

22 March 2021

ASOS



Dear Adil and Heather,

As the expiration of the 2018 Accord on Fire and Building Safety in Bangladesh approaches in May, your company must soon decide whether to continue the Accord's life-saving work or let the agreement and your commitment to worker safety expire. We are urging you to continue the Accord's work by extending and expanding the agreement with the labour signatories in its full and robust form as per the proposal for an international agreement with country-specific addendums as shared by the unions with the SC brands in March 2021.

The Accord is widely recognized as the gold standard for safety and, as a result, respected in capitals and corporate boardrooms around the world. Key to the agreement's success has been its:

1. Binding and enforceable commitments, resulting in a level-playing field for all signatories;
2. Independent Chief Safety Inspector and secretariat;
3. Trusted and independent complaint mechanism; and,
4. Financial incentives for suppliers to comply.

In extending and expanding your commitment to worker safety, we expect your company to be uncompromising to the original policies and protocols of the Accord agreement. Anything short of this will compromise the Accord's success and effectiveness in the future.

The recent fatal fire at Dhaka Garments and Washing Ltd. proved that there is still much work to be done to protect the lives of garment workers. Moreover, absent an enforceable brand agreement, the life-saving progress that has been over the last eight years will backslide.

We are also urging you to expand the scope of the agreement beyond Bangladesh so that garment factories in other countries may be brought under the Accord's purview. Expanding the scope of the agreement to other countries with high workplace safety risks would be an appropriate and timely way to fulfill your company's human rights due diligence responsibilities, which are becoming ever more important in light of mandatory due diligence initiatives in Europe and elsewhere.

**a** The Old Co-op, 38-42 Chelsea Road, Easton, Bristol, BS5 6AF  
**t** 0117 954 8011 **e** [info@labourbehindthelabel.org](mailto:info@labourbehindthelabel.org) **w** [labourbehindthelabel.org](http://labourbehindthelabel.org)

Labour Behind the Label is an NGO which supports garment workers worldwide in defending their rights.  
Labour Behind the Label is a workers' co-operative and not-for-profit company registered in England, no. 04173634

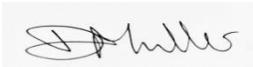
The Labour Behind the Label Trust is a charity for tax purposes, HMRC ref. EW0230

Your company faces a historic decision: you can continue the progress achieved over the past eight years and cement your reputation as an industry leader or you can turn away from the path of progress achieved through proven and established bi-lateral structures, to a more unilateral approach, with uncertain and possibly grim consequences.

We are asking that you please indicate if your company will sign an extended and expanded agreement – *in its full and robust form* – so that we can reflect that in our public reporting.

I would be very grateful if you could let us know within the next week or so if your company will sign onto this.

Best wishes

A handwritten signature in black ink, appearing to read 'D. Muller', is placed on a light grey rectangular background.

Dominique Muller  
Policy Director, Labour Behind the label