



INTERFAITH CENTER ON CORPORATE RESPONSIBILITY

Inspired by faith, Committed to action

Dear [Company],

We, the undersigned, are investors who have been part of an initiative in response to the tragic building collapse at Rana Plaza in April of 2013 that killed 1,138 garment workers and injured over 2,500 others. This global investor initiative includes over 200 organizations representing over \$4.1 trillion in assets under management from the U.S., Canada, Europe and Australia.

We commend (*Company*) for expressing its strong commitment to reform by participating in the Accord on Fire and Building Safety in Bangladesh. As the second anniversary of the Rana Plaza building collapse approaches, questions and concerns remain about remediation efforts and the establishment of factory worker/management occupational safety and health committees at this critical time.

In order to implement corrective action plans, financing must be made available and accessible to factories in a timely manner. We understand a variety of mechanisms exist to facilitate this process including soft loans, pre-payment of orders, business incentives or paying for renovations directly. The Accord has recently posted aggregate results of factory inspections and corrective action plans in its [latest quarterly report](#). While we welcome the progress indicated so far, as investors we are looking to gain an understanding of how remediation plans are proceeding and whether they are sufficiently funded. The new [Financing Remediation Guidance document](#) published by the Accord lays out important process steps for establishing solid financial arrangements between brands and factories.

- *What is (Company) doing to ensure that suppliers and factory owners have the financial capacity to address remediation requirements?*

We request that you disclose information about the type of financing arrangements that are being made so that corrective actions are implemented by factories without delay.

Occupational safety and health (OSH) committees are also an integral component of transparency, accountability and long-term sustainability of safe workplaces. The establishment of these committees is an important structure for detecting, reporting and remediating potential issues before they become a risk to workers, suppliers and brands. We understand that the Accord is about to embark on the implementation of this critical aspect of its program. We recognize the challenges of organizing democratic elections of worker representatives on the OSH Committees in the absence of the implementing rules of the amended labor law which requires a committee at every workplace with more than fifty employees. Company support of this process is vital to its implementation. It is essential that (*Company*) not only supports this process, but also communicates this support to its suppliers effectively.

- *How is (Company) ensuring that suppliers are fully participating in the formation and functioning of democratically-elected occupational safety and health committees?*

We recognize that other issues need to be addressed, but we view timely remediation financing and the formation of worker/management committees as key indicators for assessing if systemic changes are being carried out.

Thank you for your participation in bringing about changes in the garment sector that can prevent future life-threatening incidents from occurring. We look forward to receiving your response. Please contact us at dschilling@iccr.org.

Sincerely,

Rev. David Schilling
Senior Program Director
Interfaith Center on Corporate Responsibility
Office: 212-870-2928

American Federation of Teachers

AMP Capital's Responsible Investment Leaders Funds
Mans Carlsson-Sweeny

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Frank Rauscher

AustralianSuper
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Jan Amrit Poser

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Eric Holterhues

Number of signatories: 106

Collective Assets under Management: \$3.2 trillion

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UCC Pension Boards

Rick Walters

Unitarian Universalist Association

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We are aware that *(Company)* is participating in the Alliance for Bangladesh Worker Safety. As the second anniversary of the Rana Plaza building collapse approaches, questions and concerns remain about remediation efforts and the establishment of factory worker/management occupational safety and health committees at this critical time.

In order to implement corrective action plans, financing must be made available and accessible to factories in a timely manner. Based on the [Alliance 18 Month Update](#) (March 9, 2015), we understand that a few members have issued low-cost remediation loans and changes to factory payment terms to some suppliers and that an Alliance credit facility is being developed to provide loans to suppliers. As investors we are seeking to understand how remediation plans are proceeding and whether they are sufficiently funded. It is essential to establish solid financial arrangements between brands and factories to create safe factories that are sustainable.

- *What is (Company) doing to ensure that suppliers and factory owners have the financial capacity to address remediation requirements?*

We request that you disclose the type of financing arrangements that are being made so that corrective actions are implemented by factories without delay.

Occupational safety and health (OSH) committees are also an integral component of transparency, accountability and long-term sustainability of safe workplaces. The establishment of these committees is an important structure for detecting, reporting and remediating potential issues before they become a risk to workers, suppliers and brands. We understand that the Alliance will pilot OSH committees in 10 factories by June 2015. We recognize the challenges of organizing democratic elections of worker representatives on the OSH Committees in the absence of the implementing rules of the amended labor law which requires a committee at every workplace with more than fifty employees. Company support of this process is vital to its implementation. It is essential that *(Company)* not only supports this process, but also communicates this support to its suppliers effectively.

- *How is (Company) ensuring that suppliers will fully participate in the formation and functioning of democratically elected occupational safety and health committees?*

We recognize that other issues need to be addressed, but we view timely remediation financing and the formation of worker/management committees as key indicators for assessing if systemic changes are being carried out. We look forward to receiving your response. Please contact us at dschilling@iccr.org.

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Dear [Company],

The investors listed below have been part of an initiative in response to the tragic building collapse at Rana Plaza in April of 2013 that killed 1,138 garment workers and injured over 2,000 others. This global investor initiative, led by The Interfaith Center on Corporate Responsibility (ICCR), is comprised of over 200 organizations representing over \$4.1 trillion in assets under management from the U.S., Canada, Europe and Australia. Preventing a disaster like Rana Plaza from happening again requires commitment and resources from all apparel brands and retailers operating in Bangladesh.

As we approach the second anniversary of the collapse of Rana Plaza, the need for support to the victims and their families is still great. Many continue to suffer with the reduction in income as a result of losing a family member, the consequences of grave injury, and the traumatic psychological impact of that day. To provide this support, the [Rana Plaza Donors Trust Fund](#) was established to coordinate voluntary donations from all companies and organizations that wish to contribute. Since its inception, some companies have made substantial donations, but currently the Fund remains \$8.5 million short of its goal. We believe a unique opportunity exists now to take a significant role in closing the gap and ensuring those affected by the disaster receive due compensation by the second anniversary.

As investors we urge you to donate generously to the Rana Plaza Donors Trust Fund. The Fund is purposely open to all brands and donors, irrespective of their sourcing links to the Rana Plaza building. We believe this step is important to providing a measure of justice for garment workers and their families in Bangladesh.

We look forward to your response. Please contact us at dschilling@iccr.org.

Sincerely,

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