taken against the Complainant; that they had in fact been remarkably patient with him/her in relation to unauthorized absences from the factory; and that any and all overtime at the factory was purely voluntary. During the course of the meeting between Factory Management and the Accord, the Complainant contacted the Accord and stated that as he/she was back at work from that morning, he/she had no wish to take the matter further. The Accord considered the matter resolved.	1
Apparel 21 Ltd.	Individual Worker(s)	19-Sep-17	Non-OSH	The Complainant(s) alleged that on 31 August 2017 four factory staff members were forced to resign from the factory and received salary payments only, and not other monies due under law.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1

Apparel 21 Ltd.	Individual Worker(s)	17-Sep-17	Resolved	The Complainants alleged that there was civil unrest at the factory, that twenty two (22) workers were held inside a room, that the Industrial Police and a local politician were present, and that this was causing great concern for workers.	In discussions with Factory Management, the Accord sought and received an assurance that the workers would be afforded safe egress through the factory gate where the Industrial Police was stationed, and this duly occurred. The terminated workers with whom the Accord spoke received their full termination benefit as per the provisions of Bangladeshi law, and there is no indication that any worker terminated did not receive their due termination benefit.	1
Dragon Sweaters Bangladesh Ltd	Federation	13-Sep-17	Non-OSH	The Complainant alleged that the factory didn't provide his/her lawful dues upon resignation.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Amtranet Limited	Individual Worker(s)	31-Aug-17	Non-OSH	The Complainant alleged the following: 1. Compared to other nearby factories, Amtranet Limited is providing fewer Eid holidays. The Complainant stated that they are getting five (5) leave days whereas other factories are getting eight (8) leave days during Eid-Al-Adha; 2. Complainant further alleged that workers do not receive adequate payment during their leave.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Individual Worker(s)	31-Aug-17	Not processed	The Complainant(s) alleged that the factory failed to provide an Eid bonus and did not grant Eid leave on time.	Not processed. Factory is not a listed supplier of Accord. The Complainant was provided with the contact numbers of the Department of Inspections of Factories and Establishments (DIFE) and the Ministry of Labour and Employment (MoLE) as per Complainant's request.	1
Factory Name Withheld	Individual Worker(s)	30-Aug-17	Not processed	The Complainant alleged workplace violence.	Not processed due to the inability to contact the Complainant following the submitting of the Complaint.	1

Impress Fashion Ltd	Individual Worker(s)	28-Aug-17	Resolved	The Complainant alleged workplace violence.	Following the investigation, the Accord deems that the Complaint is not upheld. However, the Accord has significant concerns regarding the manner in which the factory's investigations were conducted. As a precaution, the Accord required that Factory Management make an announcement to all workers in every department by reading the notice sent by the Accord. Separately, the Accord hereby required that a Statement Against workplace violence be placed, in Bangla, on each floor of the factory on a notice board or other highly visible area.	1
Factory Name Withheld	Individual Worker(s)	28-Aug-17	Not processed	The Complainant, who wished to remain anonymous, claimed that a refusal to carry out duties which were allegedly outside of job scope led to slang words being used by a supervisor and the promised remedial action by HR never materialised.	Not processed due to the inability to contact the Complainant following the submitting of the Complaint.	1
ARTISTIC DESIGN LTD	Individual Worker(s)	28-Aug-17	Non-OSH	The Complainant alleged that 41 workers had their employment terminated for no legitimate reason. The Complainant further alleged that management stated that the terminated workers will not be paid the Eid bonus.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Individual Worker(s)	27-Aug-17	Not processed	The Complainant(s) alleged that the salary sheets presented to social auditors do not accurately reflect the payment of workers.	Not processed. The factory is not a listed supplier of Accord.	1
Tusuka Denim Ltd & Tusuka Washing Ltd.	Individual Worker(s)	27-Aug-17	Non-OSH	The Complainant alleged unfair termination of employment without receiving his/her entitlement.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1

THE ROSE GARMENTS DESIGNERS LTD	Individual Worker(s)	27-Aug-17	Resolved	The Complainant alleged that he/she was physically assaulted by a manager.	This was one of two Complaints of alleged workplace violence in the same factory. The Accord visited the factory, spoke with approximately 25 workers and determined that there was no merit to the Complaint. The Accord informed all workers that a Complaint had been lodged and posted on every floor a notice to that effect.	2
Factory Name Withheld	Federation	26-Aug-17	Not processed	The Complainant alleged the following: 1. Three workers from the factory did not receive their maternity entitlement; 2. If a worker is absent for one time, they are forced to resign from the factory; 3. The factory does not pay resignation entitlements; and 4. If a worker leaves their post "for a minute" then he/she does not receive the salary for that day.	Not processed. Factory is not a listed supplier of Accord. As the factory is an Alliance listed supplier, the Complainant was provided with the contact numbers for the Alliance as per Complainant's request.	1
Kuliarchar Sweater Industries Ltd	Individual Worker(s)	24-Aug-17	Not processed	The Complainant alleged that the factory closed down for not being able to complete the safetyremediation and workers are facing retrenchment.	Not processed as a Complaint, but processed under the Accord protocol for factory closures.	1
Shyms Fashion Ltd (Present Location)	Federation	24-Aug-17	Resolved	The Complainant(s) alleged the following: 1. Insects were found in the drinking water; 2. Fire doors and ailes are regularly blocked;	Accord engineers were dispatched to the factory and found that 1. Insects were not present but water filters were not working properly. 2. Fire door blockage was not found but storage was found on the exit stairs and in egress paths. 3. Aisles were found blocked on each floor. Accord had received pictorial evidence from the Factory Management that they had completed all the required remediation.	1
SQ Celsius Limited	Individual Worker(s)	24-Aug-17	Resolved	The Complainant alleged that despite reporting being ill, he/she was not permitted to leave the factory on sick leave.	Following constructive engagement with Factory Management, which included the supplying of medical documentation to demonstrate that the Complainant was seriously ill, the Complainant's sick leave has been approved, and he/she shall suffer no detriment arising from absence from work.	1

Globus Garments Ltd.	Individual Worker(s)	23-Aug-17	Resolved	The Complainant alleged that he/she and a co-worker were verbally attacked and forcibly removed from the factory following an altercation concerning workload and the nature of tasks assigned.	Following an investigation the Accord deemed that the Complainant and the co-worker should be reinstated to the factory. Factory Management and the Complainant and the co-worker entered into direct discussions and it became clear that due to the securing of alternative employment, the Complainant was no longer seeking reinstatement. The matter was resolved by Factory Management paying all monies owed to the Complainant and mentioned co-worker.	1
Globus Garments Ltd.	Individual Worker(s)	23-Aug-17	Resolved	The Complainant(s) alleged workplace violence carried by mid level management.	The Accord, having investigated the matter and met with Factory Management, attended the factory on 6th November 2017 to read out and post an anti-workplace violence notice. This complaint was processed in parallel with other complaints alleging similar facts at the factory, and all were resolved to the Accord's satisfaction.	2
Network Clothing Ltd	Individual Worker(s)	22-Aug-17	Resolved	The Complainant alleged that his/her line supervisor would not allow him/her to leave the factory, despite having been advised to go home by the factory doctor following an examination. The Complainant subsequently fell ill, did not return to the factory and was unclear as to his/her employment status.	During the course of the investigation, it emerged that senior management were not aware of the matter but offered to arrange for the Complainant to come back to the factory. However, the Complainant subsequently changed his/her mind as to remedy and wanted to resign from the factory instead. The Accord received confirmation from the Complainant that Factory Management have paid his/her Entitlement.	1
Denitex Ltd	Individual Worker(s)	21-Aug-17	Non-OSH	The Complainant alleged that Factory Management refuse to accommodate in the factory day care centre for her baby and stated that if she cannot leave her baby at home then she can leave the factory. Following the verbal exchange, the Complainant left the factory.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1
ARTISTIC DESIGN LTD	Individual Worker(s)	21-Aug-17	Non-OSH	The Complainant alleged unfair termination of employment for at least 32 workers.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1

FAKIR APPARELS LTD.	Individual Worker(s)	21-Aug-17	Resolved	The Complainant(s) alleged that workers use Personal Protective Equipment (PPE) incorrectly.	Accord Trainers visited the factory without disclosing the precise purpose of the visit, and based upon their observations and following interviews with workers, the Accord deemed that PPE is available to relevant workers and is being utilized correctly. Therefore, the Accord found no merit in the Complaint.	1
Robintex (Bangladesh) Ltd.	Individual Worker(s)	20-Aug-17	Resolved	The Complainant alleged that: 1. the ceiling fans in the Finishing Section of the factory are not functioning adequately; 2. one water tap on the factory floor is broken; 3. the locks in the women's toilets are broken. The Complainant allegedly informed the Factory Management but these issues have not been fixed.	The Accord, in investigating the matter, spoke to Safety Committee representatives and required them to investigate the matter, advise Factory Management on steps that had to be taken and monitor remediation of the issues identified. The Accord received confirmation and pictorial evidence from the Safety Committee and the Complainant(s) that Factory Management had resolved all issues with the involvement of the Safety Committee. The Accord distributed a pamphlet to all workers to advise them of the above.	1
FARIHA KNIT TEX LTD.	Individual Worker(s)	19-Aug-17	Resolved	The Complainant alleged forced and excessive overtime.	Following an investigation by the Accord it was clear that overtime at the factory is not "forced". However, an examination of the O/T sheets showed that the overtime could be considered "excessive", in that it was over and above the norm and could reasonably impact the safety and health of those workers who were working such long hours. Factory Management have assured that this situation will not reoccur in the near term as there is less pressure after Eid. The Accord will monitor developments but, absence any repeat occurrence, considers the matter closed.	1
Niagara Textiles Ltd	Individual Worker(s)	17-Aug-17	Non-OSH	The Complainant alleged unfair termination of employment due to altercation with his/her supervisor.	Non-OSH complaint. Not processed by Accord. The Complaint was forwarded to signatories and labour partners.	1

Crossline Factory (Pvt) Ltd.	Individual Worker(s)	9-Aug-17	Non-OSH	The Complainant alleged that a disagreement with his/her supervisor resulted in unfair termination of employment.	Following an Accord investigation, which included numerous conversations with the Complainant and Factory Management, and a review of the extensive documentation supplied by Factory Management, the Accord finds that the cessation of the Complainant's employment, whether by resignation or termination, was not related to Safety and Health. The Complaint was forwarded to signatories and labour partners.	1
Factory Name Withheld	Individual Worker(s)	9-Aug-17	Withdrawn	The Complainant alleged termination of employment due to internal politics.	Non-OSH but Complaint withdrawn by Complainant.	1
Factory Name Withheld	Individual Worker(s)	5-Aug-17	Not processed	The Complainant alleged there is no emergency exit staircase at the factory.	Non-Accord factory. Allegations forwarded to the Inspector General, Bangladesh Department of Inspection for Factories and Establishments, Ministry of Labour and Employment.	1
Azim Mannan Garments Ltd.	Accord Trainer	1-Aug-17	Resolved	The Complainant alleged that non-compliant gates with locking features were being utilised at certain exits of the factory.	During the course of the subsequent unannounced Accord inspection on 10 August 2017, there were no gates with locking features found at the factory.	1
Adury Apparels Ltd.	Individual Worker(s)	26 July 2017	Non-OSH	The Complainant alleged termination of employment based on false allegations.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to signatories and labour partners.	1
Advanced Composite Textile Limited	Individual Worker(s)	25 July 2017	Non-OSH	The Complainant alleged unpaid entitlement following resignation from his/her position at the factory.	Non-OSH complaint. Not processed by Accord. The complaint was forwarded to signatories and labour partners.	1

Unique Designers	Individual Worker(s)	23 July 2017	Resolved	The Complainant alleged forced termination of engagement with the factory's Safety Committee.	Having been informed of the Complaint, Factory Management claimed that the Complainant was terminated for reasons other than working with the Safety Committee. Following an investigation, the Accord determined that the Complainant was terminated as a result of his/her work with the Safety Committee. Consequently, the Accord required that the Complainant be reinstated and Factory Management did so on 29 July 2017. The Accord checked with the Complainant on 30 July 2017 and he/she confirmed being reinstated. On 12 September 2017, the Accord distributed a pamphlet to the workers informing them about the complaint and the steps that were taken to fix the problem.	1
Visual Knitwares Ltd.	Individual Worker(s)	19 July 2017	Resolved	The Complainant(s) alleged 1. unhygienic conditions in the washroom area; 2. that workers in the Quality Section of the factories do not use rubber mats for feet support.	In conjunction with other issues identified via parallel complaints submitted in respect of this factory, the Accord Trainer worked with the factory-level Safety Committee to resolve the issues identified. On 12 September 2017, the Accord distributed a pamphlet to all workers at Visual Knitwear informing them of the outcome of this and concurrent safety Complaints.	1
Factory name withheld	Individual Worker(s)	18 July 2017	Resolved outside Accord complaints mechanism	The Complainant alleged unfair termination of employment, with no prior notice.	The Complainant was advised that the Complaint was non-OSH. Before informing the Factory Management, Accord Signatory Brands and Labour Colleagues about the Complaint, the Complainant informed the Accord that he/she had been reinstated to the former position.	1
Factory Name Withheld	Individual Worker(s)	16 July 2017	Not processed	The Complainant alleged that the factory closed without warning and that entitlements were not paid.	Not processed. Factory is no longer a listed supplier of Accord, having closed in January 2016.	1
Factory name withheld	Federation	16 July 2017	Not processed	The Complainant alleged discrimination and persecution by Factory Management.	Accord did not process this Complaint as the allegations concerned a factory which is not an Accord listed factory.	1
Factory name withheld	Individual Worker(s)	15 July 2017	Non-OSH	The Complainant alleged unfair termination of employment.	Non-OSH complaint. Not processed by Accord.	1

THE WELL TEX LTD	Individual Worker(s)	12 July 2017	Non-OSH	The Complainant alleged that the Factory Management did not pay his/her entitlement following resignation.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Visual Knitwares Ltd.	Individual Worker(s)	12 July 2017	Non-OSH	The Complainant alleged that a canteen was running inside the factory approximately two years ago, and asked whether the canteen can be reinstated.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Factory name withheld	Others	12 July 2017	Non-OSH	The Complainant alleged unfair termination of employment and no termination benefits being paid.	Non-OSH complaint. Not processed by Accord.	1
Factory name withheld	Others	12 July 2017	Non-OSH	The Complainant alleged unfair termination of employment, due to inability to bridge a 'communication gap' with the other members of his/her team.	Non-OSH complaint. Not processed by Accord.	1
Four Brothers Fashion	Individual Worker(s)	11 July 2017	Resolved	The Complainant alleged forced termination of employment due to advanced pregnancy.	During the investigation, Factory Management contended that the Complainant was not terminated but in fact was granted maternity leave, but that due to an administrative impediment it had yet to be paid. The Accord required that Factory Management make the necessary arrangements to pay the Complainant and confirm directly with her that she was on maternity leave, and those requirements were complied with by Factory Management within hours. The Accord remained in contact with the Complainant and verified on 15 July 2017 that she had been paid the monies owed and that Factory Management confirmed that she was on maternity leave.	1

Green Life Knit Composite Ltd	Individual Worker(s)	11 July 2017	Resolved	<p>The Complainant alleged that the licence of a factory boiler has been expired, that the boiler was running for 24 hours without a break and that workers had approached Factory Management expressing their fear that a boiler incident may occur.</p>	<p>The Accord referred the Complaint to the Office of the Chief Inspector of Boilers in Bangladesh, the Department of Inspections for Factories and Establishments and the Ministry of Labour and Employment. The inspection by the Office of the Chief Inspector of Boilers held that the boiler license had expired, that there was no evidence that those persons operating the boiler were qualified to do so and that Factory Management failed to provide the necessary documents related to the maintenance of the boiler. The factory was required to immediately cease use of the boiler pending renewal certification and fulfilment of all other conditions as per the requirements of the Chief Inspector of Boilers. By 15th July 2017 the Factory Management completed the necessary steps and a boiler certificate was issued. On 24th July 2017 the Accord distributed a pamphlet advising all workers at the factory of the outcome of the Complaint.</p>	1
TM FASHIONS LTD	Accord Trainer	11 July 2017	Resolved	<p>An Accord Trainer conducting a Training Session at the factory alleged that there were non-compliant gates with locking features at the factory, and provided pictorial evidence to substantiate the Claim.</p>	<p>Based upon the pictorial evidence and the account of the Accord Trainer, the factory was escalated to Stage 1 of the Accord escalation protocol. Factory Management responded swiftly explaining that the lockable gates were a temporary measure for added security during the Eid closure and not meant to be used whilst workers inhabited the factory. Moreover, the gates were already removed and Factory Management provided pictorial evidence in this regard. The factory will remain at Stage 1 escalation pending confirmation that the gates were removed at the next scheduled Accord Follow Up Inspection at the factory.</p>	1

Factory name withheld	Individual Worker(s)	11 July 2017	Not processed	The Complainant alleged unfair termination of employment.	Not processed. Factory is not a listed supplier of Accord. Complainant supplied with contact numbers for DIFE and Ministry of Labour and Employment via SMS as per complainant's request.	2
Factory Name Withheld	Individual Worker(s)	10 July 2017	Not processed	The Complainant alleged workplace violence.	Despite several attempts, Accord could contact neither the Complainant nor the alleged victim. Not processed by the Accord. However, in unrelated cases concerning workplace violence at the same factory, the Accord visited the factory, stopped production and went from floor to floor reading out the Accord statement against workplace violence at this factory. The Accord further required that the Accord statement against workplace violence was posted on every noticeboard in the factory for workers to read.	1
Factory Name Withheld	Individual Worker(s)	10 July 2017	Withdrawn	The Complainant alleged that he/she wanted to resign from the factory but that Factory Management initially refused to grant permission to resign, and when they eventually did, the Complainant claimed that the severance payment received was less than was due.	The Complainant later decided to withdraw the Complaint, giving no reason for doing so.	1

Medlar Apparels Ltd	Individual Worker(s)	8 July 2017	Resolved	The Complainant alleged that at the moment of contact, a fire was occurring at the factory.	<p>The Accord conducted a post-fire inspection and produced a report requiring the following remediation:</p> <ol style="list-style-type: none"> 1. All electrical cables in areas affected by fire and heat must be checked for damage by qualified electrical technicians to be contracted by Medlar Apparels Ltd. owners with any damaged electrical cables and elements replaced with to-standard, listed materials by 20 July 2017. 2. Defined areas of the in-process storage and dedicated storage areas must be immediately fire-separated with fire rated construction. 3. Fire doors of exit stairs which were damaged in the fire must be immediately replaced. 4. Exit signs and emergency lights in affected areas must be immediately replaced. 5. Design and installation of water based fire protection system must be completed by 30 September 2017. 6. All fire alarm & detection system cabling and other elements damaged in the fire must be replaced with to-standard, listed materials by 31 July 2017. 7. All loads on the ground, 1st and 2nd floors must be immediately evacuated. 8. Adequate propping, as determined by a qualified structural engineer, must be immediately installed in the areas identified in the Accord report on the ground and 1st floor. The propping plan must be provided to and accepted by the Accord Chief Safety Inspector and Lead Structural Engineer. The factory is required to submit the propping design and drawing by 16 July 2017. 9. Concrete core tests, rebar tests and carbonation tests of all the affected structural members of first and second-floor must be immediately performed and the results provided to the Accord. 10. A Detailed Engineering Assessment (DEA) of the entire building, including the affected prestressed flat slab at first and second floors, must be carried out immediately. 11. An acceptable quality DEA report must be submitted to Accord for review 	1
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Orion Knit Textiles Ltd.	Individual Worker(s)	8 July 2017	Non-OSH	The Complainant alleged unfair termination of employment without receiving his/her entitlements.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	11
Factory name withheld	Individual Worker(s)	8 July 2017	Non-OSH	The Complainant alleged unfair termination of employment.	Non-OSH complaint. Not processed by Accord.	1
Snowtex Outer Wear Ltd	Individual Worker(s)	5 July 2017	Resolved	The Complainant alleged that s/he was unfairly terminated from employment due to the fact that it took her/him too long to get from the roof (which is where s/he was stationed) during a fire drill to the assembly point. The Complainant stated that s/he was delayed as s/he had to check that the factory's six stairwells were clear before proceeding to evacuate her/himself.	<p>Factory Management stated that the Complainant, a security guard, had in fact resigned before the internal investigation into the matter had concluded.</p> <p>Upon investigation, the Accord discovered that the Complainant had understood for various reasons that s/he was compelled to resign as a result of the incident.</p> <p>The Accord visited the factory during the course of the investigation, taking a tour of the facilities and evaluating from where the Complainant had to evacuate in conjunction with the location of the assembly points.</p> <p>The Accord, in requiring that the Complainant be reinstated to her/his post, also mandated that s/he is to undergo a Refresher Training on fire safety, with specific emphasis on evacuation procedure. Equally, the Accord required that all staff stationed in single duty posts undergo similar training so that they are adequately prepared in the event that there is an evacuation. Factory Management were fully cooperative throughout this investigation and in implementing the Accord's requirements.</p> <p>The Accord did acknowledge that Factory Management hold monthly fire drills and take the issue of fire safety very seriously, which is to be encouraged.</p>	1

Factory Name Withheld	Federation	4 July 2017	Withdrawn	The Complainant alleged workplace violence by floor supervisor.	Complainant withdrew the complaint, informing the Accord that the worker(s) on whose behalf the complaint was raised, received financial compensation from Factory Management for their damaged belongings.	1
Factory Name Withheld	Individual Worker(s)	3 July 2017	Not processed	The Complainant alleged unfair termination of employment for 200 workers from the factory without receiving their entitlements.	Not processed. Factory is not a listed supplier of Accord. Complainant supplied with contact numbers for DIFE and Ministry of Labour and Employment via SMS as per complainant's request.	1

Orion Knit Textiles Ltd.	Individual Worker(s)	2 July 2017	Resolved	<p>The Complaint/s alleged the following:</p> <ol style="list-style-type: none"> 1. There are cracks in the walls along the north side stair of the building; 2. The temperature of the working environment is too high due to inadequate circulation and number of fans; 3. The roof is leaking; 4. The baby care center of the factory lacks minimum facilities for the babies; 5. Factory workers do not receive the necessary leave and female workers do not receive enough maternity leave; 6. On Friday 23rd June, 2017 at approximately 12.00 pm Factory Management, without warning, forced 40 workers to resign against their will. It was further alleged that they were forced to sign the salary sheet without receiving any salary, that workers did not receive their Eid bonus and that some were owed dues for the years 2015 & 2016. 	<p>In regard to the matters related to Safety and Health, the factory was required to take the following corrective actions:</p> <ol style="list-style-type: none"> 1. The factory engineer is required to monitor the crack and if it reappears, Factory Management must immediately inform the Accord, engage a qualified structural engineering consultant to investigate the cracks, carry out all remedial work as determined by consultant and provide all reports and remediation proposals to Accord for review and acceptance. 2. The areas affected by water leakage must be immediately repaired to avoid structural deterioration. Factory management must submit pictorial evidence of such repairs to the Accord by 20 July 2017. 3. Proper ventilation must be provided by installing an adequate number of exhaust fans and having all exhaust fans currently installed operational, including the six (6) which appeared to be out of order on the 2nd floor. 4. The factory should receive consultation from a qualified person / entity on the adequacy and condition of the child care room and implement their recommendations. <p>In respect of the non-OSH matters, these were not processed. These allegations were shared with Accord Signatory Brand and Labour Colleagues. On 17 September 2017 The Accord distributed a pamphlet to inform workers as to the outcome of the Complaint.</p>	1
Hop Lun Apparel Ltd	Others	15 June 2017	Non-OSH	The Complainant alleged unfair termination of employment without receiving his/her entitlements.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Factory Name Withheld	Federation	12 June 2017	Not processed	The Complainant alleged workplace violence.	Not processed. Non-Accord factory.	1

YUSUF APPAREL (Changed as FASHION WATCH LTD)	Federation	11 June 2017	Resolved	The Complainant alleged workplace violence.	The Accord found merit in the charge. Factory Management issued a written warning to the supervisor concerned and conducted training for mid-level managers. The Complainant was moved to a new department and when the Accord followed up, some weeks later, was working without incident.	1
FAKIR APPARELS LTD.	Individual Worker(s)	8 June 2017	Resolved	The Complainant(s) alleged sexual harassment against a number of individuals in the factory.	Having investigated the matter, including independently interviewing witnesses, the Accord found no merit in the allegations of sexual harassment leveled in the Complaint. The Complainant(s) were advised of the outcome.	1
Hop Lun Apparel Ltd	Individual Worker(s)	7 June 2017	Unresolved	The Complainant alleged misbehaviour by line supervisor and other mid level management.	Having commenced with the investigation, the Accord attempted to proceed further but was unable to do so. This was due to the complete disengagement of the Complainant from the process at that time by virtue of his/her refusal to communicate with the Accord.	1
P.N. Composite Limited	Others	6 June 2017	Resolved	The Complainant(s) alleged a lack of adequate ceiling fans and exhaust fans on the 1st floor of the factory. As a result, workers are allegedly suffering from excessive heat.	Following an inspection by the Accord Engineers it has been recommended that proper and adequate air ventilation shall be ensured throughout the working areas on the 1st floor. Factory management was given one (1) month in which to complete the above required remediation, and one week to inform the Accord of the measures they propose to correct the excessive heat and lack of adequate ventilation. The Accord distributed a pamphlet to all workers to advise them of the above.	1

Suad Garments Industries Ltd	Federation	6 June 2017	Resolved	The Complainant alleged that workers were forced to undertake forced overtime duties against their will.	Having been contacted regarding the allegations of forced overtime, Factory Management rejected the allegations. During the course of the investigation, the Complainant informed the Accord that the practice of forcing workers to undertake overtime had ceased, and as such there is no need to proceed further with the Complaint.	1
THE FINERY LIMITED	Individual Worker(s)	6 June 2017	Resolved	The Complainant alleged unfair termination due to pregnancy.	Following a telephone conversation with the Accord, the Factory Management agreed to reinstate the worker. The worker was paid retroactively, in addition to receiving an Eid bonus. The Complainant requested to receive the salary for the time she was absent from work and while the Accord passed this request onto Factory Management, the response was negative. The Accord does not see merit, on the facts in this case, in compelling the factory to do otherwise.	1

Wisteria Textiles Ltd.	Accord Trainer	6 June 2017	Resolved	<p>A worker representative of the factory Safety Committee informed an Accord Trainer during the course of a Training Session that the Stenter machine had malfunctioned on previous occasions causing flames to be emitted therefrom.</p> <p>Separately, during a walkthrough with the Safety Committee, the Accord Trainer observed low hanging electrical wiring at certain points in the factory, fire doors held open by bricks and a slippery surface in front of both male and female toilets.</p>	<p>The factory was required to increase the frequency with which the Stenter machine was cleaned so as to minimise dust particle build up and store combustible materials at least 10 feet from the Stenter machine.</p> <p>All aisles must be kept free from storage and the maximum allowable storage height for materials must be strictly observed.</p> <p>No loose wiring was found during the Accord Engineer's inspection.</p> <p>Nevertheless, Factory Management were required to ensure that there are no low hanging electrical wires.</p> <p>The installation of the fire doors and their integration with the alarm system was required to be completed by 15 August 2017.</p> <p>In regard to the areas which were deemed to present a slipping hazard, Factory Management is required to keep these areas mopped and dry.</p> <p>On 31 July, 2017 the Accord distributed a pamphlet to all workers at the factory to inform them as to the outcome of the Complaint.</p>	1
Tung Hai Knitting & Dyeing Ltd	Federation	1 June 2017	Non-OSH	<p>The Complainant(s) allege that: Factory Management have committed unfair labour practices, including depriving workers of their regular dues and compensations and maternity leave;</p> <p>Factory Management arranged for workers to be intimidated with the use of outside, paid agents;</p> <p>approximately 2,000 workers did not receive their wages for the month of April 2017.</p>	<p>Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.</p>	1

<p>GOLDEN TIMES SWEATER & DYEING LTD.</p>	<p>Anonymous</p>	<p>31 May 2017</p>	<p>Resolved</p>	<p>The Complainant/s alleged that all the stairwells are blocked and that egress from the building is greatly hindered as a result.</p>	<p>An Accord engineer visited the factory on 31 May 2017 for an unannounced inspection. Although the engineer faced initial resistance from Factory Management when he attempted to gain entry to the factory, when the engineer did enter the factory, no obstructions were found on the stairwells. Accord distributed a pamphlet on 9 July 2017 in order to advise workers as to the outcome of the matter.</p>	<p>1</p>
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Aman Tex Limited	Individual Worker(s)	29 May 2017	Resolved	<p>The Complainant alleged that excessive heat and a lack of toilet facilities had an adverse impact on the health of workers at the factory.</p>	<p>In regard to the issue of excessive heat, Factory Management must keep the exhaust fans turned on at all times during hot weather. In the event that Factory Management does not wish to utilise the exhaust fans due to any concerns relating to the impact on the production process, other measures to reduce excessive heat, such as ceiling fans, air conditioning, limiting the time of workers' exposure to the high temperature environment, must be implemented. The toilet available for use for the workers in the wash section was sufficiently close that no remediation was required on this matter and in relation to the cutting (and quality) section(s) on the first floor, during discussions Factory Management agreed to open two officer toilets on the first floor which may be used by women workers from that point forward.</p> <p>The Accord required Factory Management to post a notice advising workers that the officer toilets on the first floor may be used as female toilets for all women workers.</p> <p>The Accord Trainer for the factory worked closely with the Safety Committee in monitoring the execution of the remediation steps above, and will continue to do so going forward.</p> <p>On 3 August 2017 the Accord distributed a pamphlet to all workers at the factory to inform them as to the outcome of the Complaint.</p>	1
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Globus Garments Ltd.	Individual Worker(s)	29 May 2017	Resolved	The Complainant alleged unfair termination from work due to her pregnancy.	<p>Following a meeting held on 04 June 2017, at the Accord offices and attended by Factory Management and various Accord Signatory Companies, Factory Management proposed that the complainant could recommence work at the factory the following day, 05 June 2017.</p> <p>The time for which she had not worked in the factory would be counted as Leave or Special Leave, with the net result being that she shall not suffer any loss of earnings.</p> <p>The Complainant would, it was proposed, take maternity leave at the appropriate time as would normally be the case.</p> <p>This proposal was put to the Complainant and, separately, to her representative and all parties were in agreement.</p> <p>The Complainant recommenced work without incident and Factory Management took the necessary steps to properly and seamlessly reintegrate her into the factory.</p>	1
Mawna Fashion Ltd.	Individual Worker(s)	29 May 2017	Resolved	The Complainant alleged forced overtime.	<p>Factory Management took immediate steps to ensure that the issue identified in the Complaint does not arise again, and shared those plans with the Accord. Having confirmed that workers no longer feel pressured to work overtime since the assurance by Factory Management was given, the Accord hereby considers this matter resolved.</p>	1
Factory Name Withheld	Individual Worker(s)	28 May 2017	Not processed	The Complainant alleged insufficient termination benefit by management.	Not processed. Factory is not a listed supplier of Accord.	1
Factory Name Withheld	Individual Worker(s)	28 May 2017	Not processed	The Complainant alleged irregular payment by Factory Management.	Not processed. Factory is not a listed supplier of Accord.	1
Surma Garments Ltd.	Individual Worker(s)	24 May 2017	Non-OSH	The Complainant alleged unfair termination of employment and insufficient entitlement due to alleged act of workplace violence.	Non-OSH complaint. Not processed by Accord.	1
Impress Newtex Composite Textile Ltd	Individual Worker(s)	22 May 2017	Non-OSH	The Complainant alleged unfair termination from work due to involvement in quarrel with other worker.	Non-OSH complaint. Not processed by Accord	1

Global Merchants	Individual Worker(s)	15 May 2017	Resolved outside Accord complaints mechanism	The Complainant alleged that the Factory Management hired a person to assist in the physical assault of a worker, causing serious injuries to the head.	During the course of the investigation, the parties settled the matter privately. The Accord confirmed the above with the Complainant.	1
Apollo Knit Wear (BD) Ltd	Federation	14 May 2017	Unresolved	The Complainant alleged workplace injury and unfair termination of employment.	The Complainant was paid for duty on 1st and 2nd April 2017; s/he was paid her/his earned leave allowances for a six year period; and the dues owed for each Friday that s/he worked and had not been paid. The Complainant alleged that s/he was owed additional money, and is pursuing a case via the labour law.	1
Global Merchants	Individual Worker(s)	14 May 2017	Resolved outside Accord complaints mechanism	The Complainant alleged that a group of four workers were terminated from employment at Global Merchants on the evening of 13 May 2017 without prior notice. The Complainant further alleged that the dismissal was an act of reprisal for the Complainant's involvement in prior complaints submitted to the Accord.	The matter was settled by way of an agreement arrived at between Factory Management and the union federation, representing the workers, without the involvement of the Accord.	1
Visual Knitwares Ltd.	Individual Worker(s)	13 May 2017	Resolved	The Complainant alleged that the factory Safety Committee and the Worker Participation Committee were not elected via the proper procedure and that there is no nurse at the factory in case of emergency.	As there was an ongoing investigation already proceeding in this factory, with some overlap on the issues alleged, this Complaint was merged with the ongoing Complaint and both were investigated together. Factory Management recruited a nurse on 8 June 2017 and did so whilst keeping the Accord and the factory Safety Committee fully informed right throughout the recruitment process. Following an investigation, the Accord determined that the Worker Participation Committee was in fact elected and that the Safety Committee was duly appointed by an elected Worker Participation Committee.	1
N.A.Z Bangladesh Ltd.	Individual Worker(s)	12 May 2017	Non-OSH	The Complainant alleged unfair termination of employment without being paid termination benefit.	Non-OSH complaint. Not processed by Accord.	1

TUSUKA JEANS LTD	Individual Worker(s)	9 May 2017	Resolved	The Complainant alleged forced and excessive overtime.	The Accord conducted an investigation into the matter by reviewing the documents sent by Factory Management and speaking to numerous workers at factory level. While the documents supplied recorded that all workers had worked exactly two hours overtime per day (within the permitted limits), the Accord received conflicting accounts from the workers who were interviewed. However, during the course of the investigation, it was indicated to the Accord even by those who maintained that forced and excessive overtime was an issue at one time, that the practice had ceased upon the commencement of the Accord investigation. Equally, the Complainant(s) had stated that there was no need to move forward. Consequently and cognisant of the facts of the case, the Accord suspended the investigation and communicated to all parties that no further action was intended, absent ongoing monitoring of the situation.	1
Nexus Knit	Individual Worker(s)	8 May 2017	Non-OSH	The Complainant alleged not being paid the salary for April 2017.	Non-OSH complaint. Not processed by Accord.	1
SOUTHERN DESIGNERS LIMITED	Individual Worker(s)	7 May 2017	Non-OSH	The Complainant alleged unfair termination of employment.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1

FAKIR APPARELS LTD.	Individual Worker(s)	7 May 2017	Resolved	The Complainant alleged excessive heat generation due to the lack of proper ventilation.	During the inspection on 15 May 2017, the Accord discovered that the temperature in the factory ranged from 34.2 degrees C to 34.9 degrees C and that all of the twelve exhaust fans in the printing section were turned off. The Accord required that all exhaust fans remain on during hot weather or that in the event that exhaust fans cannot be used due to their impact on the printing process, other measure to reduce heat such as air conditioning, ceiling fans or limiting work time shall be utilised. The Accord continued to liaise with the factory Safety Committee to monitor progress and it was confirmed by the Safety Committee that all twelve fans had been fixed or replaced. The Accord distributed a pamphlet on 4 June, 2017 to advise workers as to the outcome of the Complaint.	1
Romo Fashion Today Ltd.	Individual Worker(s)	6 May 2017	Resolved	The Complainant alleged that a worker was injured as a result of bricks falling from the roof.	An Accord engineering team was dispatched on 7 May 2017 and produced a report holding that spalling of concrete occurred due to the dampness and corrosion of slab reinforcement. Upon further investigation it was discovered that there was no waterproofing on the roof and signs of water pooling were evident. Otherwise determining that the factory was safe for occupation, the Accord required that Factory Management engage an engineer and provide the report to the Accord, and Factory Management duly complied. The Complainant made a full recovery. The Accord on 30 May 2017 distributed a pamphlet to inform workers as to the outcome of the Complaint.	1
Factory Name Withheld	Individual Worker(s)	3 May 2017	Non-OSH	The Complainant alleged sudden closure of the factory.	Not processed. Factory is not an Accord Supplier Company.	1

HAMS GARMENTS LTD.	Individual Worker(s)	2 May 2017	Resolved	The Complainant alleged excessive heat generation due to exhaust fans on the factory floor not being functional.	The Accord conducted an investigation with the assistance of the factory-level Safety Committee and found that many of the fans were not functional and that this, in conjunction with the presence of a structure serving as an office, greatly hampered the cross ventilation in the factory. The Accord informed Factory Management that it was required to take appropriate measures to ensure that cross ventilation is maintained during working hours and that the exhaust fans remain functional all the time. The Accord received confirmation from the Safety Committee that Factory Management have implemented all required remediation.	1
Factory Name Withheld	Individual Worker(s)	27-Apr-17	Not processed	The Complainant alleged forced overtime.	Not processed. Factory is not a listed supplier of Accord.	1
Crony Tex Sweater Ltd.	Others	25-Apr-17	Resolved	The Complainant alleged a structural safety hazard caused by a large cantilever of the building that he/she alleged was bending.	Accord Engineers visited the factory on 25 April 2017 to conduct an unannounced visit for the purpose of investigating the allegations made. The cantilever was inspected with the use of lasers and via a practical exercise, and it was determined that it was not bending. However, the Factory Management were required to engage a qualified engineer to investigate the cause of corrosion on a window grill and the cause of the cracking of tiles, both of which were observed by the Accord Engineer in the course of the inspection of the cantilever. A pamphlet was distributed to workers outlining the Accord's findings.	1
Workfield Knitweares	Individual Worker(s)	25-Apr-17	Resolved	The Complainant alleged that water penetration on the 3rd and 4th floors caused workers to fear for their safety and quickly vacate the factory.	Accord engineers performed an inspection on 26 April 2017 and found no safety hazard: the factory floors were dry and the cabling was routed using cable trays and a bus bar trunking (BBT) system. On 16 May 2017, the Accord distributed a pamphlet to all workers in the factory to advise as to the outcome of the matter.	1

Factory Name Withheld	Individual Worker(s)	24-Apr-17	Not processed	The Complainant alleged excess load on the factory floor, leading to factory window grill curving.	Not processed. Not an Accord listed factory	1
ANANTA GARMENTS LTD	Federation	17-Apr-17	Non-OSH	The Complainant(s) alleged unfair termination of a worker's employment due to her pregnancy.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Good Rich Sweaters Ltd	Others	17-Apr-17	Resolved	The Complainant alleged cracks on the 4th, 5th and 6th floor of the factory building.	An Accord structural engineering team was dispatched on 17 April 2017 and determined that the cracks were non-structural in nature. On 17 April 2017 the Accord distributed a pamphlet to all workers at the factory advising that the cracks observed were non-structural in nature.	1
Suhcheon Company (BD) Limited	Federation	17-Apr-17	Non-OSH	The Complainant alleged sudden termination of 687 workers without being paid their entitlements.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1

Visual Knitwares Ltd.	Individual Worker(s)	13-Apr-17	Resolved	<p>The Complainant alleged that:</p> <ul style="list-style-type: none"> - The sewing machines at the factory are short circuiting, causing electrical shocks to workers; - The window panes often fall from their frames; - There is no nurse employed at the factory; - Unlawful termination of workers' employment; - There are discrepancies in the payments of salaries. 	<p>In regard to the issues related to the alleged unlawful termination and salary discrepancies, the Accord determined that these issues were non-OSH. These two issues were not processed by Accord and the Complaints were forwarded to signatories and labour partners.</p> <p>In relation to the electric shocks received by workers from the sewing machines, an Accord engineer went to the factory on 17 April 2017, issuing a report thereafter requiring Factory Management to take the necessary required remediation to prevent workers from receiving electric shocks. Factory Management subsequently installed the necessary earth connections and adjusted the circuit breaker response to adequately cope with the increased demand.</p> <p>In respect of the window panes, Factory Management replaced all the window panes which were not subject to future retrofitting.</p> <p>Regarding the absence of a nurse at the factory, the Accord worked with the Safety Committee to monitor the hiring of a replacement nurse, who began her duties on 8 June 2017.</p> <p>On 18 June 2017 the Accord distributed a pamphlet to advise all workers at the factory as to the outcome of the matters referred above.</p>	1
Factory name withheld	Federation	13-Apr-17	Not processed	The Complainant alleged unfair termination of employment for raising a safety issue with the Federation.	Not Accord listed factory. Not processed by Accord.	1
Factory Name Withheld	Individual Worker(s)	11-Apr-17	Not processed	<p>The Complainant alleged that the factory does not:</p> <ul style="list-style-type: none"> - Have a proper fire safety equipment; - Have an emergency exit; - Have a first aid kit; - Provide potable water; - Provide a clean toilet. 	Not Accord listed factory. Not processed by Accord.	1

Sterling Designs Limited	Individual Worker(s)	8-Apr-17	Non-OSH	The Complainant alleged the following behaviour by Factory Management: – Excess workload demanded; – Unfair treatment to the female workers; – Not processing the complaints that come through the complaint box; – Termination of employment of those who raise safety issues at the factory.	Non-OSH complaint. Not processed by Accord.	1
Ananta Apparels Ltd	Others	6-Apr-17	Resolved	The Complainant raised a concern in regards to the structural safety of the factory building.	The Accord engineers performed an ir	1
Factory Name Withheld	Federation	3-Apr-17	Withdrawn	The Complainant alleged that Factory Management forced 5 workers to resign from their job maintaining that they are underage.	The Complainant confirmed that the 5 workers have been reinstated at their job on 20 April 2017 and that they have been told by the Factory Management that they will be paid their 20 days due wages as well for days lost from work.	1
MIM Fashion Wear Ltd.	Individual Worker(s)	2-Apr-17	Resolved	The Complainant alleged a fire incident beside the factory.	Accord determined that the fire occurred more than 1 km away from Mim Fashion, that it was not related to the factory and that the factory was operating normally. The Accord could not reach the Complainant to inform as to the outcome of the Complaint, but did reach the person whom owned the phone that the Complainant used to call in the Complaint.	1
Interfab Shirt Mfg Co Ltd	Individual Worker(s)	20 March 2017	Unresolved	The Complainant alleged unfair retrenchment due to sickness.	Having commenced with the investigation and engaged with all parties, the Accord attempted to proceed further but was unable to do so. This was due to the complete disengagement of the Complainant from the process at that time by virtue of his/her refusal to communicate with the Accord, despite repeated efforts at outreach.	1
Crystal Martin Apparel Bangladesh Limited	Individual Worker(s)	20 March 2017	Resolved	The Complainant alleged that s/he was subject to reprisal for having filed a complaint to the Accord Complaints Mechanism on Safety and Health.	The information that was provided to the Accord by the Complainant, if true, did not constitute grounds for finding that a reprisal had occurred. When the Accord contacted the Complainant to advise her/him of the outcome of the Initial Assessment, s/he stated that there are no further issues.	1

Esquire Knit Composite Ltd.	Individual Worker(s)	20 March 2017	Resolved	The Complainant alleged that workers were instructed by management not to leave their work station and remain working even though the fire alarm was repeatedly ringing.	Accord engineers performed an inspection and found that management had already sealed the window which was causing hot air to enter the factory and setting off the fire alarm. The Accord required that factory management immediately take appropriate measures to modify their fire alarm system to conform to the NFPA-72 standard. See CAP for remediation status.	1
Esquire Knit Composite Ltd.	Individual Worker(s)	20 March 2017	Resolved	The Complainant alleged excessive heat generation due to the relatively small number of exhaust fans, which are switched off most of the time.	Accord engineers performed an inspection and found that, at the time of the inspection, all four exhaust fans in the relevant section were operating and the heat in that section was not excessive. The Accord informed factory Management that it was required to take appropriate measures to ensure that cross ventilation is maintained during working hours and that the exhaust fans remain turned on. See CAP for remediation status.	1
Kappa Fashion Wear Ltd	Federation	15 March 2017	Resolved	The Complainant alleged that the workers are afraid due to the ongoing retrofitting work.	The Accord determined that workers p	1
Factory name withheld	Individual Worker(s)	15 March 2017	Non-OSH	The Complainant alleged that the workers are losing their job due to the introduction of Jacquard machines into the factory, which causes workers in the knitting section to be displaced.	Non-OSH complaint. Not processed by Accord.	1
Knit Asia Ltd.	Individual Worker(s)	13 March 2017	Non-OSH	The Complainant alleged that Factory Management does not pay the right amount for maternity leave and does not compensate for unused earned leave.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
The Delta Composite Knitting Industries Ltd.	Individual Worker(s)	13 March 2017	Non-OSH	The Complainant alleged that s/he was terminated from her/his job by being forced to sign a resignation letter contrary to her/his wishes and that management stated that they wanted to reduce excess workers by "cutting old workers". The Complainant stated that s/he was one worker of many treated in this fashion.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1

Rio Fashion Wear Ltd	Federation	12 March 2017	Resolved	The Complainant alleged sudden termination of employment.	Following the Accord's initial engagement with the Complainant, his/her Union Federation and Factory Management, the parties met separately and reached an Agreement whereby the Complainant received notice pay of four (4) months, 30 days salary for every completed year of service, 19 days wages due and owing for the month of January 2017 and payment for accrued leave entitlement.	1
Crystal Martin Apparel Bangladesh Limited	Individual Worker(s)	6 March 2017	Resolved	The Complainant alleged that management does not cooperate in regard to his/her role within the Worker Participation Committee (WPC). The Complainant alleged numerous other matters, including: – salary related issues; – poor lunch quality; – problems relating to leave entitlements – forced termination of a worker; and – problems with the new late shift	In regard to the timing of the break times for the workers on the new late shift, Factory Management consulted with the affected workers and amended the break times to reflect the hours worked. In regard to the other complaints, they were held to be non-OSH. Nevertheless, Factory Management provided an adequate response to the matters alleged.	1
Green Life Knit Composite Ltd	Accord Trainer	6 March 2017	Resolved	Following a training session of the Safety Committee Training Program, the Accord trainer found that the dyeing section of the factory is very slippery making it difficult to walk on and creating a potential electrocution hazard.	Accord engineers performed an inspection and found that areas of the floor in the dyeing section were wet, which created a potential slipping hazard. The Accord required that Factory Management take appropriate measures in the dyeing section where there is water accumulation; that workers assigned to the dyeing section must wear rubber boots or similar footwear; and that electrical items, cords, or other electrical fixtures which could cause electrical shorting hazards or electrocution must not be located or exposed to wet or moist areas.	1
Global Merchants	Federation	5 March 2017	Non-OSH	The Complainant alleged that 40 workers were laid off from their positions in the knitting section of the factory as retaliation for submitting a prior Complaint to the Accord.	Non-OSH complaint. Not processed by Accord. Accord determined it was not a reprisal matter in determining the complaint to be non-OSH. Complaint forwarded to signatories and labour partners.	1

Factory Name Withheld	Federation	2 March 2017	Non-OSH	The Complainant alleged unfair labour practices at the factory.	Non-OSH complaint in a non-Accord listed factory. Not processed by Accord. Complaint had already informed the Joint Directorate of Labour and the Labour Ministry of the matter, removing the need for the Accord to do so.	1
YUSUF APPAREL (Changed as FASHION WATCH LTD)	Federation	27 February 2017	Resolved	The Complainant alleged that some of the workers of the factory were physically assaulted by the General Manager because they refused to fulfill the increased hourly targets set by Factory Management.	<p>The Accord's investigation uncovered a systemic pattern of sustained workplace violence at the factory. During the course of the Accord's investigation, Factory Management fired the General Manager for cause, stating to the Accord that he was "abusing" workers.</p> <p>It later emerged that the General Manager had allegedly stolen money which was collected by workers on behalf of a severely injured worker at the factory, who is also at the heart of another Complaint.</p> <p>The Accord required that Factory Management read out a written statement against workplace violence and place a written copy of that statement on every floor of the factory, where it can be seen.</p> <p>The Accord came to learn that Factory Management had substituted their own statement for that of the Accord, and it did not convey the message as intended.</p> <p>The Accord visited the factory, stopped production and went from floor to floor reading out the Accord statement against workplace violence at Yusuf Apparels.</p> <p>The Accord further required that the Accord statement against workplace violence was posted on every noticeboard in the factory for workers to read.</p> <p>From subsequent complaints and Accord investigations, this action was unsuccessful in preventing future incidents of workplace violence.</p>	2

Four Brothers Fashion	Individual Worker(s)	11 February 2017	Resolved	The Complainant raised a safety concern, noting that the factory allegedly has cluttered stairwells. It was further alleged that the number of fire drills held in the factory was inadequate.	During an unannounced inspection on 12th February 2017 Accord Engineers discovered blockages in the West staircase on all the floors of the factory and additional blockages on some aisles. Moreover, Factory Management were unable to provide the proper documentation necessary to record regular fire drills. The resultant report required Factory Management to set and adhere to minimum clearances at all times and to conduct regular fire drills with proper guidance and information for factory personnel. The Accord distributed a pamphlet to all workers to advise them of the above. See CAP for remediation status.	1
Islam Knit Designs Ltd.	Factory management	8 February 2017	Resolved	The Complainant alleged that a temporary gas connection being used to facilitate the change from a gas generator to a diesel generator was not up to Accord standard.	Following an Accord inspection on 09 February 2017, the Accord required that gas cables be supported by a cable tray; that multiple connections must be avoided; that the changeover switch be repositioned; and that these requirements had to be implemented by 21 February 2017 with pictorial evidence to be provided to the Accord. The Accord received pictorial evidence from the factory and determined that these issues have been resolved. Accord is monitoring the remediation of the factory. See CAP for remediation status.	1
Factory Name Withheld	Others	6 February 2017	Not processed	The Complainant alleged noise pollution due to on going retrofitting work of a non-Accord listed factory.	The Accord communicated with the Complainant that the factory is not Accord listed. Thus, the Accord did not process the case.	1
Jeans Express Ltd.	Federation	2 February 2017	Non-OSH	The Complainant alleged that the factory closed suddenly without any prior notice and that workers did receive no payments from factory management.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1

Fakir Fashion Ltd	Individual Worker(s)	30 January 2017	Resolved	The Complainant alleged unfavourable working conditions during the night shift due to the presence of excessive mosquitoes.	The Accord requested and received from Factory Management a mosquito eradication plan. Factory Management took numerous steps, both inside the factory and in the surrounding area, to eradicate the problem. The Accord verified with the Complainant that mosquito problem had abated. On 16 March 2017 the Accord visited the factory to distribute a pamphlet to the workers informing them that there was a Complaint and the steps that were taken to eradicate the mosquito problem.	1
Mission Fashion	Individual Worker(s)	30 January 2017	Non-OSH	The Complainant alleged unfair termination from work.	Non-OSH complaint. Not processed by Accord.	1
PAPILLON KNIT APPARELS LTD	Federation	9 January 2017	Resolved	The Complainant alleged 3 feet crack in the building.	The Accord found that there was a structural crack in one beam on the ceiling of the 1st floor, requiring propping to be installed pending full repair. Additionally, the Accord instructed that the area on the 2nd floor above the affected beam be evacuated and remain unoccupied until the repair work was carried out. The Accord distributed a pamphlet to all workers informing them of the outcome of the Complaint. The Accord will continue to monitor progress on the requirements listed above.	1
Factory name withheld	Individual Worker(s)	7 January 2017	Non-OSH	The Complainant alleged s/he didn't receive her/his proper benefits upon resigning from the factory.	Non-OSH complaint. Not processed by Accord.	1
Factory name withheld	Individual Worker(s)	7 January 2017	Not processed	The Complainant alleged s/he was forced to resign and did not receive the correct resignation benefits.	Not processed. Non-Accord factory.	1
Fountain Garments Manufacturing Ltd.	Federation	2 January 2017	Non-OSH	The Complainant alleged unfair termination of 130 workers due to their involvement in worker protests in the Ashulia area of Dhaka.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
That's It Sports Wear Ltd.	Federation	2 January 2017	Non-OSH	The Complainant alleged unfair termination of 96 workers due to their involvement in worker protests in the Ashulia area of Dhaka.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1

Sharmin Apparels Ltd	Federation	2 January 2017	Non-OSH	The Complainant alleged unfair termination of 109 workers due to their involvement in worker protests in the Ashulia area of Dhaka.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Dekko Designs Ltd	Federation	2 January 2017	Non-OSH	The Complainant alleged unfair termination of 176 workers due to their involvement in worker protests in the Ashulia area of Dhaka.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Pandora Sweaters Ltd.	Accord Trainer	28-Dec-16	Resolved	Complainant alleged locking features in a fire door of ground floor.	Upon initial investigation it was found that the design and installation of the door was in conformity with Accord requirements.	1
HAMS GARMENTS LTD.	Individual Worker(s)	25-Dec-16	Resolved	Complainant alleged injury of a number of workers during an evacuation following the sounding of the fire alarm. Complainant further alleged the non-cooperation of the factory Safety Committee, technical problems with the emergency lighting and that a CCTV camera is aimed at the safety hotline poster.	Following an Accord inspection on 28	1
Apex Lingerie Ltd.	Individual Worker(s)	22-Dec-16	Non-OSH	Complainant alleged that there were internal union problems at the factory.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Jeans Express Ltd.	Federation	20-Dec-16	Non-OSH	Complainant alleged that most of the workers suspect that the factory will close by January, 2017 and that, if this occurs, workers want their severance money and other benefits as per the requirements of the Labor Law.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Zaara Jeans & Knitwear Ltd.	Factory management	15-Dec-16	Resolved	Complainant(s) alleged that the factory was not maintaining an adequate load plan and had installed a boiler which exceeded the factory's load limit.	Accord Engineers performed an inspection and found that the boiler was within the permitted weight load of the factory. On 29 January 2017 the Accord distributed a pamphlet to all workers to inform them of these findings.	1
Asrotex	Individual Worker(s)	15-Dec-16	Resolved	Complainant alleged staircases were being blocked by cartoons most of the time.	Accord Engineers conducted an unannounced inspection on 20 December, 2016 and found that the stairways were blocked by cartons. The Accord later received pictorial evidence that the cartons on the stairs had been removed and egress aisles had been painted. A pamphlet was distributed to workers on 12th March, 2017 to advise them of the above.	1

Cotton Textile and Apparels Ltd.	Individual Worker(s)	14-Dec-16	Resolved	Complainant alleged that Factory Management did not allow the Safety Committee to carry out their duties without interference.	The Accord re-engaged with the factory under the aegis of the Safety Committee Training Program. The Accord attended the factory on 18 April, 2017 to find that the management Co-Chair and one worker had been changed. The Safety Committee stated to the Accord dedicated trainer that the Committee is functional. Factory Management has agreed to hold the All Employee Meeting #2.	1
Doreen Apparels Ltd	Union	14-Dec-16	Resolved	Complainant alleged that a 10 Ft long crack had been observed on the ceramic tiles on the 1st floor of the building.	On inspection, Accord Engineers found	1
FAKIR KNITWEARS LTD.	Individual Worker(s)	10-Dec-16	Resolved	Complainant alleged that announcements on the PA system at the time of a fire alarm sounding could not be heard and this meant that workers did not know whether or not they should evacuate from the factory.	The Accord used the All Employee Meeting of the Safety Committee Training Program at the factory to inform every employee that when the fire alarm sounds, workers must safely and promptly exit the factory and not pay attention to any simultaneous announcements on the PA system. Equally, the Accord met with Factory Management and received an assurance that the PA system shall not be used in conjunction with the fire alarm system given the confusion that was being created.	1
Global Merchants	Federation	8-Dec-16	Resolved	Complainant alleged that factory management detained and aggressively questioned the workers who accompanied the Accord engineer during an Accord inspection related to a prior Complaint.	Following a meeting with Factory Management and an Accord Signatory Company a way forward was agreed which ensures that workers shall not be targeted for taking part in Accord activities. A second, confidence-building meeting between factory management on the one part and the Union Federation and workers was held, which was constructive and productive.	1

Esquire Knit Composite Ltd.	Individual Worker(s)	7-Dec-16	Resolved	Complainant alleged that workers were instructed by management not to leave their work station and remain working even though the fire alarm was repeatedly ringing. They also allege that 4 emergency exit doors on the 7th floor are kept locked.	In relation to the element of the Complaint	1
Global Merchants	Union	6-Dec-16	Resolved	Complainant alleged that due to on going construction work, workers feel insecure to work in the factory.	The Accord investigated the complaint and found that, subject to certain conditions, the factory was safe for occupation and production. However, factory management voluntarily chose to temporarily close for remediation work. Later the factory was reopened and production recommenced. According to the payment sheets received from the factory for closure period, it was determined that the appropriate amount paid was in line with factory obligations and the Complainant was so advised.	1
Lusaka Fashion Ltd.	Individual Worker(s)	1-Dec-16	Withdrawn	Complainant alleged that they did not receive relocation benefits as per labor law.	On 22 January, 2017 the Accord received confirmation from the factory that the monies due and owing to the workers had been paid. The Accord did attempt to verify the information received with the Complainant(s), but was unable to do so due to the disengagement of the Complainant(s) in the process at that time. The Complainant(s) subsequently requested that the Complaint be withdrawn.	1
Factory Name Withheld	Union	29-Nov-16	Not processed	Complainant alleged unfair treatment of workers by management as a consequence of the workers being involved in union activity in the factory.	Not processed. Not an Accord listed factory.	1
MAGPIE KNIT WEAR LTD	Individual Worker(s)	27-Nov-16	Resolved	Complainant alleged that there was a structural fault with the factory building as evidenced by it shaking for no apparent reason.	Accord Engineers performed an inspection	1
Claxton Apparels & Textiles Ltd.	Union	24-Nov-16	Non-OSH	Complainant alleged that workers had been laid off from work for a long period.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
SOUTHERN CLOTHINGS LIMITED	Union	24-Nov-16	Resolved outside Accord complaints mechanism	Complainant alleged unfair termination of 32 workers.	The Complainant subsequently withdrew the case informing the Accord that the matter was settled.	1

SALIM & BROTHERS LTD (UNIT-2)	"Individual Worker(s) BIGUF"	20-Nov-16	Resolved	The Complainant alleged violence against himself and Safety Committee colleagues following their participation in Accord activities related to the Safety Committee Training Program.	An Agreement was reached between Factory Management and the Salim brothers Union, with the assistance of the Accord. The Agreement provided for compensation, confidence building measures and agreed next steps to enable workers and management to work together on matters related to safety and other industrial relations issues.	1
Factory Name Withheld	Union	17-Nov-16	Not processed	The Complainant alleged that the factory closed suddenly without paying any benefits to the workers.	Not processed. Factory had been previously terminated pursuant to the terms of Article 21 as a result of its failure to adequately remediate. The Accord dispatched a notification letter to workers regarding the termination of the factory dated 11 January, 2017.	1
MAGPIE KNIT WEAR LTD	Individual Worker(s)	17-Nov-16	Resolved	Structural concern raised by workers.	On inspection, Accord engineers found	1
Nexus Sweater Ind. (pvt) Ltd.	Union	16-Nov-16	Resolved	Complainant alleged unfair behavior of management towards workers who were active with the union in the factory. It was alleged that this matter was linked to a previous case that was subject to the Accord Complaints Mechanism at the same factory.	After a meeting at the Accord office both parties reached an agreement and the worker returned to work	1
Medona Fashions Ltd.	Factory management	31 October 2016	Non-OSH	Complainant alleged unfair dismissal from work of mid level management.	Non-OSH complaint concerning a closed factory. Not processed by Accord.	1
CUTTING EDGE INDUSTRIES LTD.	Union	31 October 2016	Resolved	Safety concern was raised by workers who reported a crack in the wall of the 1st floor of the factory building.	Accord engineers conducted an inspection and reviewed a subsequent engineering consultant's report, and determined that the cracks were non-structural in nature. The Accord distributed a pamphlet to all workers to inform them as to the outcome of the Complaint. Accord engineers continue to monitor the implementation of the factory Corrective Action Plan (CAP).	1

CUTTING EDGE INDUSTRIES LTD.	Individual Worker(s)	15 October 2016	Resolved	Safety concern raised by workers who reported a wall collapsed in the factory building.	On inspection, Accord Engineers found various issues of concern and required immediate corrective and preventive steps to be taken, including vacating certain sections of the factory and the installation of proper barriers to the affected areas. Subject to the steps listed above being taken, the Accord deemed the factory safe for production to continue. On 30 October, 2016, the Accord distributed a pamphlet to all workers to inform them of the outcome of the Complaint.	1
Euro Jeans Ltd	Individual Worker' s Husband	13 October 2016	Non-OSH	Complainant contacted Accord to assist in a private marital matter and complainant had a personal safety fear related to same.	Non-OSH complaint. Not processed by Accord.	1
EURO KNIT SPINN COMPOSITE LTD.	Brand representative	6 October 2016	Resolved	A safety concern was raised by an Accord Signatory Company which reported that newly built dying building is unsafe for use and should not be occupied. It was originally a one-story building which was expanded to six stories.	On inspection, Accord Engineers found that several sections of the building were over-stressed and required that props be immediately installed to carry the weight, that loads be limited in specified areas within the factory and that the 3rd, 4th and 5th floors of the structure must remain unoccupied pending the outcome of an engineering assessment report. On 26 October, 2016 the Accord distributed a pamphlet to the workers to inform them of the above.	1
Nexus Sweater Ind. (pvt) Ltd.	Union	4 October 2016	Resolved	Complainants alleged that the commencement of the Accord Safety Committee Training Program led to Factory Management becoming aware that there was a registered union in the factory and that this, in turn, led to acts of reprisal against them, including three workers being dismissed.	An Agreement was reached between the factory and the union through a series of meetings chaired by the Accord, whereby three workers were reinstated and retroactive payments were received for time not working in the factory. The Safety Committee Training Program is now proceeding with proper cooperation between workers and management. The three reinstated workers are members of the Safety Committee.	1
Virtual Knitwear Ltd.	Individual Worker(s)	2 October 2016	Non-OSH	Complainant alleged sudden closure of the factory without any prior notice. The Complainant further alleged that he didn't receive his full payment.	According to the payment sheets received from the factory, it was determined that the amount paid was consistent with factory's obligations. The Complainant was so informed.	1

SAAD MUSA FABRICS LTD (UNIT-3)	Individual Worker(s)	27-Sep-16	Resolved	Safety concern raised by a worker related to alleged inappropriate propping and column strength.	Accord Engineers performed an inspection and instructed the factory on immediate structural remediation measures that must be implemented. The Accord distributed a pamphlet to all workers to inform them as to the outcome of the Complaint and to let them know that the factory was safe for occupancy and production while the required remedial measures are completed.	1
Factory Name Withheld	Individual Worker(s)	26-Sep-16	Non-OSH	Complainant was asking for information about the payment of severance according to labour law in the event that workers leave factory employment after 9/10 years.	Non-OSH complaint in non-Accord factory. Not processed by Accord.	1
Techno Fiber Limited	Individual Worker(s)	22-Sep-16	Resolved	Complainant alleged various issues including exit stairs being used for storage and excessive overtime.	During an unannounced inspection at the factory, Accord Engineers found blockages in both the staircases and some aisles. The engineers produced a report which was shared with factory management providing the required minimum clearances for staircases and aisles, with which the factory must adhere all times. As to the element of the Complaint referring to allegations of excessive overtime, having reviewed the salary sheets and worker lists as shared with the Accord, it is found that the overtime worked by workers for the month of December, 2016 was not excessive and in line with legal obligations.	1

HAMS GARMENTS LTD.	Factory management	21-Sep-16	Resolved	Complaint filed by factory management who reported a small fire in the factory.	Accord Engineers conducted and inspection and found that a small fire had occurred in the sewing section of the factory, on the second floor caused by a short circuit of the SDB board. The Accord issued an inspection report and sent it to Factory Management, Accord Signatory Companies and Union Partners on 29 September, 2016. The Accord required in its report that Factory Management change the manner in which they were loading circuits beyond their capacity. The Accord distributed a pamphlet to inform workers as to the outcome of the Complaint and let them know that the factory is safe for occupancy and production while the required remedial measures are completed.	1
THE WELL TEX LTD	Individual Worker(s)	13-Sep-16	Non-OSH	Complainant alleged that Factory Management did not distribute meat during Eid as they were allegedly supposed to do.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners	1
Unicorn Sweaters Ltd	Factory management	7-Sep-16	Unresolved	Complainant alleged that that factory is running its knitting section in an unauthorized tin shed without informing the Accord.	The Accord attempted to contact the Complainant on numerous occasions in order to obtain pertinent additional information, but to no avail despite best efforts.	1
EUROTEX KNITWEAR LTD.	Through Alliance	5-Sep-16	Non-OSH	Complainant alleged that there may be a safety concern due to a crack in the factory building.	The Complaint was filed in relation to one of the buildings in this compound which is not an Accord covered factory. On 20th September, 2016 the Accord informed the Inspector General (IG) of the Department of Inspections of Factories and Establishments (DIFE) of the particulars in this case, that the building for which a concern was raised is not covered by the Accord and requested the IG to take the appropriate steps.	1

MEGHNA KNIT COMPOSITE LIMITED	Through Alliance	5-Sep-16	Resolved	Complainant alleged a safety concern due to cluttered stairwells in the factory.	During an unannounced inspection on 7 September, 2016 Accord Engineers found blockages on two of the three staircases in the factory and in some aisles. The resultant report provided the required minimum clearances that the factory must adhere to at all times. The Accord distributed a pamphlet to all workers to inform them of the outcome of the Complaint. Accord engineers will monitor the remediation progress at this factory during follow up inspections.	1
Peak Apparels	Union	4-Sep-16	Non-OSH	The Complainant alleged that workers were not receiving the appropriate Eid bonus.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Louietex Manufacturing Ltd	Federation	26-Aug-16	Non-OSH	Complaint filed by Union alleging violence against a Union colleague after that colleague participated in union activity.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
NATURAL APPARELS LIMITED	Union	24-Aug-16	Resolved	Accord received a request from the Bangladesh Garment and Industrial Workers Federation (BGIWF), the registered Union at Natural Apparels Ltd before it closed on the 1st August 2016, that workers who had lost their jobs at Natural Apparels should be given preference or allowed to join Natural Denim, a related factory, without losing their benefits.	An Agreement was reached between the Bangladesh Garments Industrial Workers' Federation (BGIWF) and Factory Management during a meeting at the Accord offices on 17 October, 2016. The Agreement included that any displaced workers could obtain employment at one of the owner's other RMG factories. This, providing there are vacancies at the other factories. The agreement included ongoing monitoring of developments.	1
S.B Design ltd	Union	24-Aug-16	Resolved	Complainant alleged a fire incident in the factory caused by sparking of the machines.	Accord engineers conducted an inspection and found no burn marks and no fresh paint indicating there was no fire. During the inspection, the Accord engineers found other safety concerns including: insufficient earthing of electrical equipment and a sewing machine which had malfunctioned. No injuries were reported, however. The Accord has distributed a pamphlet to workers to inform them that the factory is safe for occupancy and production while the required remedial measures are completed.	1

Factory Name Withheld	Federation	21-Aug-16	Not processed	Complainant alleged unfair behavior of the owner towards the workers.	Accord did not process this Complainant as the allegations concerned a factory which is not an Accord listed factory.	1
ORNATE INTERNATIONAL LTD/ (LIM)	DIFE	21-Aug-16	Unresolved	Complainant alleged that this building is not safe for the workers.	The factory was terminated under Accord Article 21 for lack of progress with remediation.	1
Textil Fashions Ltd.	Individual Worker(s)	8-Aug-16	Resolved outside Accord complaints mechanism	Complainant alleged factory is asking for medical documents for his sick leave .	Resolved without Accord intervention as the Complainant later informed the Accord that the matter is resolved and that he is working in the factory without any difficulties.	1
Peak Apparels	Union	4-Aug-16	Non-OSH	Complainant alleged termination of workers without any reason.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners	1
NATURAL APPARELS LIMITED	Individual Worker(s)	21 July 2016	Resolved	The Complainant, who was the Co-Chair of the factory Safety Committee, alleged that factory management made a sudden decision to close the factory.	An Agreement was reached between the Bangladesh Garments Industrial Workers' Federation (BGIWF) and Factory Management during a meeting at the Accord on 17 October 2016. The Agreement included that any displaced workers could obtain employment at one of the owner's other RMG factories. This, providing there are vacancies at the other factories. The agreement included ongoing monitoring of developments.	1
Reliance Denim Ind Ltd	Individual Worker(s)	19 July 2016	Non-OSH	Complaint alleged that management arranged persons to prevent them from entering the factory. Separately it was alleged that the Complainants received death threats.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Textil Fashions Ltd.	Individual Worker(s)	19 July 2016	Resolved	The Union President, having been given a "show cause" letter from management, feared reprisal for the role she played in a previous Accord Safety and Health Complaint at the factory.	At a meeting chaired by the Accord at the Accord offices, Factory Management assured all parties that the "show cause" notice was not intended to pressurize the Union President. In line with the requested remedy from the Complainant, Factory Management confirmed that they considered the matter closed.	1
JEANS CARE LIMITED	Individual Worker(s)	18 July 2016	Resolved	Complainant alleged a structural fault with the factory building.	Accord engineers performed a structural inspection at factory and found no imminent danger. Report provided to factory. A pamphlet was distributed to workers on 25 August, 2016 to inform them as to the outcome of the Investigation.	1

Fashion Island Ltd	Individual Worker(s)	14 July 2016	Non-OSH	Complaint alleged unfair dismissal from work.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
THE WELL TEX LTD	Individual Worker(s)	2 July 2016	Non-OSH	Complainant alleged the factory is not paying overtime properly.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
TEJGAON TEXTILES MILLS LTD.	Union	27 June 2016	Unresolved	Complainant alleged irregularities in payment of the workers by factory management during closure of the factory.	The matter is unresolved but the factory is closed.	1
Youngone Corporation	Individual Worker(s)	26 June 2016	Resolved	The Complainant alleged problems with both the Fire alarm system and the Public Address (PA) system on the ground floor.	Upon inspection, the Accord team found that a new panel for the PA system had been recently installed, and no concerns were observed with either the PA system or the fire alarm system. On 25 August, 2016 the Accord distributed a pamphlet to workers at the factory to inform them as to the outcome of the Complaint. Factory management advised that the factory will shortly install a new automatic fire system in accordance with National Fire Protection Association (NFPA) standard 72. On 25th August, 2016 the Accord distributed a pamphlet informing workers as to the outcome of the Complaint. Accord engineers will monitor the remediation progress at this factory during follow up inspections.	1
Jointex Knitwears Ltd	Union	19 June 2016	Resolved	Safety concerns raised by a union alleging structural problems with the factory building.	While some non-structural cracks which did not pose a threat to building integrity were discovered, the Accord Engineer found that loading on the 5th and 8th floors exceeded the maximum allowable weight. Consequently, the Accord required immediate evacuation of the marked area for floors 5, 6, 7 and 8 that these areas were to remain empty until required remediation had taken place. The Accord distributed a pamphlet to workers to inform them as to the outcome of the Complaint.	1

Southern Knitwear Ltd.	Union	19 June 2016	Resolved	Safety concerns raised by union related to structural problems with the factory building. The Union also raised the challenges that workers are facing in the factory, including alleged union discrimination and alleged forced overtime, but these matters were not formalized into a Complaint.	Accord engineers performed an inspection and found that the load limit previously prescribed had been exceeded on parts of the 1st floor. The Accord required that this load limit be adhered to, pending the development of a comprehensive load plan. The Accord distributed a pamphlet to workers to inform them of the outcome of the Complaint.	1
Claxton Apparels & Textiles Ltd.	Federation	15 June 2016	Resolved outside Accord complaints mechanism	Complainant alleged the unfair dismissal of 75 workers, in part for retaliation for raising Safety and Health concerns with Factory Management.	The Accord determined that the matter did fall under the Accord Complaints Mechanism for Safety and Health, and commenced an investigation into the allegations. The Union informed the Accord that the matter was moved to the BGMEA for discussion and that the Union no longer wanted to pursue the Complaint via the Accord mechanism. On 28/09/16, the Union formally informed the Accord that the matter was closed. The terms of the Agreement signed on 4, September 2016 was that some workers had been rehired and 63 workers had received payments by 27 September, 2016 relating to the ending of their employment relationship with the factory.	1
Factory Name Withheld	Union	14 June 2016	Not processed	Complaint submitted by union alleging a structural problem in the building in a factory which had been terminated as a supplier to Accord Listed Companies.	On 14th June, 2016 the Accord informed the Inspector General (IG) that the Accord had received a complaint in regard to the structure of a building but that this factory had been previously terminated from the list of Accord Signatory Company suppliers as a result of the lack of required progress on factory remediation. The Accord also requested that the Department of Inspection of Factories and Establishments (DIFE) to investigate the allegations contained in the Complaint. The Accord had previously advised the IG on the 26th April, 2016 of the decision to terminate this factory and the factory details had been transferred to the IG at that time.	1

Four H Apparels Ltd.	Individual Worker(s)	9 June 2016	Resolved outside Accord complaints mechanism	Complainant alleged irregularities in salary increment.	Resolved without Accord intervention. Complainant confirmed that the irregularities had been corrected.	1
Apex Lingerie Ltd.	Individual Worker(s)	1 June 2016	Withdrawn	Complainant seeking promotion to avoid doing a job which causes her joint pain in her hand.	The case was withdrawn by the Complainant as she had left her employment at this factory.	1
Reza Fashion Ltd	Individual Worker(s)	1 June 2016	Non-OSH	Complainant alleged irregularities in wages and bonus payment.	Non-OSH complaint. Not processed by Accord. In accordance with the request from the Complainant, the Accord supplied the contact details for the Department of Inspections for Factories and Establishments (DIFE). Complaint forwarded to Factory Management, Accord Signatory Companies and Union Partners.	1
Factory Name Withheld	Individual Worker(s)	29 May 2016	Not processed	Safety concern raised by union which reported an alleged structural problem in a non-Accord listed factory.	Not processed, On 19th June, 2016 the Accord passed the Complaint to the Inspector General (IG) informing the IG office that the factory is not Accord or Alliance listed.	1
Oli Knittings Fabrics Ltd.	Union	29 May 2016	Resolved	Safety concern raised by workers who reported cracks in the building	Accord engineers performed structural inspection at factory and found no imminent danger. Report provided to factory. See factory Corrective Action Plan (CAP) for remediation status.	1
Rio Fashion Wear Ltd	Union	29 May 2016	Resolved	Complaint filed by a union on behalf of a worker who reported misbehavior by the production manager leading allegedly to that worker being forced to resign from her post.	Factory management agreed to reinstate the worker without any break in service and choose her floor of permanent assignment within the factory. She returned to work from 18 June, 2016. The Accord followed up on the matter and found that the reinstated worker had experienced no further difficulties.	1

Aftabunnessa Garments Ltd.	Individual Worker(s)	26 May 2016	Resolved	Safety concerns raised by workers who reported cracks on the 2nd floor of the factory and being locked into the factory during working hours. Additional Complaints lodged concerning worker layoffs and overtime pay.	Accord engineers performed structural inspection at factory and found no imminent danger. A crack was found on the 2nd floor slab with the finding being integrated into the factory Corrective Action Plan (CAP). The locking features on the doors were removed. On 17th July, 2016 the Accord distributed a pamphlet to inform all workers of the outcome of the Complaint related to structural issues. The non-OSH matters related to payment of overtime and alleged layoffs were not processed by Accord.	1
Basic Apparels Ltd.	Individual Worker(s)	25 May 2016	Resolved	Worker alleged that her demotion constituted discriminatory treatment on the part of factory management.	The issue was resolved with the active involvement of the factory Safety Committee, and the worker is now working in the factory's Quality Section.	1
NATURAL APPARELS LIMITED	Union	23 May 2016	Resolved	Safety concern raised by the workers that the fire door which was installed in the compressor room as per Accord standard was instantly removed after the Accord engineers had left.	Factory management claimed that the door was removed as it opened on the wrong side and, by the time of inspection, they had already purchased the correct door. At the time of pamphlet distribution, the engineer confirmed that the required remediation had been carried out.	1
Textil Fashions Ltd.	Individual Worker(s)	20 May 2016	Resolved	A worker alleged that factory management uninstalls (or opens) the collapsible gate at the factory exit point before Accord Follow up inspections.	The Accord conducted an unannounced inspection which found no collapsible gates installed in the factory. On 19th June, 2016 the Accord distributed a pamphlet informing the workers of the outcome of the Complaint.	1
Fresh Fashion Wear	Union	19 May 2016	Unresolved	Complaint filed by union, alleged violence towards union official following his participation in Accord meeting.	The factory was terminated under article 21 for lack of cooperation in OSH complaint mechanism.	2
TEJGAON TEXTILES MILLS LTD.	Union	15 May 2016	Non-OSH	Complaint filed by union about a rumour in the factory among the workers that the factory was going to close down by June, 2016.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1

A Plus Ind.Ltd.	Individual Worker(s)	12 May 2016	Resolved	Complaint filed by a worker alleging bad working conditions due to excessive heat and the lack of adequate footwear when entering the bathroom.	An inspection was carried out and a report was issued, finding that fans must be installed in order to provide proper cross ventilation. At the time of the Accord inspection, factory management had already addressed the footwear issue. The Safety Committee were fully involved in the investigation and resolution of this case and the Accord has distributed a pamphlet to workers on the matter.	1
NATURAL APPARELS LIMITED	Union	8 May 2016	Unresolved	Allegation by a union member in the factory that the Accord trainer did not allow enough time in order to complete the required training session as per the Accord Safety Committee Training Program.	The Accord held discussions with the Complainant and the Union. An agreed outcome was reached whereby the Accord assigned a new Trainer to conduct the Safety Committee Training Program in that factory and no further problems were reported. However, the factory closed before the Training Program could be completed.	1
Jeans Express Ltd.	Individual Worker(s)	3 May 2016	Resolved	Safety concern raised by workers who reported cracks in the building.	Accord engineers performed an inspection and found that the factory is safe for occupancy and production while the required remedial measures are completed. The Accord distributed a pamphlet to the workers to inform them of this. Accord engineers are continuing to monitor the factory Corrective Action Plan (CAP) implementation.	1
Fashion Trouser	Individual Worker(s)	24-Apr-16	Resolved outside Accord complaints mechanism	Alleged unhealthy work environment due to lack of proper drinking water and excessive heat in the cutting section of the factory.	In response to the complaint, factory management informed the Accord that cold drinking water will be provided for workers and that three ceiling fans were repaired in the cutting section. The Accord received pictorial evidence and confirmation from the Safety Committee that the issues identified in the complaint had been resolved.	1

S.Six Fashions Pvt Ltd	Individual Worker(s)	20-Apr-16	Resolved	Safety concern raised by workers who reported cracks in the building (post-earthquake).	Accord engineers conducted an inspection and found several immediate structural concerns. The factory agreed to remediate the immediate concerns and conduct a Detailed Engineering Assessment (DEA). The Accord distributed a pamphlet among the workers to inform them as to the outcome of the Complaint. Accord engineers are continuing to monitor the factory Corrective Action Plan (CAP) implementation.	1
Rising Fashions Ltd.	Union	19-Apr-16	Resolved	Safety concern raised by union reporting cracks in the building (post-earthquake).	Accord engineers performed an inspection to investigate the complaint, and concluded that the factory building was safe for occupancy and that production may continue, providing that the safe load plan is strictly followed. A pamphlet has been distributed to inform workers of the findings. See factory Corrective Action Plan (CAP) for remediation status.	1
CHITTAGONG KNITWEAR PVT LTD	Individual Worker(s)	10-Apr-16	Resolved	Alleged excessive workload.	Factory management agreed to reduce the number of machines that had to be operated by each worker. Pamphlet distributed to workers.	1
CONTINENTAL APPARELS LIMITED	Individual Worker(s)	10-Apr-16	Unresolved	Safety concern raised by union alleging cracks in the building.	Accord engineers conducted a structural assessment and found critical findings requiring temporary suspension of production and evacuation of the building. The Accord issued a critical findings letter to the parties and ordered temporary evacuation. Accord received information that the factory permanently closed. Worker severance payments agreed with factory, BGMEA and union federation.	1

Jeanz Express Ltd.	Individual Worker(s)	6-Apr-16	Unresolved	Alleged misbehaviour by factory management towards Safety Committee members.	Following a number of discussions between the Accord and the Complainant, the Complainant disengaged from the process.	1
Friends Stylewear Ltd.	Union	1-Apr-16	Non-OSH	Alleged union discrimination violations.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Tanaz Fashions Ltd.	Union	13 March 2016	Non-OSH	Alleged non-payment of maternity benefits.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Rumana Fashion Ltd.	Individual Worker(s)	4 March 2016	Resolved	Complaint filed by a worker regarding heat generation by fusing machine creating an excessively hot work environment.	Accord engineers investigated the complaint and determined that air circulation needed to be increased. The factory management committed to creating airflow through opening windows, installation of larger exhaust fans, and regular maintenance of fusing machines. The Safety Committee was involved in the process and workers were informed of the resolution through the PA system and distribution of a notification.	1
Factory Name Withheld	Individual Worker(s)	29 February 2016	Not processed	Alleged non-payment of wages	Not processed. Factory is not a listed supplier of Accord.	1
Azim Mannan Garments Ltd.	Anonymous	9 February 2016	Resolved	Alleged unsafe working condition as a result of structural integrity of the building.	Accord engineers conducted an inspection and found that load management and load restriction requirements were not being adhered to. The factory has agreed to maintain a stricter regime of monitoring the load plan on all floors. Pamphlet had been distributed among the workers. Accord engineers are continuing to monitor the factory Corrective Action Plan (CAP) implementation.	1
Prime Sweater Ltd.	Union	1 February 2016	Non-OSH	The Complainant alleged that the Factory Management did not inform the workers as to where and when the factory would be relocated and whether the workers will keep their employment.	Non-OSH Complaint. Not processed by the Accord.	1

Masco Cottons Ltd	Union	18 January 2016	Resolved outside Accord complaints mechanism	Alleged reprisal towards union members and union officers for their interest and involvement in Accord safety committee program.	Negotiated settlement reached between union and employer outside Accord complaint process.	1
N. T. Apparels Ltd.	Union	7 January 2016	Resolved	Complaint from union alleging the building is structurally unsafe with highly stressed columns and no as built drawings. Further allegations concerning inadequate fire and electrical remediation.	The retrofitting work has been completed and assessed by the Accord to be in conformity with the Corrective Action Plan (CAP) requirements. A pamphlet was distributed to workers to advise them as to the outcome of the case.	1
Friends Stylewear Ltd	Union	24-Nov-15	Resolved outside Accord complaints mechanism	Alleged forced resignations of a group of workers / union members related to their work with the Accord and their interest in the Accord safety committee program.	Complaint was withdrawn by union federation on behalf of complainants after settlement between union and management.	1
DICA TEX LTD	Union	1-Nov-15	Non-OSH	Alleged shift differential payment violations and company failure to provide employment letters.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Needle Work	Union	29 October 2015	Non-OSH	Alleged unfair dismissal of union workers related factory's participation initially alleged to be related to Accord Safety Committee Pilot.	After further discussion with complainant/federation, it was confirmed that the complaint was not related to OSH pilot or OSH issues but was alleged union discrimination. Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Fashion Island Ltd	Union	28 October 2015	Resolved	Complaint from factory level union over inadequate progress by management on safety remediation from Accord initial inspection. Fire safety and structural safety issues were specifically cited. Failure to establish a safety committee was also raised.	Accord engineers performed a follow up inspection and updated the workforce on status of remediation and time lines for the items in the complaint to be completed. The workforce was informed of the Accord safety committee pilot and that FIL would be included among the first as it is a unionized factory. First meetings with factory and union on safety committee pilot took place in mid-November 2015. The committee is now established and company and labour representatives to the committee are receiving training from the Accord.	1
Iris Fashions Ltd.	FRP	3-Sep-15	Non-OSH	Alleged wage, hour, and maternity leave violations.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Confidence Knitwear Ltd.	Union	16-Aug-15	Non-OSH	Alleged wage and hour violations and unfair termination for raising these issues.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1

Cadtex Garments Ltd	FRP	27 July 2015	Non-OSH	Alleged temporary closure of factory without prior notice.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
CHITTAGONG FASHION WEAR LIMITED	Union	7 July 2015	Non-OSH	Alleged retaliation against worker for engaging with Accord.	Accord determined the reason for termination was unauthorized absences. Complainant filed separate claim with the MoLE.	1
JEANS CARE LIMITED/CDF Design	Union	18 June 2015	Withdrawn	Alleged reprisal against union in the factory.	Complaint was withdrawn by complainants after settlement between union and management	1
Factory Name Withheld	Union	15 June 2015	Not processed	Alleged forced resignation of union leader as a result of involvement in Accord inspection.	Accord did not process the complaint in a timely manner.	1
Fashion Forum Ltd	FRP	15 June 2015	Withdrawn	Alleged forced resignation and threats over complainants meeting with FRP and participating in an Accord informational video.	The complainants withdrew complaint while review was in process. Information obtained by Accord in processing the complaint was provided to relevant signatory companies, FFL management, and IndustriAll BGD representatives.	1
Iris Fashions Ltd.	FRP	6 June 2015	Resolved	Information provided from FRP that there was a fire at the factory and possible injuries.	Accord investigation with factory found there was a small fire caused by a cigarette which was extinguished by staff. No injuries or damage occurred. See factory Corrective Action Plan (CAP) for remediation status.	1
CDF Design	FRP	19 May 2015	Resolved	General safety concerns raised by workers due to earthquake. Workers expressed particular concern after earthquake because immediately prior there had been some demolition work in the factory.	Accord structural engineers had been at the building, post-earthquake, 2 days before receipt of the complaint and had confirmed no imminent danger from the earthquake.	1
Mondol Fashions Ltd.	Union	14 May 2015	Resolved	Alleged reprisal (termination) after alleged refusal to do unsafe work.	Accord determined there was no refusal to perform unsafe work and therefore no reprisal for such. See resolution issued by Accord.	1
Garib & Garib Company Ltd	Union	13 May 2015	Resolved	Safety concern raised by workers who reported existing cracks in the building had widened (post-earthquake).	Accord engineers performed post-earthquake rapid structural inspection at factory and found no imminent danger. Report provided to factory. See factory Corrective Action Plan (CAP) for remediation status.	1

Green Life Group Clothing Ltd.	Factory management	30-Apr-15	Resolved	Safety concern raised by factory managers who reported cracks in the building (post-earthquake).	Accord engineers coordinated with factory's contracted structural engineer to obtain details on concerns. Accord engineers reviewed findings and required load removal from area where a crack was observed in a slab. Structural remediation monitored by Accord engineers thereafter. See factory Corrective Action Plan (CAP) for remediation status.	1
Asrotex Ltd	Factory management	29-Apr-15	Resolved	Safety concerns regarding tilted glass / windows reported by a general manager to the Accord. The GM indicated workers are concerned and factory requested Accord engineers to inspect this matter (post earthquake).	Accord engineers performed post-earthquake rapid structural inspection; including glass /window area, at factory and found no imminent danger. Report provided to factory. See factory Corrective Action Plan (CAP) for remediation status.	1
Masihata Sweaters Ltd	Individual Worker(s)	27-Apr-15	Resolved	General safety concerns raised by workers due to earthquake.	Accord engineers performed post-earthquake rapid structural inspection at factory and found no imminent danger. Report provided to factory. See factory Corrective Action Plan (CAP) for remediation status.	1
Metro Knitting & Dyeing Mills Ltd (Factory-02)	FRP	27-Apr-15	Resolved	Safety concern raised by workers who reported cracks in the building (post-earthquake).	Accord engineers performed post-earthquake rapid structural inspection at factory and found no imminent danger. Report provided to factory. See factory Corrective Action Plan (CAP) for remediation status.	1

Fashion Forum Ltd	FRP	26-Apr-15	Resolved	Safety concern raised by workers who reported cracks in the building (post-earthquake).	Accord engineers performed post-earthquake rapid structural inspection at factory and found no imminent danger. Report provided to factory. See factory Corrective Action Plan (CAP) for remediation status.	1
Bodystretch Bangladesh Ltd	FRP	26-Apr-15	Resolved	General safety concerns raised by workers due to earthquake.	Accord engineers performed post-earthquake rapid structural inspection at factory and found no imminent danger. Report provided to factory. See factory Corrective Action Plan (CAP) for remediation status.	1
JL SWEATER LIMITED	FRP	26-Apr-15	Resolved	Safety concern raised by workers who reported cracks in the building (post-earthquake).	Accord engineers performed post-earthquake rapid structural inspection at factory and found no imminent danger. Report provided to factory. See factory Corrective Action Plan (CAP) for remediation status.	1
Graphics Textiles Ltd.	Anonymous	26-Apr-15	Resolved	Safety concern raised by workers who reported cracks in the building (post-earthquake).	Accord engineers performed post-earthquake rapid structural inspection at factory and found no imminent danger. Report provided to factory. See factory Corrective Action Plan (CAP) for remediation status.	1
Arunima Apparels Ltd.	FRP	26-Apr-15	Resolved	General safety concerns raised by workers due to earthquake.	Accord engineers performed post-earthquake rapid structural inspection at factory and found no imminent danger. Report provided to factory. See factory Corrective Action Plan (CAP) for remediation status.	1

Mondol fashion Ltd	FRP	26-Apr-15	Resolved	Safety concern raised by workers who reported cracks in the building (post-earthquake).	Accord engineers performed post-earthquake rapid structural inspection at factory and found no imminent danger. Report provided to factory. See factory Corrective Action Plan (CAP) for remediation status.	1
Comfort Apparels Ltd	FRP	26-Apr-15	Resolved	Fire incident incident and possible injuries reported by Accord FRP.	Accord engineers inspected circuit box where the fire occurred. Engineers determined fire was most likely caused by a short of an unprotected wire in the circuit box. Fire was contained to the circuit box area and extinguished by factory employees with a fire extinguisher. 8 workers sustained minor injuries during building evacuation which required first aid. Factory instructed to keep circuit box clean, to not over-current the electrical system, and to complete the CAP. Remediation has been monitored. See factory Corrective Action Plan (CAP) for remediation status.	1
Designtex Fashion Ltd	FRP	26-Apr-15	Resolved	Safety concern raised by workers who reported cracks in the building (post-earthquake).	Accord engineers performed post-earthquake rapid structural inspection at factory and found no imminent danger. Report provided to factory. See factory Corrective Action Plan (CAP) for remediation status.	1
Magpie knitwear Ltd	FRP	26-Apr-15	Resolved	General safety concerns raised by workers due to earthquake.	Accord engineers performed post-earthquake rapid structural inspection at factory and found no imminent danger. Report provided to factory. See factory Corrective Action Plan (CAP) for remediation status.	1
Dekko design ltd	FRP	26-Apr-15	Resolved	General safety concerns raised by workers due to earthquake.	Accord engineers performed post-earthquake rapid structural inspection at factory and found no imminent danger. Report provided to factory. See factory Corrective Action Plan (CAP) for remediation status.	1
TUSUKA TROUSERS LTD	Individual Worker(s)	26-Apr-15	Resolved	Safety concern raised by workers who reported cracks in the building (post-earthquake).	Accord engineers performed post-earthquake rapid structural inspection at factory and found no imminent danger. Report provided to factory. See factory Corrective Action Plan (CAP) for remediation status.	1
Reedisha Knitex Ltd	Factory management	25-Apr-15	Resolved	Workers allegedly injured during evacuation following an earthquake.	Accord Engineers inspected factory an	1

TUNIC FASHION LTD	Union	12-Apr-15	Unresolved	Wage and severance pay complaints after Review Panel temporary factory closure.	Accord labour and company signatories are in ongoing discussions on remedying.	1
Dress & Dismatic (pvt) Ltd	Individual Worker(s)	18 March 2015	Resolved	Alleged forced resignations / unfair dismissal of union representatives for union's participation in Accord inspection and OSH activities.	Accord resolution led to re-instatement and backpay of affected workers' wages. Employer and union worked cooperatively to implement the resolution. See resolution issued by Accord.	1
Mega Chois Ltd	Individual Worker(s)	15 March 2015	Unresolved	Egregious fire safety hazards; including inadequate number of exits / stairwells and unprotected egress led to Accord instruction that factory needed to be temporarily evacuated. Several workers contacted Accord when the factory continued production and occupancy.	After factory's continued refusal to temporarily evacuate building and perform required urgent fire hazard remediation (constructing an additional stairwell / exit) Article 21 provisions of the Accord were invoked. Accord informed the MoLE-Inspector General and issued termination statement.	1
Ananta Garments Ltd	Anonymous	11 March 2015	Resolved	Safety concerns raised by workers regarding locked collapsible gates and a reported factory fire.	Accord follow-up inspection verified that the collapsible and lockable gates have been removed.	1
Sadia Garments Ltd	Union	2 March 2015	Non-OSH	Alleged leave payment violations.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
APS apparel Ltd	FRP	22 February 2015	Resolved	Workers raised safety concern regarding collapsible gates and water tanks on the roof.	Accord engineers contacted the factory telephonically instructing them to remove the collapsible, lockable gates and to drain the water tanks. Accord received pictorial evidence from the factory that these measures had been completed. This information was confirmed by the complainant workers and verified by Accord at subsequent on-site follow up inspection.	1
Factory Name Withheld	FRP	17 February 2015	Not processed	Alleged unfair dismissal and severance pay complaint	At time of complaint factory was not listed. Factory has since been listed by Accord signatory.	1
United Apparel Industry , unit 1	Union	17 February 2015	Resolved outside Accord complaints mechanism	Alleged severance payment violations after a factory relocation after Accord initial inspection.	Negotiated settlement reached between management, union, and BGMEA.	1
Bovs Apparels Ltd	FRP	16 February 2015	Resolved outside Accord complaints mechanism	Alleged reprisal (unfair dismissal) of union officers and members for meeting with Accord FRP.	Negotiated settlement reached between union and employer outside Accord complaint process.	1

Fashion Forum Ltd	Union	9 February 2015	Resolved	Safety concerns raised by IBC RMG union federation and workers after a test fire drill and ensuing disorderly evacuation which allegedly led to worker injuries. Workers complained perimeter gate exit from the factory grounds was locked.	Accord fire engineers informed the management that all collapsible, locking gates must be removed from the factory exit ways. Accord received pictorial evidence that collapsible, lockable gates were removed in the factory in April 2015. Accord engineers verified this through a follow up and verification inspection in January 2016.	1
Factory Name Withheld	Individual Worker(s)	5 February 2015	Not processed	Alleged unfair dismissal and severance payment violations.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Success Fashion Ltd	Individual Worker(s)	4 February 2015	Non-OSH	Alleged severance payment violations.	Non-OSH complaint. Not processed by Accord. Complaint forwarded to signatories and labour partners.	1
Creative sweaters Ltd	Individual Worker(s)	25 January 2015	Non-OSH	Alleged reprisal (termination from employment) of workers after discussion with Accord FRP.	Accord investigation determined a non-Accord related factory closure was the reason for termination of workers' employment.	1
Windy Apparels Ltd	Individual Worker(s)	21 January 2015	Resolved	Workers reported a spark in a tube light area in a finishing area of the factory.	Accord fire engineer spoke with factor	1
Pandora Sweaters Ltd.	Individual Worker(s)	20 January 2015	Resolved	Complaint related to a factory fire in one of the factory's offices.	Accord fire engineers contacted the fa	1
Factory Name Withheld	Anonymous	15 January 2015	Not processed	Alleged wage and hour violations.	Not processed. Factory is not a listed supplier of Accord.	1
Mifkif Apparel Ltd	Union	4 January 2015	Non-OSH	Alleged severance payment violations.	Non-OSH complaint not further processed by Accord. Complaint forwarded to signatories and labour partners	1
Index Apparels Ltd.	FRP	30-Dec-14	Resolved	Safety concerns raised by workers regarding the structural condition of the building (cracks in some concrete slabs and beams).	Accord structural engineers conducted special inspection and determined the cracks were shear cracks which required repairs. Propping/supports of affected areas were required until repair work was completed. Accord engineers required completion of detailed engineering assessment from initial inspection. The Accord engineers determined the remedial work could be performed while production and occupancy continued. See factory Corrective Action Plan (CAP) for remediation status.	1

Ratool Apparels	Union	15-Dec-14	Resolved outside Accord complaints mechanism	Safety concerns related to damaged tiles and loud noises from 2nd floor of the building. Investigated by Accord engineers who concluded the noise and broken tiles were the result of moving of equipment. Accord engineers determined there was no related structural damage. Inspectors' report provided to factory, complainants, brands. Worker displacement issues surfaced after MoLE-DIFE separately ordered evacuation of the building and company decision to close and re-locate the factory.	Factory management offered employment to affected employees at 2 other nearby factories they own and at the re-located Ratool factory. Not all affected complainant workers accepted these options. Accord assisted / helped facilitate discussions of the parties related to the relocation and continued employment. An IndustriAll affiliated RMG federation is assisting workers to resolve severance issues associated with the relocation (for those workers who did not relocate) through separate mechanism under the Labour Law due to the IG order to evacuate.	1
Amco Fashion	FRP	11-Dec-14	Non-OSH	Alleged wage and severage pay violations and unfair termination for raising these issues.	Non-OSH complaint not further processed by Accord. Complaint forwarded to signatories and labour partners. Accord received information that the workers received the salary of November.	1
Aman Knittings	Individual Worker(s)	8-Dec-14	Resolved	Alleged reprisal (termination from employment) for meeting with Accord Field Resource Person (FRP).	Worker was reinstated to their job at the factory.	1
Factory name withheld	Anonymous	23-Nov-14	Non-OSH	A worker called with general concerns of factory working conditions, including fire safety.	Accord case handler received assorted information from the complainant on a variety a workplace concerns and complaints. At the time of receiving the call, the factory was not a listed Accord signatory company supplier. The casehandler advised the complainant to approach the MoLE. We also urged the complainant to contact the federation to which a workers' union at the factory is affiliated. Accord did not process the complaint any further.	1
Factory name withheld	Anonymous	21 October 2014	Not processed	Alleged unhygeinic working environment and non payment of allowances.	Not processed. Factory is not a listed supplier of Accord.	1

Beo Apparel Manufacturing Ltd.	Union/Federation	15 October 2014	Unresolved	Safety concern regarding boiler release valve burst, proximity of un-enclosed boiler to workers and alleged reprisal of workers for raising complaint.	Safety issue(s) raised in complaint were investigated by Accord and corrected by the employer. The reprisal element of the complaint resulted in the Accord issuing a resolution, accepted by the parties, requiring reinstatement and payment of backwages to complainant workers. During implementation of resolution, BEO closed the factory. Payment of backwages to the complainant workers per the complaint resolution was executed. Accord and relevant signatory companies have assisted affected complainant workers in identifying new employment.	1
Success Fashions (Pvt) Ltd.	Union	6-Sep-14	Unresolved	Safety concerns raised by workers and union as a result of demolition work in factory	The Accord structural engineers conducted a follow up inspection and determined the demolition work was valid remediation work, that propping/supports were needed under the affected area, and that the area needed to be cordoned off. The factory management and workforce were provided a report and notification with explanation. The Accord engineers determined the remedial work could be performed while production and occupancy continued.	1
JEANS CARE LIMITED/CDF Design	Individual Worker(s)	2-Sep-14	Resolved	Safety concerns raised by workers regarding the structural condition of the building after cracks were allegedly covered over with paint.	The Accord structural engineers conducted a follow up inspection and confirmed the excavation work did not create safety hazard and that propping/supports should be installed in areas where column strengthening was being performed. The Accord engineers determined the remedial work could be performed while production and occupancy continued. See factory Corrective Action Plan (CAP) for remediation status..	1

Oishi fashion (pvt) ltd.	Filed Anonymously	1-Sep-14	Resolved	Safety concerns due to ongoing retrofitting work after Review Panel decision (excavation around foundation of building and work to strengthen columns)	The Accord structural engineers conducted a follow up inspection and confirmed the excavation work did not create safety hazard and that propping/supports should be installed in areas where column strengthening was being performed. The Accord engineers determined the remedial work could be performed while production and occupancy continued.	1
Topaz Dresses Limited	Union	12-Aug-14	Resolved	Alleged employer refusal to meet with union to discuss inspection and remediation issues. Allegations that little to no remediation work was being done.	Accord engineers went to the factory to review remediation status. Accord case handler distributed a notification to workers on engineers' findings. Accord arranged meetings of owner, brands, and union to address remediation discussions. Factory owner eventually relocated Topaz to another building. The owner and IndustriAll affiliated union negotiated an agreement related to the relocation.	1