

# INTERNATIONAL ACCORD Information Pack for Brands and Retailers

===== APRIL 2026 =====

This Information Pack provides brands and retailers with key information on signing the International Accord, the Pakistan Accord, and the Bangladesh Safety Agreement. It includes a set of Frequently Asked Questions (FAQs) covering the scope, objectives, and core principles of these programs, as well as details on participation fees for brands.

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# PART I

## Overview

- Introduction to Accord Agreements

## INTRODUCTION TO ACCORD AGREEMENTS

The International Accord for Health and Safety in the Textile and Garment Industry (International Accord) is a legally binding agreement between global brands and trade unions, UNI and IndustriALL, to create and maintain garment factories where no worker fears fires, building collapses or other accidents that can be prevented with reasonable health and safety measures.

It promotes worker health and safety through factory inspections to identify risks; remediation to implement life-saving improvements; safety training to raise awareness of workers' rights, responsibilities, and health and safety risks; and a trusted Complaints Mechanism for workers to raise health and safety concerns.

The International Accord was renewed in 2023 as a framework agreement for a three-year term, with automatic renewal for an additional three years, making it the longest commitment in the Accord's history. It builds on the 2013 and 2018 Accords on Fire and Building Safety in Bangladesh, as well as the 2021 International Accord, each of which introduced progressively broader scope and commitments.

Two Country-Specific Safety Programs (CSSPs) operate as addendums to the International Accord framework: The Bangladesh Agreement on Health and Safety in the Textile and Garment Industry (Bangladesh Safety Agreement) implemented in cooperation with the RMG Sustainability Council (RSC) and the Pakistan Accord for Health and Safety in the Textile and Garment Industry (Pakistan Accord).

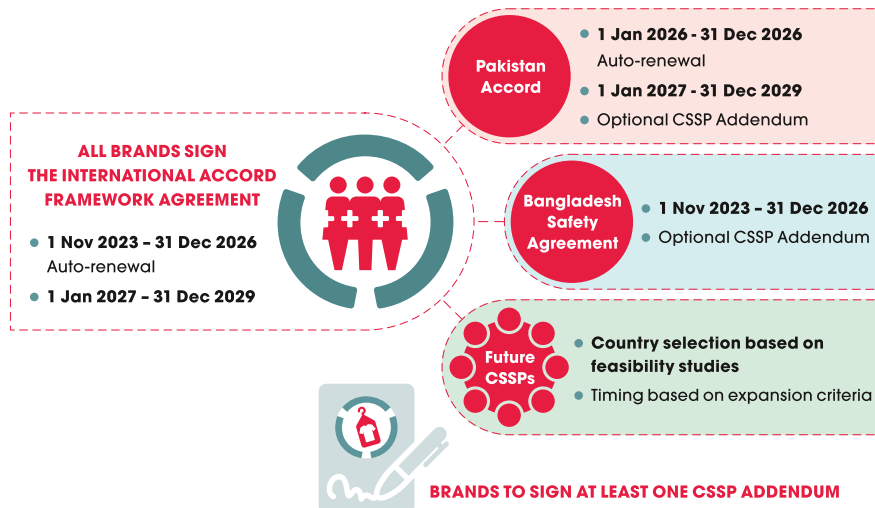
After its first term expired on 31 December 2025, the Pakistan Accord was renewed until 31 December 2026 and will be renewed automatically for a succeeding term of three years, until 31 December 2029, to align with the International Accord framework.

The International Accord provides for the establishment of future health and safety programs in other major garment-producing countries, subject to feasibility assessments and expansion criteria. The commitment to expand beyond Bangladesh was realised with the establishment of the Pakistan Accord, which took effect on 1 January 2023 and was renewed on 1 January 2026.

All brands are required to sign the International Accord framework, which contains the Accord's key principles and criteria for expansion to other countries. In addition, brands are required to sign at least one of the CSSPs in Bangladesh and Pakistan.

Brands sourcing from both countries are encouraged to sign both agreements to extend the coverage of the Accord's health and safety programs across their supply chains in Bangladesh and Pakistan.

A visual illustration of the agreements is as follows:



## PART II

# International Accord

- International Accord for Health and Safety in the Textile and Garment Industry
- Frequently Asked Questions (FAQS)

===== **INTERNATIONAL ACCORD** =====

Read the  
**International Accord**  
for Health and Safety  
in the Textile and  
Garment Industry  
[here](#)

===== **FREQUENTLY ASKED QUESTIONS (FAQS)** =====  
----- **International Accord** -----

**1** What is the International Accord?

The International Accord for Health and Safety in the Textile and Garment Industry (International Accord) is a **legally binding agreement** between **global brands and trade unions, UNI and IndustriALL**, to create and maintain garment factories where **no worker fears fires, building collapses or other accidents** that can be prevented with reasonable **health and safety measures**.

It promotes worker health and safety through **factory inspections to identify risks; remediation to implement life-saving improvements; safety training to raise awareness of workers' rights, responsibilities**, and health and safety risks; and a **trusted Complaints Mechanism for workers** to raise health and safety concerns.

The agreement serves as the framework for implementing the Accord's Country-Specific Safety Programs (CSSPs), currently in Bangladesh and Pakistan, as well as any future programs in other garment producing countries.

The terms of each CSSP are set forth in the Addendums to the International Accord. All CSSP Addendums build on the core principles, standards and protocols outlined in the International Accord.

**2** Which country programs does the International Accord currently comprise?

The International Accord currently has the following country programs:

- Bangladesh Agreement on Health and Safety in the Textile and Garment Industry (Bangladesh Safety Agreement) effective since 1 November 2023.
- Pakistan Accord for Health and Safety in the Textile and Garment Industry (Pakistan Accord) effective since 1 January 2023 and renewed on 1 January 2026.

International Accord signatories commit to signing at least one country program.

**3** Who implements the International Accord?

The International Accord Steering Committee (SC) monitors and enforces the responsibilities of the International Accord signatories. The SC is entrusted with the overall management of the International Accord.

The agreement is implemented by the International Accord Foundation and its Secretariat in Amsterdam, the Netherlands.

The Secretariat is responsible for the following:

- a) Overseeing signatory compliance with the International Accord and its CSSPs. Ensuring the effective management and implementation of the agreements.
- b) Taking necessary steps to ensure worker safety.
- c) Reporting accurately to the SC to implement signatory obligations under the Accord and its CSSPs.
- d) Supporting signatory companies and trade unions in their representative roles.

#### **4** What is the scope of the International Accord?

The International Accord covers Cut-Make-Trim (CMT) facilities, namely all Ready-Made Garment (RMG), producing for signatory companies in countries with a CSSP. Furthermore, upon agreement of the SC, other related products and industries within the supply chains of signatories, such as home textile, fabric and knit accessories suppliers, as well as fabric mills and other production processes, are covered on a country-specific basis, upon agreement.

#### **5** What is the duration of the International Accord and when did it take effect?

The International Accord framework agreement took effect on 1 November 2023 and will expire on 31 December 2026. The agreement will be renewed automatically for a succeeding term of three (3) years until 31 December 2029 unless either party gives written notice to the other at least ninety (90) days prior.

#### **6** What are the key principles of the International Accord?

The International Accord is based on the core principles that have contributed to the effectiveness of the 2013, 2018 and 2021 Accords:

- Credible inspections
- Remediation
- Complaints process
- Training
- Transparency and reporting
- Supplier incentives
- Capacity-building
- Release of responsibility

#### **7** What are the main changes from the previous 2013, 2018 and 2021 Accords?

The main changes from the previous 2013, 2018 and 2021 Accords are as follows:

- An international framework:
  - a) committing to expanding the health and safety work progressively in the coming years to other countries, based on feasibility studies and progress made in the existing country programs.
  - b) considering future expansion of the scope of the worker Complaints Mechanism beyond health and safety in CSSPs; and
  - c) outlining key signatory obligations and principles upon which country programs are built. The details of the country programs will be outlined in Addendums to the International Accord agreement.
- Participating brands sign the International Accord framework agreement and the relevant CSSP agreements they choose to participate in.
- The Pakistan Accord for Health and Safety in the Textile and Garment Industry (Pakistan Accord), which took effect on 1 January 2023 and was renewed on 1 January 2026, continues as an Addendum to the International Accord.

## 8 What are the key commitments of an Accord signatory brand?

For each country program, signatory brands commit to:

- Disclosing their factory list and keeping it up to date.
- Requiring their suppliers to participate in the Accord's inspections, remediation, and workplace programs (Safety Committee Training, All Employee Meetings and worker Complaints Mechanism).
- Negotiating commercial terms with their suppliers to ensure it is financially feasible for them to implement safety improvements and maintain safe workplaces.
- Assuming collective responsibility for funding the activities of the program as set forth in the agreements.
- Exercising their collective leverage by issuing warnings and ultimately terminating business with factories that show inadequate remediation progress, in accordance with the Accord's Escalation Protocol.
- Exploring the establishment of health and safety programs in other garment producing countries, based on feasibility studies.
- Exploring the expansion of the scope of the agreement to address additional Human Rights Due Diligence responsibilities.

## 9 Which agreements do brands and retailers sign?

Brands and retailers sign the International Accord framework agreement and at least one CSSP.

## 10 Can brands participate in the Accord's country programs in Bangladesh and Pakistan without signing the International Accord?

The International Accord is a framework agreement that enables the implementation of the Accord's country programs in Bangladesh and Pakistan. Therefore, all brands and retailers are required to sign the International Accord framework agreement.

Brands that sign the International Accord commit to signing at least one CSSP. The Accord encourages brands sourcing from Bangladesh and Pakistan to sign both agreements to extend the coverage of the Accord's health and safety programs across their supplier and worker base.

## 11 Will the International Accord expand to other countries?

The signatories agree to the expansion of the International Accord programs to other countries, based on the feasibility study results and expansion criteria.

Consideration for expansion will be given to the feasibility studies conducted under the International Accord as well as relevant developments, particularly heightened safety risks. The Secretariat will regularly update the feasibility studies.

The feasibility criteria include, amongst others:

- the presence and volume of signatory companies in the country.
- the interest of brands,
- the extent to which existing mechanisms can regulate safety,
- the extent to which there are safety risks,
- support of local stakeholders.

Accord signatories agree to the expansion of the International Accord programs to other countries, based on feasibility study results and expansion criteria enumerated in Articles 52 and 54 of the agreement.

The decision to set up a new country program will consider the agreed upon feasibility criteria and relevant local developments, particularly heightened safety risks. The Accord Secretariat in Amsterdam will regularly update the feasibility studies.

The feasibility criteria include, amongst others:

- The presence and volume of signatory companies in the country
- The interest of brands
- The extent to which existing mechanisms can regulate safety
- The extent to which there are safety risks
- The support of local stakeholders

The Secretariat also regularly assesses the fulfilment of expansion criteria relating to the implementation progress in the most recently established country program to determine the timing of establishing the next country program. These expansion criteria are:

- In-country operational capacity.
- Initial inspections completed at 50% of covered factories.
- CAPs approved at 25% of covered factories.
- Verified remediation rate of 50% at 10% of covered factories.
- Grievance mechanism established and publicised in 25% of covered factories.
- Training program established and roll-out started at 25% of covered factories.

These expansion criteria apply to the country program in Pakistan and all subsequent CSSPs, unless otherwise agreed by the SC.

## **12** What fee do brands pay to participate in Accord programs?

Signatory brands assume responsibility for funding the activities of the International Accord Secretariat and each country program in which they participate.

Each brand contributes its equitable share of the funding to the Secretariat according to a formula established by the Accord SC, subject to a minimum contribution of US\$ 250 and maximum contribution of US\$ 100,000 per year for each year of the term of the agreement. This contribution may be adjusted for inflation following SC agreement. Each CSSP agreement specifies the minimum and maximum financial contribution required from signatories to that CSSP.

A sliding scale of contributions based on the number of factories, annual Free on Board (FOB) value, and the number of CSSPs to which a company is a signatory, is defined by the SC and revised annually, while ensuring sufficient funding for the adequate implementation of the International Accord.

The annual signatory fee for the International Accord Secretariat is calculated based on the combined FOB data and number of factories that brands submit for both Bangladesh and Pakistan, regardless of whether they have signed agreements for one or both countries.

The fee structures for the International Accord, Bangladesh Safety Agreement and the Pakistan Accord are available [here](#).

## PART III

# Bangladesh Safety Agreement

- Bangladesh Agreement on Health and Safety in the Textile and Garment Industry
- Frequently Asked Questions (FAQS)

## ===== BANGLADESH SAFETY AGREEMENT =====

Read the  
**Bangladesh  
Agreement on Health  
and Safety in the  
Textile and  
Garment Industry**  
[here](#)

## ===== FREQUENTLY ASKED QUESTIONS (FAQS) ===== ----- Bangladesh Safety Agreement -----

### 1) What is the Bangladesh Safety Agreement?

The Bangladesh Agreement on Health and Safety in the Textile and Garment Industry (Bangladesh Safety Agreement) is a legally binding agreement between global garment brands and trade unions, UNI and IndustriALL, to ensure worker health and safety in Bangladesh's textile and garment industry.

### 2) How does the Bangladesh Safety Agreement relate to the International Accord?

The Bangladesh Safety Agreement is a country program of the International Accord. The RMG Sustainability Council (RSC) has been implementing the inspections and remediation program, Safety Committee and Safety Training program, Complaints Mechanism, and reporting and disclosure requirements of the Accord since June 2020.

### 3) What is the scope of the Bangladesh Safety Agreement?

The Bangladesh Safety Agreement covers all Cut-Make-Trim (CMT) facilities, namely all Ready-Made Garment (RMG), producing for signatory companies. Home textile facilities and fabric and knit accessories suppliers can be listed by signatory companies on a voluntary basis.

### 4) What are the key principles of the agreement?

The Bangladesh Safety Agreement is based on the core principles that have contributed to the Accord's effectiveness:

- Credible inspections
- Remediation
- Complaints process
- Training
- Transparency and reporting
- Supplier incentives
- Capacity-building
- Release of responsibility

## 5 Who implements the Bangladesh Safety Agreement?

The RMG Sustainability Council (RSC), an independent tri-partite non-for-profit organisation based in Bangladesh, implements the Bangladesh Safety Agreement. This includes conducting safety inspections, supporting remediation work, organising worker safety training, and providing access to remedy via an independent Complaints Mechanism.

The International Accord Secretariat supports, coordinates and liaises with the operations of the RSC to ensure that signatories are meeting their obligations under the Bangladesh Safety Agreement.

## 6 What do brands commit to as signatories to the Bangladesh Safety Agreement?

As signatories to the Bangladesh Safety Agreement, brands and retailers commit to:

- Disclosing and regularly updating their factory lists.
- Requiring their supplier facilities to participate in the RSC's inspections, remediation, worker safety training and complaints process.
- Negotiating commercial terms with their suppliers to ensure it is financially feasible for them to maintain safe workplaces and fulfill remediation requirements.
- Exercising their collective leverage by issuing notice and warning and ultimately terminating business with factories that show inadequate remediation progress, in accordance with the Accord's Escalation Protocol.
- Assuming collective responsibility for funding the activities of the program as set forth in the agreement.

View the full text of the Bangladesh Safety Agreement [here](#).

## 7 Is the Bangladesh Safety Agreement in line with HRDD principles?

Through the Accord's health and safety programs, brands identify, prevent and mitigate risks at their sourcing facilities. In doing so, they prioritise one of the most salient human rights risks in their supply chains: the risk of loss of life and injuries due to fires, building collapses, or other accidents that could be addressed with reasonable health and safety measures.

In 2020, the Accord Secretariat reviewed the effectiveness of the OSH Complaints Mechanism in Bangladesh using the criteria for non-judicial grievance mechanisms prescribed by the UNGPs. As per this analysis, the Accord's Complaints Mechanism, implemented by RSC in Bangladesh, met the effectiveness criteria for Non-Judicial Grievance Mechanisms as outlined in UNGP Article 31, Pillar III – Access to Remedy.

Parties to the 2023 International Accord agreed to explore the expansion of its scope to include additional Human Rights Due Diligence (HRDD) responsibilities and set up a working group for this purpose. The HRDD Working Group was established in 2023 with signatory brands to identify additional areas issues that could potentially be addressed under the International Accord.

## 8 Can brands participate in the Bangladesh Safety Agreement without signing the International Accord framework?

It is mandatory for a brand to sign the International Accord framework if that brand decides to sign on to the Bangladesh Safety Agreement.

### 9 What fee do brands pay as signatories to the Bangladesh Safety Agreement?

Signatory companies assume co-responsibility, together with the national industry in Bangladesh, to adequately fund the activities of the Bangladesh Safety Agreement and contribute to the operations of the RMG Sustainability Council (RSC) as agreed by the SC.

Each signatory brand contributes its equitable share of the funding in accordance with a formula established by the SC subject to a minimum contribution of US\$ 1,000 and maximum contribution of US\$ 250,000 per year for each year of the term of this Agreement, which may be adjusted upon SC agreement. Parties to the Agreement strive for an adequate and increasing contribution of industry and other third parties through respective cooperation and funding agreements.

The fee structure for the Bangladesh Safety Agreement is available [here](#).

### 10 What is the duration of the Bangladesh Safety Agreement?

The Bangladesh Safety Agreement took effect on 1 November 2023 and expires on 31 December 2026, subject to renewal.

## PART IV

# Pakistan Accord

- Pakistan Accord for Health and Safety in the Textile and Garment Industry
- Frequently Asked Questions (FAQS)

## PAKISTAN ACCORD

Read the  
**Pakistan Accord**  
on Health and Safety  
in the Textile and  
Garment Industry  
[here](#)

## FREQUENTLY ASKED QUESTIONS (FAQS)

### Pakistan Accord

#### 1 How does the Pakistan Accord relate to the new International Accord?

The Pakistan Accord is a Country-Specific Safety Program (CSSP) of the International Accord. The Pakistan Accord took effect on 1 January 2023 to ensure worker health and safety in Pakistan's textile and garment industry. Following the expiration on its first term on 31 December 2025, the Pakistan Accord was renewed and took effect on 1 January 2026.

The 2026 Pakistan Accord has been extended until 31 December 2026 and will be renewed automatically for a succeeding term of three years, until 31 December 2029, to align with the International Accord.

#### 2 What is the scope of the Pakistan Accord?

The Pakistan Accord covers all Cut-Make-Trim (CMT) facilities, namely all Ready-Made Garment (RMG), home textile, fabric and knit accessories suppliers, producing for the signatory companies.

Additionally, fabric mills in Pakistan within the supply chains of signatory companies 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, is subject to agreement of the SC.

#### 3 What are the key principles of the agreement?

The Pakistan Accord is based on the core principles that have contributed to the Accord's effectiveness:

- Credible inspections
- Remediation
- Complaints process
- Training
- Transparency and reporting
- Supplier incentives
- Capacity-building
- Release of responsibility

#### 4 Who will implement the Pakistan Accord?

The responsibilities of the signatories to the Pakistan Accord monitored and enforced by the Steering Committee (the SC) of the International Accord. Until a national governance body is established, the SC remains entrusted with the overall management of the Pakistan Accord.

The International Accord Secretariat reports to the SC on the implementation of the Pakistan Accord and the signatories' obligations on a quarterly basis.

#### 5 What do brands commit to as signatories to the Pakistan Accord?

As signatories to the Pakistan Accord, brands and retailers commit to:

- Disclosing and regularly updating their factory lists.
- Requiring their supplier facilities to participate in the inspections, remediation, worker safety training and complaints process.
- Negotiating commercial terms with their suppliers to ensure it is financially feasible for them to maintain safe workplaces and fulfill remediation requirements.
- Exercising their collective leverage by issuing notice and warning and ultimately terminating business with factories that show inadequate remediation progress, in accordance with the Accord's Escalation Protocol.
- Assuming collective responsibility for funding the activities of the program as set forth in the Pakistan Accord.

View the full text of the Pakistan Accord [here](#).

#### 6 Is the Pakistan Accord in line with HRDD principles?

Through the Accord's health and safety programs, brands identify, prevent and mitigate risks at their sourcing facilities. In doing so, they prioritise one of the most salient human rights risks in their supply chains: the risk of loss of life and injuries due to fires, building collapses, or other accidents that could be addressed with reasonable health and safety measures.

In 2020, the Accord Secretariat reviewed the effectiveness of the OSH Complaints Mechanism in Bangladesh using the criteria for non-judicial grievance mechanisms prescribed by the UNGPs. As per this analysis, the Accord's Complaints Mechanism, implemented by RSC in Bangladesh, met the effectiveness criteria for Non-Judicial Grievance Mechanisms as outlined in UNGP Article 31, Pillar III – Access to Remedy.

Parties to the 2023 International Accord agreed to explore the expansion of its scope to include additional Human Rights Due Diligence (HRDD) responsibilities and set up a working group for this purpose. The HRDD Working Group was established in 2023 with signatory brands to identify additional areas issues that could potentially be addressed under the International Accord.

#### 7 Can brands sign the Pakistan Accord without signing the International Accord framework agreement?

It is mandatory for Pakistan Accord signatories to sign the International Accord framework.

### 8 What fee do brands pay as signatories to the Pakistan Accord?

Signatory companies assume responsibility for funding the activities of the Pakistan Accord as set forth in the Agreement. Each company contributes its equitable share of the funding in accordance with a formula established by the SC subject to a minimum contribution of US\$ 2,750 and maximum contribution of US\$ 203,500 for the year 2026, which may be adjusted upon SC agreement in subsequent years.

The fee structure for the Pakistan Accord is available [here](#).

### 9 When did the Pakistan Accord take effect and what is the duration of the agreement?

The first Pakistan Accord agreement took effect on 1 January 2023 and expired on 31 December 2025.

Following the expiration on its first term, the Pakistan Accord was renewed and took effect on 1 January 2026 until 31 December 2026. The agreement will be renewed automatically for a succeeding term of three (3) years until 31 December 2029 unless either party provides written notice to the other at least ninety (90) days prior.

## PART V

# How to Become a Signatory

- How to sign
- Admin details

## ===== HOW TO SIGN =====

We encourage all garment and textile companies to sign the 2023 International Accord and at least one CSSP Addendums (Bangladesh and/or Pakistan) and join our collective mission towards a safe and sustainable textile and garment industry.

Here's how you can become a signatory:

### 1 Review

Review the International Accord and Addendum(s) of interest to know more about the workplace safety programs and your commitments as a signatory.

### 2 Contact

Write to the International Accord Secretariat at [signatories@internationalaccord.org](mailto:signatories@internationalaccord.org) and [koen.oosterom@internationalaccord.org](mailto:koen.oosterom@internationalaccord.org) to arrange an introductory meeting to clarify any questions regarding becoming a signatory. Following the introductory meeting, the International Accord framework and relevant country program agreements will be provided upon request.

### 3 Sign

Please sign the pre-signed International Accord framework and country program agreements and return the scanned/digital copy to:

- Christina Hajagos-Clausen, [CHajagos-Clausen@industriALL-Union.org](mailto:CHajagos-Clausen@industriALL-Union.org)
- Clementina Pagano, [Clementina.Pagano@uniglobalunion.org](mailto:Clementina.Pagano@uniglobalunion.org)
- In CC: [signatories@internationalaccord.org](mailto:signatories@internationalaccord.org) and [koen.oosterom@internationalaccord.org](mailto:koen.oosterom@internationalaccord.org)

### 4 Induction

Once you've submitted the signed International Accord and Addendum(s), the Secretariat will, upon request, conduct an onboarding session to brief you on how the Accord works. We will also explain the Secretariat's role in supporting you.

After you sign the International Accord and Addendum(s):

- Disclose your yearly FOB value and factory number from factories in Bangladesh and Pakistan.
- Disclose your factory list(s).
- Provide your company logo for listing as a signatory on our website (when needed).

The details for these administrative processes are listed in the following section.

## ===== ADMINISTRATIVE DETAILS =====

- **Submission of Administrative Form and Update Contact Form**

After you have submitted the signed International Accord and Addendum(s), the Secretariat will ask you to complete and return the Administration Form detailing your annual US\$ FOB values and active factory numbers of the countries concerned.

- **Submission of your Factory List(s)**

Once you have submitted your Administrative Form and completed the Contact Details Form, the Secretariat will ask you to submit your Factory List in accordance with the scope of the relevant country Addendum. The Factory Disclosure Protocol and Factory List Template, and instructions how to complete the Form, will be shared with the signatory brands by e-mail.

- **Payment of Invoices**

Based on the Administrative Form, and the applicable fee structures, signatory brands will be placed in a Fee Band, which will form the basis for determining the signatory brand's annual fee for the International Accord and each country Addendum.

# International **ACCORD**



for Health and Safety in the  
Textile and Garment Industry