

THE ALLIANCE FOR BANGLADESH WORKER SAFETY

Statement of Purpose by Leaders of the Alliance for Bangladesh Worker Safety

As leaders in the apparel industry, we understand the complex challenges that surround the garment industry in Bangladesh. Many of our organizations have worked individually to improve safety and training for garment workers. We also know that the Bangladesh garment industry (which employs millions of workers, roughly 80 percent of whom are women) provides invaluable economic opportunity in the country.

The safety record of Bangladeshi factories is unacceptable and requires our collective effort. We can prevent future tragedies by consolidating and amplifying our individual efforts to bring about real and sustained progress.

To this end, we are announcing the establishment of the Alliance for Bangladesh Worker Safety and the launch of the Bangladesh Worker Safety Initiative. These efforts constitute a binding, five-year undertaking that will be transparent, results-oriented, measurable and verifiable.

Accomplishing the Initiative's rigorous objectives will require an equally significant commitment of leadership, resources and funding. Therefore, Alliance Members have agreed to share our knowledge, experiences and best practices, to collectively contribute to a safety fund that is currently \$42 million and growing, and to also provide access to substantial low-cost capital for factory improvements.

Our common purpose is to move swiftly, minimize bureaucracy and work in collaboration with all interested parties to raise standards across the board. We seek to include the government of Bangladesh, its garment industry and its workers, and other international organizations who share these goals. This shared commitment is evidenced by our adoption of accountability and transparency as our guiding principles. We will use third-party experts to verify Alliance Members' activities under the Initiative, publicly report results and milestones, and engage oversight by a Board of Directors that includes stakeholder members and an independent Chair.

We believe the partnership and collaboration are critical to our success. We are committed to working with other global brands and key stakeholders in order to achieve swift change. We'll use the power of this newly created Alliance to find other sources of funding to support additional infrastructure improvement, including working closely with government agencies around the world.

Together we will significantly improve worker safety and contribute to the long-term viability of this important Bangladeshi industry.

Signed by the following Members and supporters of the Alliance:

Buyers

Stephen G. Wetmore

President and Chief Executive Officer
Canadian Tire Corporation, Limited

Michael D. Casey

Chief Executive Officer
Carter's, Inc.

Jane Elfers

Chief Executive Officer
The Children's Place Retail Stores Inc.

Glenn Murphy

Chairman and Chief Executive Officer
Gap, Inc.

Richard Baker

Chief Executive Officer
Hudson's Bay Company

Ronnie Adjmi

President
IFG Corp

Myron E. (Mike) Ullman, III

Chief Executive Officer
J.C. Penney Company Inc.

Wesley R. Card

Chief Executive Officer
The Jones Group Inc.

Kevin Mansell

Chairman, President & Chief Executive Officer
Kohl's Department Stores

Christopher J. McCormick

President & Chief Executive Officer
L.L. Bean Inc.

Terry Lundgren

Chairman, President & Chief Executive Officer
Macy's

Pete Nordstrom

President of Merchandising
Nordstrom Inc.

Dan Shamdasani

Chief Executive Officer
Public Clothing Company

Edward S. Lampert

Chairman and Chief Executive Officer
Sears Holdings Corporation

Gregg W. Steinhafel

Chairman, President & Chief Executive Officer
Target Corporation

Eric C. Wiseman

Chairman, President & Chief Executive Officer
VF Corporation

Mike Duke

President & Chief Executive Officer
Wal-Mart Stores Inc.

Associations

Kevin M. Burke

President & Chief Executive Officer
American Apparel & Footwear Association

Bob Kirke

Executive Director
Canadian Apparel Federation

Matthew Shay

President & Chief Executive Officer
National Retail Federation

Diane J. Brisebois

President & Chief Executive Officer
Retail Council of Canada

Sandra L. Kennedy

President
Retail Industry Leaders Association

Julia K. Hughes

President
United States Association of Importers of
Textiles & Apparel