



## **ENGAGEMENT (1-1-25)**

In addition to our commitment to uphold the workplace code of conduct standards, we have also made a commitment to engage with civil society to learn about local labor issues or trends and collaborate to implement trainings, worker communication channels, and factory specific remediation action plans. We work with various civil society organizations (CSO's), and will continue to seek out additional engagement opportunities.

### **THE INTERNATIONAL ACCORD:**

The International Accord for Health and Safety in the in the garment and textile industry (International Accord) is a legally binding agreement between garment brands and trade unions to insure worker health and safety in the textile and garment industry. Serving as a framework, the agreement facilitates the implementation of the Accord's Country Specific Safety Programs (CSSP's), with focus on fire, electrical, and structural, currently in Bangladesh and Pakistan, and lays the groundwork for potential future programs in other garment-producing countries. Together with other signatories to the Accord, we are committed to ensuring the continuous and sustained remediation of health and safety risks at garment and textile factories producing for Outerstuff in Bangladesh and Pakistan. We are pleased to announce we continue to be an International Accord signature and member since 2014. [www.internationalaccord.org](http://www.internationalaccord.org)

### **AMADER KOTHA WORKER HELPLINE:**

Amader Kotha Worker Helpline was first established in July 2014 to allow workers in the Ready Made Garment (RMG) sector in Bangladesh to raise workplace safety and other concerns. The helpline was initially established as a project of the Alliance for Bangladesh Worker Safety after the Rana Plaza tragedy. In July 2028, the helpline became an independent initiative for all workers with the support of factories and brands.

The helpline is toll free nationwide and available 24/7. Helpline officers are trained to record accurate and complete information related to labor conditions, and to follow up with workers with support and updates regarding their concerns. We are pleased to announce that Outerstuff has been a member since 2021. [www.amaderkothahelpline.net](http://www.amaderkothahelpline.net)

1412 Broadway  
18th Floor New York, NY 10018  
Tel.: 212-594-9700 • Fax: 212-239-4268

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### **AMERICAN APPAREL & FOOTWEAR ASSOCIATION (AAFA):**

#### **AAFA/FLA Apparel & Footwear Industry Commitment to Responsible Recruitment:**

On March 28<sup>th</sup>, 2023, the AAFA re-launched an enhanced, proactive industry effort to address potential forced labor risks for migrant workers in the global supply chain. With a focus on workers not pay for their jobs, able to retain control of their travel documents having full freedom of movement, and are informed of the basic terms of their employment before joining the workforce. Outerstuff is a signatory on both the 2018 original Commitment to Responsible Recruitment and the re-launch of 2023. [www.aafaglobal.org](http://www.aafaglobal.org)

### **BETTER WORK (BW):**

Better Work is a collaboration between the United Nations' International Labor Organization (ILO) and the International Finance Corporation (IFC), a member of the World Bank Group. It is a comprehensive program bringing together all levels of the garment industry to improve working conditions, respect of workers' labor rights. Focus includes embedding gender equality, diversity and inclusion as well as freedom of association and the effective recognition of freedom of association. Outerstuff and our suppliers continue to collaborate on issue specific trainings in Bangladesh, Indonesia, and Vietnam. [www.betterwork.org](http://www.betterwork.org)

**Outerstuff will continue to reach out to various organizations that will collaborate with us to help define important global social issues in our supply chain. Working with, and training factory owners, management, and workers to ensure workers are protected and maintain their rights.**