



BESTSELLER



Engaging FWD

SAFE AND HEALTHY WORKPLACES



A fundamental part of healthy and safe workplaces is securing and providing adequate fire and building safety. Therefore, **our aim is that all suppliers will have invested in fire, electrical and building safety by 2025 and**

show continuous improvement.

MAKING IMPROVEMENTS IN BANGLADESH

The Bangladesh Accord on Fire and Building Safety (known as 'the Accord') was formed as an agreement between the international union IndustriALL, UNI Global Union and more than 200 apparel brands and retailers to make fire, electrical and structural improvements in the Bangladeshi ready-made apparel industry. BESTSELLER is a signatory of the Accord, and over the last five years, we have worked with the Accord to make significant improvements at the factories in Bangladesh that manufacture our products. These improvements are contributing to better and safer working conditions for over 240,000 workers.

Before the expiration of the first Accord agreement in 2018, BESTSELLER supported the drafting of a follow-up agreement known as the 2018 Accord. This version builds on the previous Accord, incorporating new worker provisions and aims to consolidate existing improvements with further long-term sustainable development plans.

BROADENING OUR SCOPE

In order to learn from the progress made in Bangladesh and apply it to apparel manufacturing industries in other countries, we are partnering with peers. We strive to promote a harmonised framework to identify and remedy risks related to fire and electrical hazards, structural building safety, and proper safety training for workers. As well as developing Corrective Action Plans (CAPs), we emphasise capacity building and supporting local stakeholders to implement solutions. As such, it is critical that we work with local and national stakeholders, including governments and civil society.

APPLYING OUR EXPERIENCE

This experience of industry collaboration on safety conditions in Bangladesh is a model for our overall approach in other countries as well. Working closely together with stakeholders such as unions, we have been able to collectively identify problems, act swiftly and make demonstrable progress with long-term, sustainable progress in mind. Our goal of supporting all our suppliers to invest in fire, electrical and building safety and show continuous improvement goes beyond Bangladesh to all our sourcing countries and encompasses a broad range of worker health and wellbeing issues.

Just as the Accord has been updated to reflect progress, so will we at BESTSELLER take stock of our achievements and consider how we can positively influence sustainable livelihoods for workers in our supply chain.

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PROMOTING
PRODUCTION
AND
SOCIAL
DIALOGUE

The importance of social dialogue between management and workers in our supply chain cannot be underestimated. BESTSELL Productivity & Social Dialogue programme facilitates better understanding between management and workers for the benefit of all parties.

BEST
EMPLOYMENT
OUR
HUMAN
POTENTIAL

Our Fashion FWD strategy is greater than a person, greater than a team, it needs all of us. To provide the best possible circumstances for BESTSELL employees we are looking to take great strides in three key areas: Diversity and Inclusiveness, Healthy and

SUPPORTING
INDUSTRY
WIDE
NEGOTIATING
WAGES

We believe that all workers should receive a fair wage that enables them to provide for their families and uphold a decent living standard. To promote this, we support sweeping change through industry-wide collective bargaining

EMPOWERING
WOMEN
LIVES

Of the thousands of workers in our supply chain, approximately 80 percent are women. As part of the apparel manufacturing industry, we have the potential to make significant improvements to gender equality, which is why we will support 100,000 women in Tier 1 factories to achieve

Safe
Workplace
and
Employee
Developm

workplace
empowerm
and
improved
life-
skills.

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