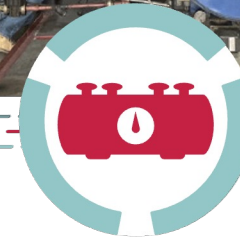


International Accord

A Guide for Potential Signatories



International
ACCORD
for Health and Safety in the Textile and Garment Industry

- 🕒 International Accord: An Introduction
- 🕒 Programs
- 🕒 Bangladesh Safety Agreement
- 🕒 Pakistan Accord
- 🕒 Accord Protocols and Policies
- 🕒 Agreements and Fee Structures
- 🕒 How to Sign

International Accord: An Introduction

International Accord: An Introduction

INTERNATIONAL ACCORD FOR HEALTH AND SAFETY IN THE TEXTILE AND GARMENT INDUSTRY

1 November 2023

I. PREAMBLE

The signatory parties to this “International Accord for Health and Safety in the Textile and Garment Industry” (the “Agreement” or “International Accord”) commit to continue the health and safety programs in Bangladesh and Pakistan, and to the expansion of additional “Country-Specific Safety Programs” (“CSSPs”). The Agreement shall be implemented through the International Accord Foundation (the “Foundation”) and its secretariat (the “Secretariat”).

The International Accord shall act as a framework agreement for each CSSP, the terms of which shall be set forth in an individual Addendum to this Agreement. All CSSP Addendums shall be in accordance with the principles, standards and protocols outlined in this Agreement. Each signatory company shall consider participating in the CSSPs in the countries from which it sources.

The signatories welcome a strong role for the International Labor Organization (the “ILO”), including worker protection efforts, as well as through international programs, to ensure that the programs foreseen by the signatories of the Agreement are implemented and effective.

The undersigned parties are committed to the goal of a safe and sustainable garment and textile industry in which no worker needs to fear fires, building collapses, or other accidents that could be prevented with reasonable health and safety measures. The ultimate goal of the International Accord is for each CSSP program to be transitioned to a national regulatory body.

The signatories to the Agreement recognize that safe workplaces cannot be assured in the long term without the active participation of the people who work in them. For this reason, signatories will agree to develop CSSPs that will continue to respect the fundamental principles and rights at work, in accordance with relevant ILO Conventions.

The International Accord is a **legally binding framework agreement between global trade unions & brands to ensure worker health and safety in the textile and garment industry.**

Brands



Trade Unions



Duration:

1 November 2023 – 31 December 2026

Auto-Renewal

1 January 2027 – 31 December 2029

Accord Agreements Over the Years

New country program: Pakistan Accord on Health and Safety in the Textile and Garment Industry
(January 2023)

June 2018

- Accord on Fire and Building Safety in Bangladesh (Bangladesh Accord)

May 2013

- Accord on Fire and Building Safety in Bangladesh (Transition Accord)

- International Accord on Health and Safety in the Textile and Garment Industry (International Accord)

September 2021

November 2023

- International Accord on Health and Safety in the Textile and Garment Industry (International Accord framework agreement)

Transition to the RMG Sustainability Council (RSC) in Bangladesh
(June 2020)

International Accord: Goals

Achieving fire,
electrical, structural,
and boiler safety
standards.



Trusted avenue for
workers to raise safety
concerns through an
effective complaint
mechanism.



Functional Safety
Committees and informed
workers who address and
monitor health & safety at
factories.



Reasons to Participate

Effective resolution of
worker grievances

Achieve health and
safety standards

Strengthen labour-
management
relations

Access to technical
support and advice

Contribute to Human
Rights Due Diligence
(HRDD)

Reduce audit fatigue
through collective
inspections

Increase commercial
opportunities

Public recognition

Key Signatory Commitments

As an Accord signatory, you commit to:

- 🕒 **Disclose your factory list** to the Accord and keep it up-to-date.
- 🕒 **Require your factories to participate in the Accord inspections, remediation, and workplace programs.**
- 🕒 **Ensuring the workers' right to refuse work** at an unsafe factory.
- 🕒 **Negotiate commercial terms** with factories to ensure it is financially feasible for them to remediate.
- 🕒 **Implement the Escalation Protocol** by issuing notice and warning letters, and terminating business with factories that show inadequate remediation progress.
- 🕒 **Assume collective responsibility** for funding the activities of the program as outlined in the Accord.
- 🕒 **Expand the Accord's safety programs to other countries** based on the principles and standards of the previous Accords of 2013, 2018, and 2021
- 🕒 **Explore potential expansion** of the scope of the agreement to address Human Rights Due Diligence(HRDD).
- 🕒 **Continue the collective workplace safety program in Bangladesh** through the RMG Sustainability Council (RSC).

International Accord: Signatories

SIGNATORIES



**INDUSTRIALL AND
UNI GLOBAL UNION**



**GARMENT BRANDS
& RETAILERS**



4

**NGO WITNESS
SIGNATORIES**



**ILO
INDEPENDENT
CHAIR**

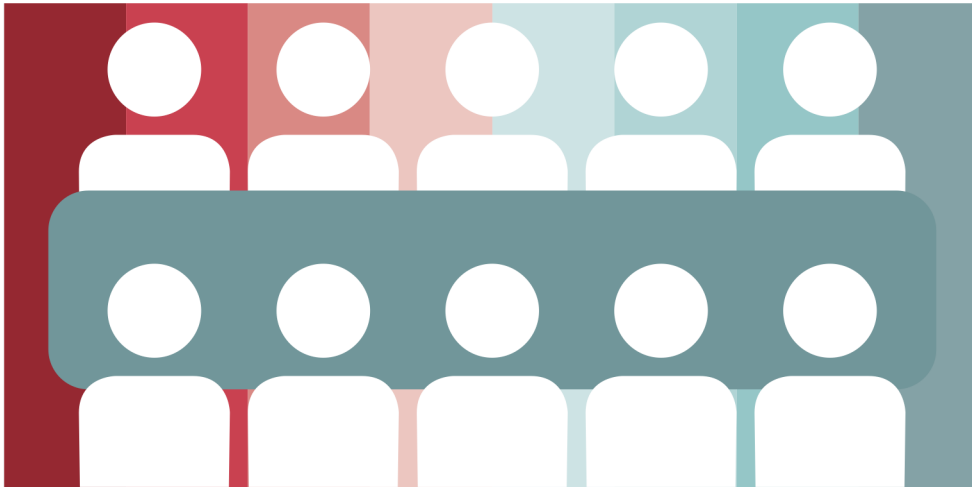
Brands, Unions, and NGOs

🕒 >180 global brands and retailers

🕒 **Global Trade Unions:** IndustriALL and UNI Global Unions

🕒 **NGOs:** Clean Clothes Campaign, Global Labour Justice – International Labour Rights Forum, Maquila Solidarity Network, Worker Rights Consortium

🕒 **Neutral chair:** International Labour Organization (ILO)



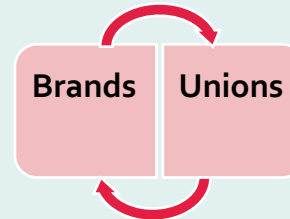
Bipartite Steering Committee: Brands & Unions

- 🕒 **Brands and retailers:** Inditex, C&A, Bestseller, PVH, Otto
- 🕒 **Global Trade Unions:** IndustriALL and UNI Global Unions
- 🕒 **Observers (NGO witnesses):** Clean Clothes Campaign, Worker Rights Consortium
- 🕒 **Neutral chair:** International Labour Organisation (ILO)

International Accord & CSSPs

INTERNATIONAL ACCORD

1 November 2023



Bangladesh Safety Agreement

(2013, 2018, 2021)

1 November 2023 – 31 October 2026

Pakistan Accord

1 January 2023 – 31 December 2025

Future CSSPs

Upon successful completion of expansion criteria

RMG Sustainability Council

Since the 1st of June 2020, the Accord's programs are implemented by the **RMG Sustainability Council (RSC)**.



Brands must sign at least one country agreement

Country Specific Safety Programs = CSSPs/country agreement

Key Values & Principles

Enforceability: Legally binding agreement

Rights-based: Rights to safe and healthy workplaces and to refuse unsafe work

Inclusive governance: Equal decision-making powers

Neutrality: Independent Accord Secretariats

Values: Neutrality, integrity, professionalism

Accountability: Provisions to ensure compliance

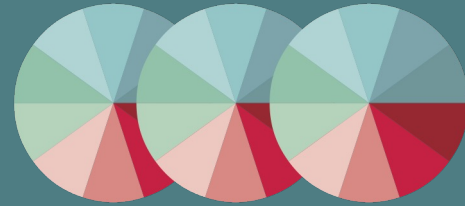
Transparency: Commitment to disclosure and reporting

International Accord: Transparency

Transparency is integral to Accord programs.
It ensures workers, brands and other stakeholders are aware of
the safety conditions at each Accord-covered factory.



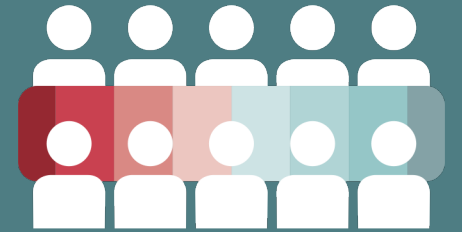
Factory disclosure



Reporting
(Quarterly Aggregate Reports
and Annual Reports)



Publication of factory
inspection reports
and remediation progress



Publication of SC
meeting minutes

Accountability is an essential thread throughout Accord programs, with provisions ensuring all parties in the supply chain fulfill their responsibility to create safer workplaces in the textile and garment industry.

- 🕒 **Accord Article 30** provides that Accord signatories ensure that all their suppliers participate in safety inspections, remediation, and training programs
- 🕒 **Accord Article 31** requires signatories to ensure it is financially feasible for their suppliers to maintain safe workplaces through for example, making joint investments, providing loans, accessing government support, offering business incentives, or paying directly for renovations.
- 🕒 **Accord Article 30** provides that signatories must terminate the business relationship with any supplier that, following a notice and warning process, fails to participate fully in the safety programs.
- 🕒 **Accord Article 23** provides that an independent complaints mechanism will be available for all workers from factories supplying signatory companies, with confidential and timely resolution.
- 🕒 **Accord Articles 63 to 67** describe how disputes between signatories to the agreement will be addressed, first through seeking resolution by the SC and second, if that fails, through approaching the Permanent Court of Arbitration in the Hague.

International Accord: Key Actors

Brands, factories, and workers, each play a role in driving workplace health and safety

Brands



Support and incentivise suppliers to meet health and safety standards.

Factories



Implement and maintain fire, electrical, structural and boiler safety standards.

Workers



Participate in programs with their representatives to ensure their own health and safety.

Programs

Inspections & Remediation

- Fire, electrical, structural and boiler safety inspections
- Timebound Corrective Action Plans (CAPs)
- Remediation support



Safety Training & Safety Committees

- Safety Committee training curriculum
- All employee meetings
- Factory walk-throughs
- Ongoing support



Complaints Mechanism

- Access to remedy
- Impartial investigation
- Independent and confidential



Inspections & Remediation

Inspections & Remediation

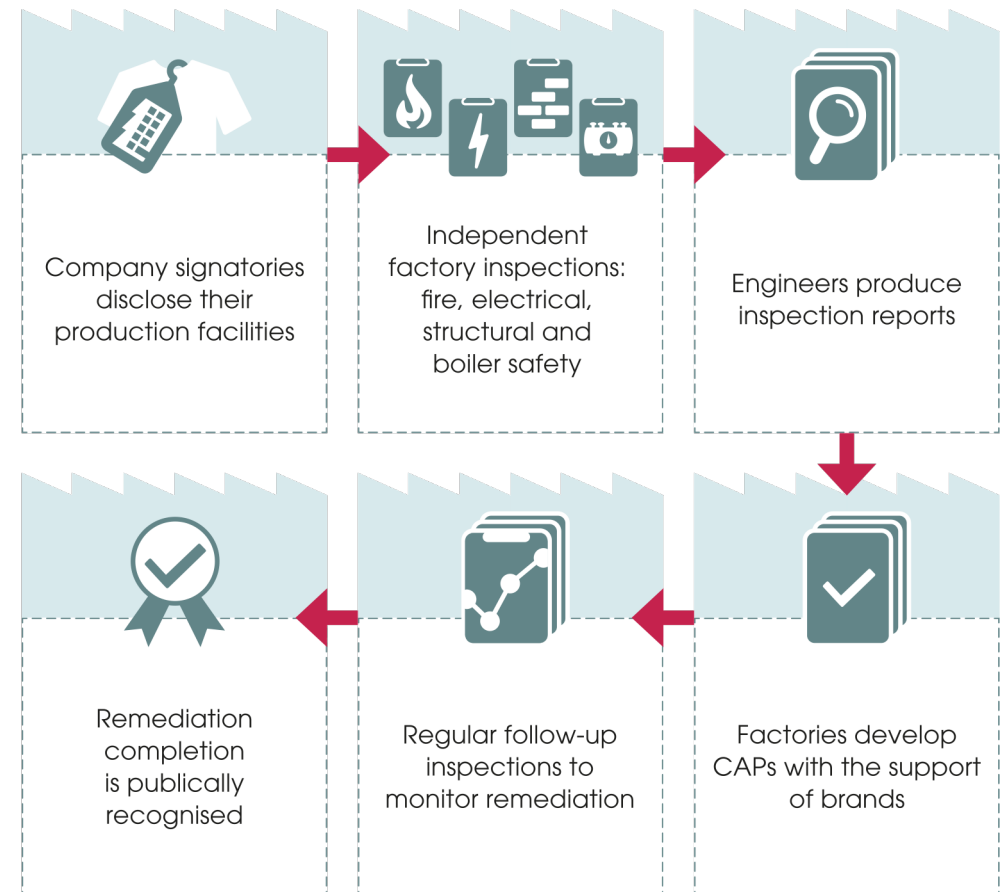
All factories listed by Accord signatory companies are inspected to identify health and safety hazards.

Key Features

- Fire electrical, structural, and boiler safety inspections by specialised and independent engineering staff.
- Development of Corrective Action Plans (CAPs) in collaboration with brands.
- Technical guidance and follow up inspections to support remediation progress.
- In Pakistan, factories are inspected against the **Pakistan Accord Building Standard** and will also include assessments of hazardous substances.

Impact

>56,000 inspections at >2000 Accord-covered factories
92% average remediation rate
>450 factories completed initial remediation



Inspections & Remediation: Fire Safety



Before (left) – collapsible gate; After (right) fire door installed



Fire

A fire safety inspection includes assessing:

- The adequacy of fire prevention
- Fire containment
- Early warning systems
- Safe egress in case of fire

Remediation often involves:

- Establishing and maintaining adequate exit routes
- Installing certified fire doors
- Constructing fire-proof separations
- Installing, testing, and commissioning a fire alarm system and a fire suppression system.



Installation of fire protection systems: hydrant system (left) and sprinkler system (right)

Electrical

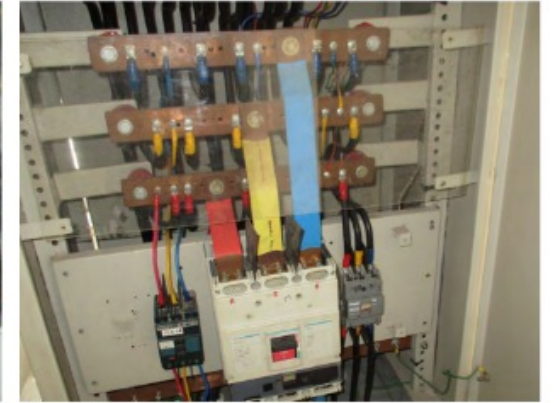


An electrical safety inspection includes assessing:

- The adequacy of cabling and wiring in the factory
- The capacity of staff to maintain electrical safety
- The risk or occurrence of hotspots
- The risk from the accumulation of dust and lint around electrical components.

Remediation often involves:

- Developing a Single Line Diagram to depict the electrical scheme of the factory
- Rewiring to reduce hotspots
- Training and Personal Protective Equipment (PPE) for electrical technicians
- Preventing the accumulation of dust and lint around electrical cables.



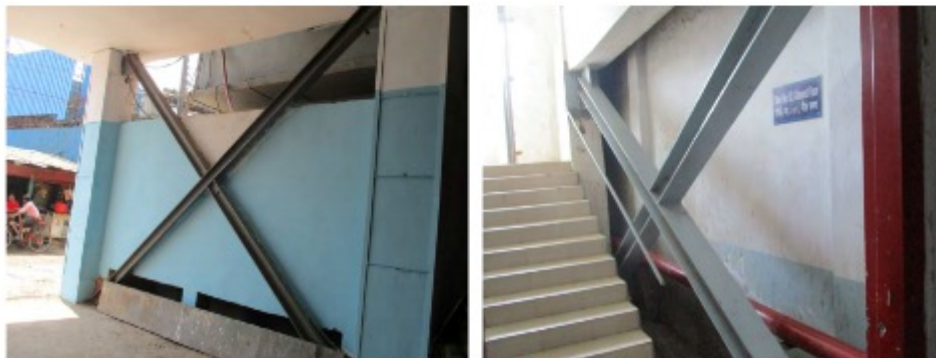
Electrical cabling: before (left) and after remediation (right)



Before (left) – unsupported and unsafe cables; After (right) cables with adequate support, cable tray installed



Using a management load plan prevents excess structural cracks and building collapses by avoiding weight in certain parts of the building.



Installing cross-bracing is required to strengthen the lateral stability of the building.



Structural

A structural safety inspection includes assessing:

- The adequacy of engineering assessments.
- Comparison of design drawings with the actual building.
- Adequacy of load management plans.

Remediation often involves:

- Conducting a detailed engineering assessment.
- Strengthening vertical or horizontal load-bearing capacity.
- Maintaining load management plans.

Boiler



A boiler safety inspection includes assessing:

- The condition, installation configuration, safety monitoring system, and operating condition of each boiler in the factory.

Remediation often involves:

- Addressing calcium build-up
- Installing an adequate pressure monitoring system
- Correcting faulty wiring
- Developing accurate technical data sheets.



Boiler safety remediation often involves addressing calcium build up and installing adequate pressure monitoring systems.

Safety Training & Safety Committees

Safety Training & Safety Committees

A safety training program for factories and workers focused on identifying and responding to health and safety risks.

The program covers:

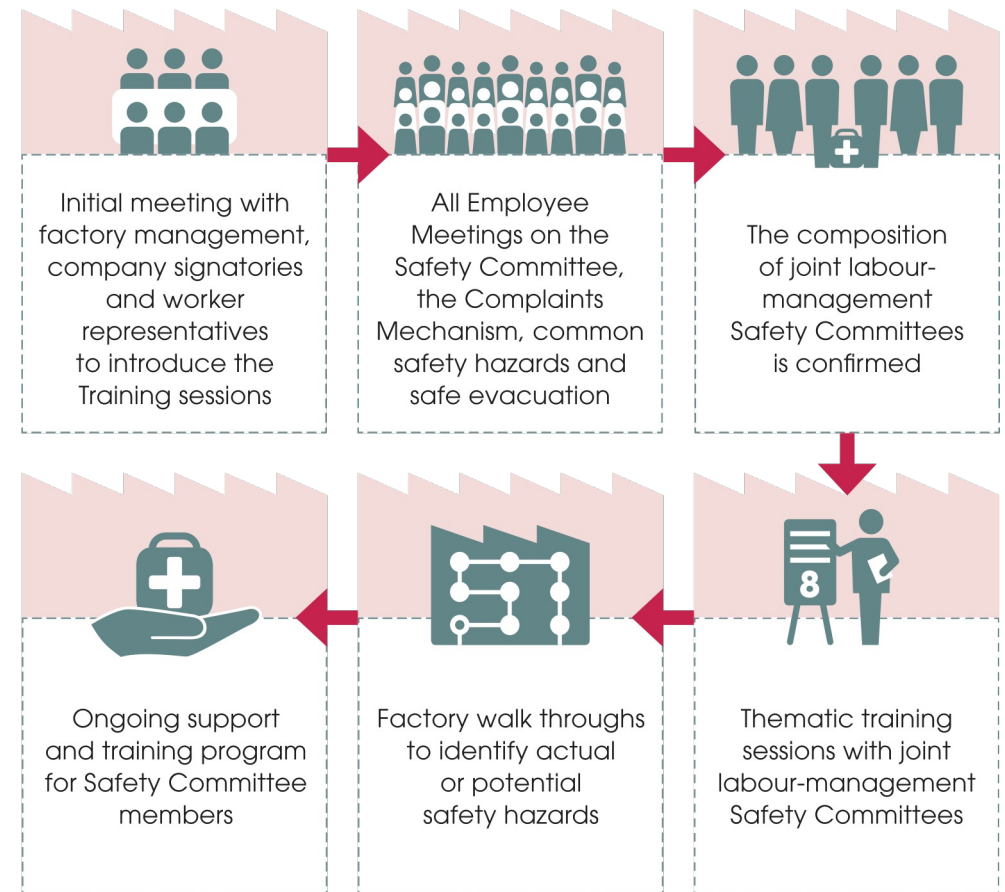
- Basic health and safety procedures and precautions
- The importance of workers' rights to organise around health and safety issues.
- The role of safety committees
- Ways in which workers can raise safety concerns

Key Features

- Introductory meeting factory management & worker representatives
- 8-module training curriculum
- 3 all employee meetings
- Ongoing support by a dedicated Accord trainer

Impact

>12,000 Safety Committee members trained
>2 million workers informed about workplace safety



Labour-Management Safety Committees



All Employee Meetings



Complaints Mechanism

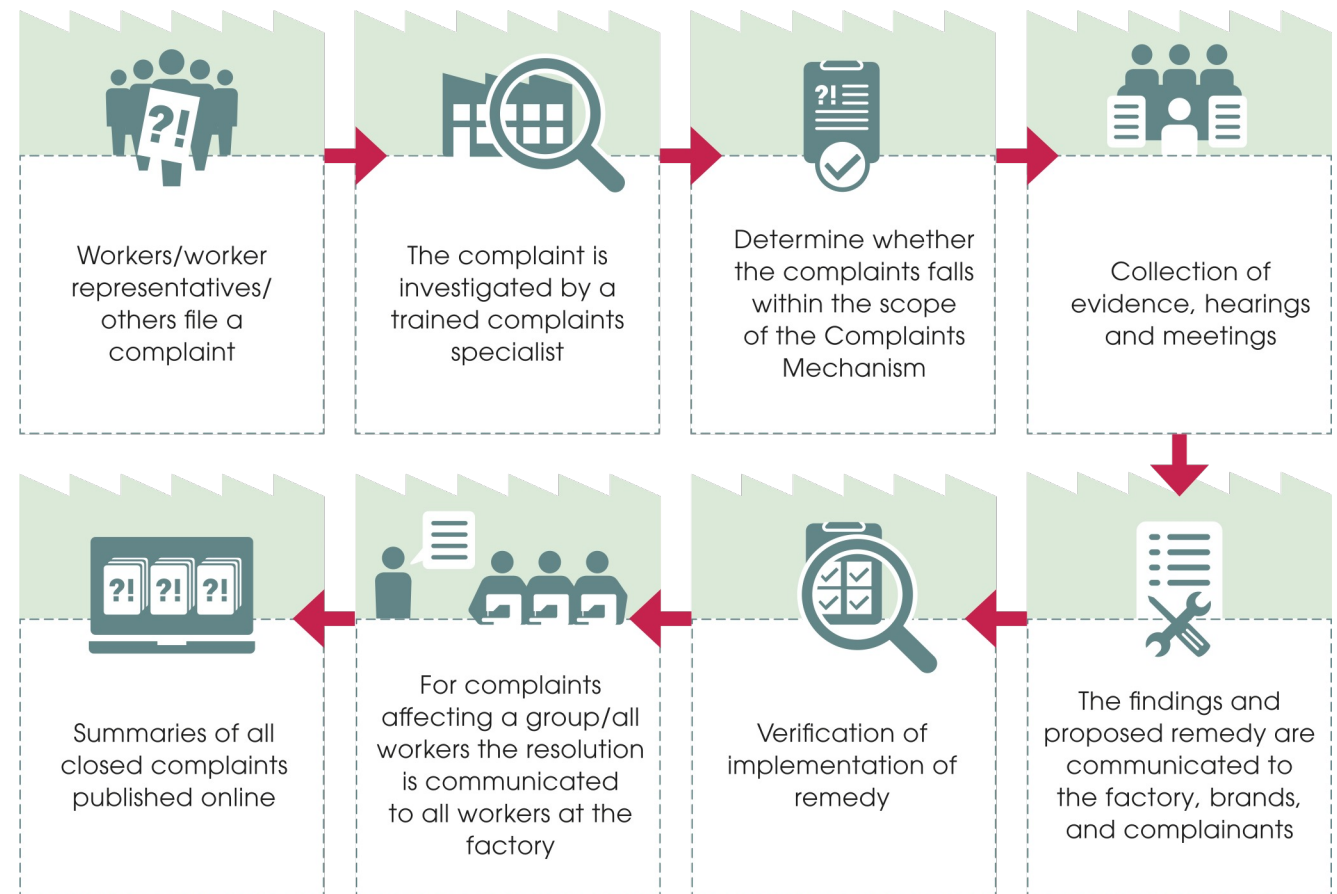
Complaints Mechanism

An independent complaints mechanism focused on effective remedy.

Workers at Accord-covered factories have access to an independent complaints mechanism. Workers and their representatives can raise concerns about health and safety confidentially, being protected against retaliation.

Key Features

- Workers/worker representatives/others can file a complaint, verbally or in writing
- Complainants propose their remedy
- Complainants are safeguarded from retaliation and reprisal
- Impartial investigations
- Verification of remedy and enforceability



Impact

>1000 complaints resolved



The complaints mechanism is available at all factories producing for Accord brands and covers complaints related to Occupational Safety and Health (OSH)

Common types of complaints

- Fire and building safety
- Excessive heat, fumes, noise
- Inadequate drinking water
- Forced overtime/excessive hours
- Denial of maternity pay/leave
- Workplace violence & harassment

Bangladesh Safety Agreement

Bangladesh Safety Agreement

BANGLADESH AGREEMENT ON HEALTH AND SAFETY IN THE TEXTILE AND GARMENT INDUSTRY

Addendum to the International Accord

for Health and Safety in the Textile and Garment Industry

1 November 2023

I. PREAMBLE

The signatory parties to this *Country Specific Safety Program on Health and Safety in the Bangladesh Textile and Garment Industry* ("the Agreement") commit to the principles enshrined in the 2023 International Accord for Health and Safety in the Textile and Garment Industry ("Accord"), and as stipulated in the 2013, 2018 and the 2021 Accord agreements on Fire and Building Safety in Bangladesh.

These principles have been adopted by the RMG Sustainability Council ("RSC"), an independent tripartite non-for-profit organization based in Bangladesh. The inspections and remediation program, safety committee and safety training program, safety complaints mechanism, and reporting and disclosure requirements of the Accord are implemented and carried forward in Bangladesh through the RSC. RSC covered factories are required to participate fully in the inspection, remediation, complaint process and occupational health and safety training activities. The RSC is independently operating under its *Memorandum and Articles of Association* on the basis of mutual consent of its three founding members, the unions, brands and industry represented in the RSC Board of Directors ("RSC Board").

The undersigned parties stay committed to the goal of a safe and sustainable Bangladeshi Ready-Made Garment ("RMG") and other related industries in which no worker needs to fear industrial accidents that could be prevented with reasonable health and safety measures. The parties share a common vision for the growth of the RSC to becoming a sector-wide program in Bangladesh, with the ultimate goal of transitioning to a regulatory body.

The undersigned parties therefore commit to the principles defined in the International Accord and reflected in the RSC to continue to be implemented in Bangladesh as a specific Country Specific Safety Program. Signatory companies shall assume co-responsibility, together with national industry, for adequately funding the activities of the program as set forth in this Agreement. The parties to this Agreement will strive for an adequate and increasing contribution of Industry and other third parties through respective Cooperation and Funding Agreements.

The signatories to the Agreement recognize that safe workplaces cannot be assured in the long term without the active participation of the people who work in them. For this reason, signatories will continue to respect the fundamental principles and rights at work, in accordance with relevant ILO Conventions.

- 🕒 In 2023, signatories to the International Accord decided to renew their commitments in Bangladesh by negotiating the **Bangladesh Agreement on Health and Safety in the Textile and Garment Industry** (Bangladesh Safety Agreement) as an Addendum to the International Accord.
- 🕒 Signatory parties to Bangladesh Safety Agreement commit to the principles enshrined in the 2023 International Accord, and as stipulated in the 2013, 2018 and 2021 Accord agreements on Fire and Building Safety in Bangladesh.
- 🕒 **Since June 2020, RMG Sustainability Council (RSC)** has been implementing the inspections and remediation program, safety committee and safety training program, worker complaints mechanism, and reporting and disclosure requirements of the Accord.

Duration:

1 November 2023 – 31 December 2026

Bangladesh Safety Agreement: Signatories



SIGNATORIES



COUNTRIES



Impact in Bangladesh



>2,000

factories made safer

- 92% average remediation rate
- 520 factories completed 100% of initial CAP findings



>2 million

**workers informed
about workplace safety**



>1,000

**complaints
resolved**



>12,000

**Safety Committee
members trained**



Impact in Bangladesh

- 🕒 **Bangladesh's RMG sector is reputed as a frontrunner in transparency** regarding factory safety and value-chain responsibility.
- 🕒 **Bangladesh has become an attractive option for international clothing brands** – especially those looking to diversify manufacturing locations.
- 🕒 According to the International Finance Corporation: **better safety protections have been an important contributing factor to Bangladesh's economic growth** since 2014 after the Rana Plaza and Tazreen garment factory disasters.
- 🕒 **Bangladesh's garment industry increased its annual revenue from \$19 billion in 2014 to \$34 billion in 2020 —a 79% rise.**
- 🕒 **Bangladesh is the second largest exporter of garments in the world.**

Pakistan Accord

Pakistan Accord: An Introduction

PAKISTAN ACCORD ON HEALTH AND SAFETY IN THE TEXTILE AND GARMENT INDUSTRY

1 January 2023

I. PREAMBLE

With reference to Article 38 and 39 of the International Accord for Health and Safety in the Textile and Garment Industry (“International Accord”), effective September 2021, the signatories agree to the establishment of a Country-Specific Safety Program (“CSSP”) in Pakistan: the Pakistan Accord on Health and Safety in the Textile and Garment Industry (hereinafter referred to as “Pakistan Accord”).

The signatories recognize the strong role of the International Labor Organization (the “ILO”), in particular the offices of ILO - Better Work Pakistan, including worker protection efforts, as well as through international programs, to ensure that the programs foreseen by the signatories of the Pakistan Accord are implemented and effective.

The signatories to the Pakistan Accord recognize that safe workplaces cannot be assured in the long term without the active participation of the people who work in them. For this reason, signatories will continue to promote respect for the right of workers to freedom of association in accordance with relevant ILO Conventions.

II. SCOPE

1. The Pakistan Accord covers all Cut-Make-Trim (“CMT”) facilities, namely all Ready-Made Garment (“RMG”), home textile, fabric and knit accessories suppliers, producing product for the signatory companies. Furthermore, fabric mills in Pakistan that are within the supply chains of the signatories are covered. The timing and process of the implementation of the Pakistan Accord in relation to fabric mills that are not part of integrated facilities, shall be subject to agreement of the SC. In the event that agents or other intermediaries are part of the signatory’s business model, the signatory is responsible to assure that these intermediaries support the signatory’s efforts to fulfill the obligations of this agreement, independent of whether the intermediaries have signed this agreement or not.

Origins

Following a year-long feasibility study, in December 2022, the Accord Steering Committee established the **Pakistan Accord on Health and Safety in the Textile and Garment Industry (Pakistan Accord)**.

Duration:

1 January 2023 – 31 December 2025

Pakistan Accord: An Introduction



Why Pakistan

- 🎯 The presence and interest of Accord brands.
- 🎯 The potential positive impact of the Accord on worker and factory safety.
- 🎯 The opportunity to build capacity and enhance a culture of workplace health and safety.
- 🎯 The extent to which there are health and safety issues to be addressed
- 🎯 The support and interest of local stakeholders.
- 🎯 The potential added value of an Accord program.

Pakistan Accord: Signatories

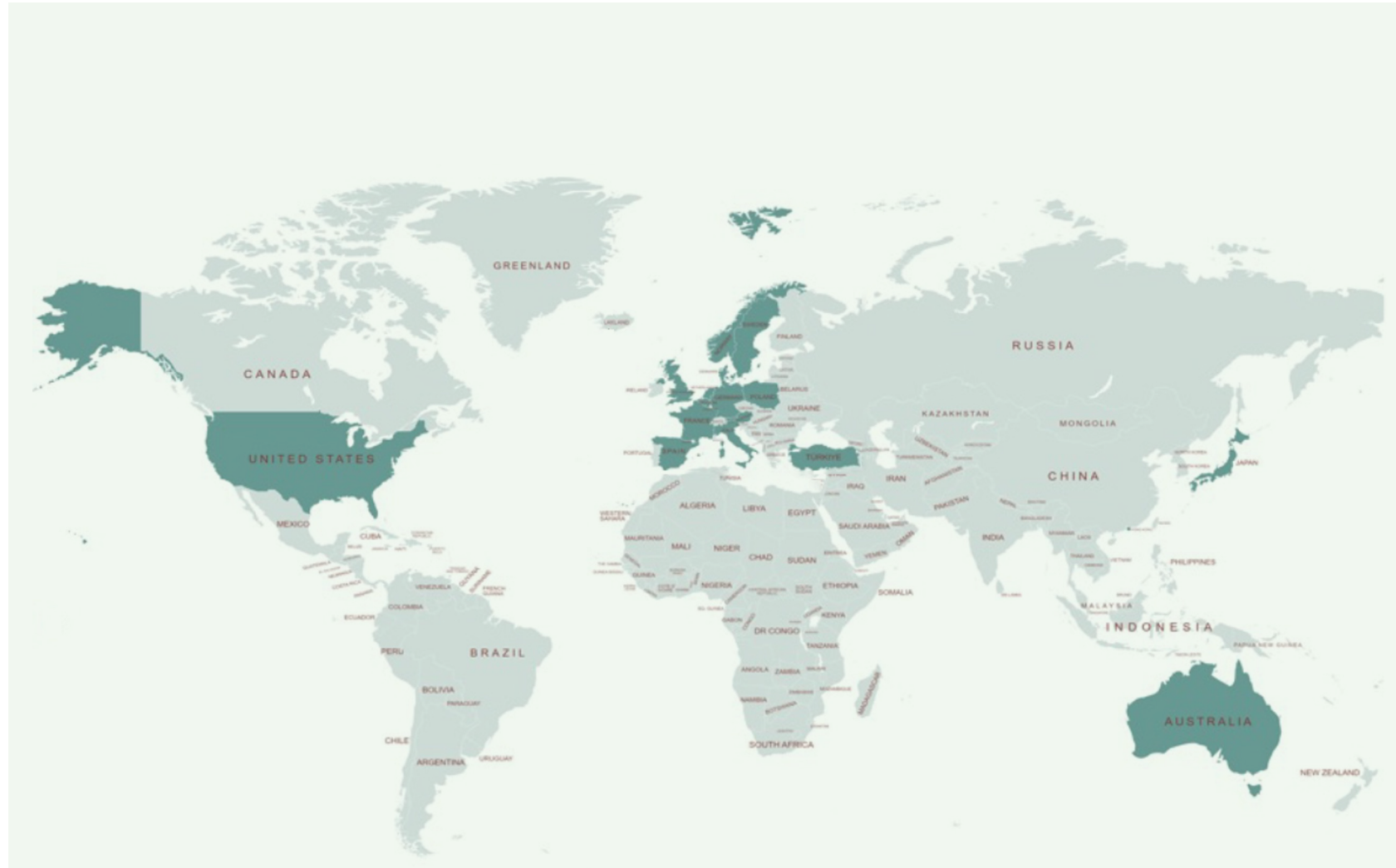


SIGNATORIES

Sourcing in Pakistan:
>USD 2.5 Billion



COUNTRIES



Pakistan Accord: Scope & Coverage



Scope

- 🎯 Cut-Make-Trim (CMT) facilities:
 - 🎯 Ready-Made Garments (RMG)
 - 🎯 Home textiles
 - 🎯 Fabric and knit accessories
- 🎯 Fabric mills

Coverage

- 🎯 **Approx 500 factories**
- 🎯 **Approx 55% in Punjab, 45% in Sindh**
- 🎯 **>500.000 workers**

Protocols & Policies

If a factory fails to cooperate, the responsible Accord signatory company implements a notice and warning process and ultimately terminates the business relationship with the factory as per the Escalation Protocol within the Accord agreements.

Examples of factory non-compliance that could trigger the escalation protocol:

- ❶ **Refusal to temporarily evacuate a critically unsafe factory.**
- ❷ **A lack of progress in finalising corrective action plans (CAPs) or executing required safety renovations.**
- ❸ **Refusal to resolve worker complaints** on occupational safety and health (OSH) issues.
- ❹ **A lack of cooperation with Accord trainers, case handlers, OSH complaint handlers, and/or engineers.**

Stage-1

- Non-compliance notification from signatory brands (RSC in Bangladesh) to factory

Stage-2

- Notice and warning from signatory brands (RSC in Bangladesh) to factory

Stage-3

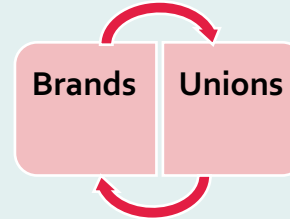
- Ineligibility of business with signatory brands

Agreements and Fee Structures

International Accord & CSSPs

INTERNATIONAL ACCORD

1 November 2023



Bangladesh Safety Agreement

(2013, 2018, 2021)

1 November 2023 – 31 October 2026

Pakistan Accord

1 January 2023 – 31 December 2025

Future CSSPs

Upon successful completion of expansion criteria

RMG Sustainability Council

Since the 1st of June 2020, the Accord's programs are implemented by the **RMG Sustainability Council (RSC)**.



Brands must sign at least one country agreement

Country Specific Safety Programs = CSSPs/country agreement

Fee: International Accord Secretariat 2023-2024

Band (Annual FOB \$ Value at Cost Price Ex <u>Bangladesh & Pakistan</u>)	Sub-Band	No. of Factories (BD+PK)	International Accord fee Year 1	First Invoice Year 1 (issued December 23 – January 24)	Second Invoice Year 1 (issued July 2024)
Band 7: from \$500m	7	n/a	\$55,000	\$27,500	\$27,500
Band 6: from \$250m and under \$500m	6.3	80+	\$47,500	\$23,750	\$23,750
	6.2	51-79	\$37,500	\$18,750	\$18,750
	6.1	0-50	\$35,000	\$17,500	\$17,500
Band 5: from \$100m and under \$250m	5.3	76+	\$25,000	\$12,500	\$12,500
	5.2	26-75	\$15,000	\$7,500	\$7,500
	5.1	0-25	\$12,500	\$6,250	\$6,250
Band 4: from \$50m and under \$100m	4.3	41+	\$10,000	\$5,000	\$5,000
	4.2	11-40	\$7,500	\$3,750	\$3,750
	4.1	0-10	\$5,000	\$2,500	\$2,500
Band 3: from \$25m and under \$50m	3.3	41+	\$5,000	\$2,500	\$2,500
	3.2	11-40	\$3,500	\$1,750	\$1,750
	3.1	0-10	\$2,000	\$1,000	\$1,000
Band 2: from \$10m and under \$25m	2.3	30+	\$2,000	\$1,000	\$1,000
	2.2	11-29	\$1,750	\$875	\$875
	2.1	0-10	\$1,000	\$500	\$500
Band 1: from \$1m and under \$10m	1.3	21+	\$1,250	\$625	\$625
	1.2	11-20	\$1,000	\$500	\$500
	1.1	0-10	\$750	\$375	\$375
Band 0: from \$0 and under \$1m	0.3	20+	\$1,000	\$500	\$500
	0.2	5-19	\$750	\$375	\$375
	0.1	0-4	\$250	\$125	\$125

- 🎯 Calculation based on the **combined Admin data of Bangladesh and Pakistan**
- 🎯 Period: 1 November 2023 – 31 December 2024
- 🎯 Two equal invoices, in December 2023 /January 2024 and May/June 2024
- 🎯 Invoices will be combined (IA Secretariat, and/or Pakistan Accord and/or Bangladesh Safety Agreement)

Fee: Bangladesh Safety Agreement 2023-2024

Band (Annual FOB \$ Value at Cost Price Ex <u>Bangladesh</u>)	Sub-Band	No. of Factories	Bangladesh CS5P fee Year 1	First Invoice Year 1 (issued December 23 – January 24)	Second Invoice Year 1 (issued July 2024)
Band 7: from \$500m	7	n/a	\$210,000	\$105,000	\$105,000
Band 6: from \$250m and under \$500m	6.3	80+	\$180,000	\$90,000	\$90,000
	6.2	51-79	\$145,000	\$72,500	\$72,500
	6.1	0-50	\$130,000	\$65,000	\$65,000
Band 5: from \$100m and under \$250m	5.3	76+	\$100,000	\$50,000	\$50,000
	5.2	26-75	\$70,000	\$35,000	\$35,000
	5.1	0-25	\$45,000	\$22,500	\$22,500
Band 4: from \$50m and under \$100m	4.3	41+	\$43,000	\$21,500	\$21,500
	4.2	11-40	\$28,000	\$14,000	\$14,000
	4.1	0-10	\$23,000	\$11,500	\$11,500
Band 3: from \$25m and under \$50m	3.3	41+	\$18,000	\$9,000	\$9,000
	3.2	11-40	\$15,000	\$7,500	\$7,500
	3.1	0-10	\$8,000	\$4,000	\$4,000
Band 2: from \$10m and under \$25m	2.3	30+	\$8,000	\$4,000	\$4,000
	2.2	11-29	\$7,000	\$3,500	\$3,500
	2.1	0-10	\$4,000	\$2,000	\$2,000
Band 1: from \$1m and under \$10m	1.3	21+	\$5,000	\$2,500	\$2,500
	1.2	11-20	\$4,000	\$2,000	\$2,000
	1.1	0-10	\$3,000	\$1,500	\$1,500
Band 0: from \$0 and under \$1m	0.3	20+	\$4,000	\$2,000	\$2,000
	0.2	5-19	\$3,000	\$1,500	\$1,500
	0.1	0-4	\$1,000	\$500	\$500

- 🕒 Period: 1 November 2023 – 31 December 2024
- 🕒 Two equal invoices, in December 2023/January 2024 and May/June 2024
- 🕒 Invoices will be combined (IA Secretariat, and/or Pakistan Accord and/or Bangladesh Safety Agreement)

Fee: Pakistan Accord 2024

Band <small>(Annual FOB \$ Value at Cost Price Ex Pakistan)</small>	Sub-band	No. of Factories	Annual Fee 2024 <small>(for brands that signed in 2023)</small>	Annual Fee 2024 <small>(for brands that signed in 2024)</small>
Band 7: from \$300m	7.3	40+	\$185,000	\$231,250
	7.2	21-39	\$175,000	\$218,750
	7.1	0-20	\$165,000	\$206,250
Band 6: from \$100m and up to \$300m	6.3	30+	\$165,000	\$206,250
	6.2	16-29	\$140,000	\$175,000
	6.1	0-15	\$125,000	\$156,250
Band 5: from \$50m and up to €100m	5.3	20+	\$125,000	\$156,250
	5.2	11-19	\$95,000	\$118,750
	5.1	0-10	\$65,000	\$81,250
Band 4: from \$30m and up to \$50m	4.3	20+	\$65,000	\$81,250
	4.2	11-19	\$45,000	\$56,250
	4.1	0-10	\$25,000	\$31,250
Band 3: from \$10m and up to \$30m	3.3	15+	\$25,000	\$31,250
	3.2	8-14	\$20,000	\$25,000
	3.1	0-7	\$15,000	\$18,750
Band 2: from \$5m and up to \$10m	2.3	11+	\$15,000	\$18,750
	2.2	6-10	\$10,000	\$12,500
	2.1	0-5	\$7,500	\$9,375
Band 1: from \$0.5m and up to \$5m	1.3	8+	\$10,000	\$12,500
	1.2	4-7	\$7,500	\$9,375
	1.1	0-3	\$5,000	\$6,250
Band 0: from \$0m and up to \$0.5m	0.3	6+	\$7,500	\$9,375
	0.2	3-5	\$5,000	\$6,250
	0.1	0-2	\$2,500	\$3,125

- 🎯 Year 1: 1 January 2023 – 31 December 2023
- 🎯 Year 2: 1 January 2024 – 31 December 2024
- 🎯 Brands that sign the Pakistan Accord in 2024 will be required to pay a one-time onboarding fee of 25% as a fair contribution to the 2023 establishment costs
- 🎯 Two equal invoices, in December 2023/January 2024 and May/June 2024
- 🎯 Invoices will be combined (Secretariat, Pakistan and/or Bangladesh)

How to Sign?

4 Steps to Become an Accord Signatory



Review

Review the International Accord and the Addendums of interest to better understand the workplace programs and your commitments as a signatory.



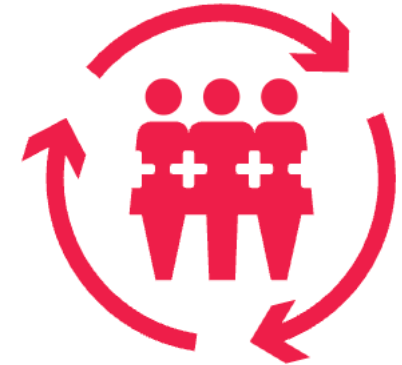
Contact

Get in touch with the International Accord Secretariat via **signatories@internationalaccord.org** to arrange an introductory call.



Sign

Once you decide to become a signatory, arrange the submission of the signed agreement with the Secretariat.



Induction

After you sign and submit the agreement, the Secretariat will brief you on the implementation and procedures of the Accord programs.

Relevant Resources

- 🕒 [Read the International Accord](#)
- 🕒 [Read the Pakistan Accord](#)
- 🕒 [Read the Bangladesh Safety Agreement](#)
- 🕒 [View the list of signatories to the Accord agreements](#)
- 🕒 [View the Fee Structures for the International Accord, Pakistan Accord, Bangladesh Safety Agreement](#)
- 🕒 [View the latest updates about the Accord programs](#)
- 🕒 [Read more about the Workplace Safety Program](#)
- 🕒 [Read more about the Accord Complaints Mechanism](#)
- 🕒 [Read how factories participate in Accord programs](#)

International ACCORD



for Health and Safety in the
Textile and Garment Industry