

INDITEX



FIRE AND BUILDING SAFETY IN BANGLADESH

We remain committed to the Accord, the CSR initiative whose mission is to protect and foster ongoing progress in health and safety protection at garment factories in Bangladesh



In 2013, Inditex was one of the backers of the Accord on Fire and Building Safety in Bangladesh's Garment Industry (known as the Accord), the benchmark initiative for the transparent establishment of reasonable and essential health and safety measures for the country's garment industry. In 2018, we also signed the Transition Accord, playing an active role in the direction being taken by country's garment industry. Most recently, in January 2020, we participated in the signing of a Transition Agreement and agreeing of the articles of association for the RMG Sustainability Council (RSC), a national supply chain initiative uniting industry, brands and trade unions to ensure a sustainable solution to carry forward the significant accomplishments made on workplace safety in Bangladesh.

At Inditex, we believe strongly in the importance of maintaining this sustainable, transparent, organised and measurable cooperative initiative in the pursuit of continual improvement of working conditions, essentially via the following lines of initiative:

- Thorough and trustworthy safety inspections under the direction of the chief safety inspector, an independent figure.
- Public reporting of the inspections carried out, lists of suppliers and manufacturers used by the signatories and quarterly reports with aggregate figures.
- Remediation plans when breaches are detected.
- Termination of business relationships with factories that fail to execute their remediation plans.
- Financial support to ensure that factories can implement the required measures.
- Protection of labour rights for employees who refuse to work so long as there is reasonable justification that conditions are unsafe.
- Health and safety training for employees.

- Effective establishment of health and safety committees at all factories.
- Independent procedures to guarantee the ability to raise queries or level complaints about health and safety matters without fear of reprisal.
- Supply chain transparency by maintaining a public list of all of factories used.

‘ **OUR DECISION ENCOURAGED MORE THAN 200 OTHER RETAILERS TO FOLLOW SUIT** ’

Our early decision to formalise our alliance with the unions under the scope of the Accord in 2013 encouraged roughly another 200 international firms to sign up.

Following the initial inspection of over 1,600 factories, the first factories complied with their safety recommendations in 2015. The various factories, signatory brands, union organisations and other stakeholders continue to collaborate actively to achieve the targets set and tackle the need to further improve working conditions across global supply chains.

Following the tragic collapse of the Rana Plaza building in Dhaka, which killed over 1,100 people and injured another 2,000, transformation of the Bangladesh garment industry has accelerated. Although **Inditex had no business ties with any of the factories located in the Rana Plaza building**, we engaged with the initiatives emerging in the wake of the disaster from the outset, donating \$2 million to the victims.

Other projects in the country

Our sustainability teams continue to play an active role in helping to improve working conditions in Bangladesh and reinforce compliance with Inditex's Code of Conduct at the factories that form part of our production chain.

Ongoing implementation of the Global Framework Agreement with IndustriALL Global Union remains one of the cornerstones of Inditex's strategy for engaging with supply chain workers. Training activities are conducted regularly with managers and employee representatives at the factories forming part of Inditex's supply chain in Bangladesh to educate them about the Global Framework Agreement and how the company promotes company-employee dialogue in collaboration with IndustriALL Global Union and its local affiliates. Activities of this kind demonstrate the how powerful stakeholder collaboration, specifically reaching out to the players with a vested interest in Inditex's supply chain in the country, is in strengthening industrial relations in Bangladesh.

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NO

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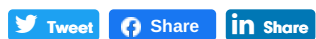
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