

Investors Urge Bangladesh Government Not to Abandon the Accord on Fire and Building Safety

250 institutional investors, with over \$4 trillion in assets under management, welcomed the formation of the Accord on Fire and Building Safety in Bangladesh (Accord) in May 2013, established to address workplace safety in Bangladesh garment factories following the deaths of 1,134 workers in the Rana Plaza building collapse. The group of investors has consistently supported the Accord throughout the 5 year process at every step.

At present, the Bangladesh government is trying to prevent the Accord from operating, putting workers' safety at risk. In its submission to the Supreme Court regarding the Accord's appeal against an order that it cease operating in Bangladesh as of November 30, 2018, the Government has stated that the Accord should only be allowed to continue operations under a set of highly restrictive constraints that include prohibiting Accord inspectors from identifying any new safety violations in the factories.

Despite significant progress on worker safety measures, the Accord's work is not completed and the government's Remediation and Coordination Cell (RCC) does not yet have the capacity nor has it demonstrated the willingness to inspect factories to the same standards. A transition plan for factory inspections, safety trainings, and a worker complaint mechanism will need much more time and genuine engagement by the government. It is vital that the Accord be allowed to continue its inspection and remediation work until that time.

The success of the Accord is built on the unprecedented collective action of global brands and trade unions. A strong, effective Accord is needed to finish the job to remediate all safety issues in the 1600 factories that are part of the Accord program and not allow the hard-earned gains to slip away. As shareholders in many of the companies sourcing product in the garment sector, we are concerned that the precipitous termination of the Accord would be too costly for worker health and safety and to brands that benefit from a garment sector with a secure, safe workforce.

The Bangladesh Supreme Court has scheduled a hearing for February 18th, 2019 to decide the status of the Accord. We therefore call on:

1. The Prime Minister of Bangladesh, Sheikh Hasina Wazed, to signal strong support for allowing the Accord on Fire and Building Safety in Bangladesh to continue its work to make factories safe for workers in the garment sector until the government has the capacity to do so.
2. The companies, sourcing product from the Bangladesh garment sector, to urge the Government of Bangladesh to allow the Accord to complete its work.

As investors, we are concerned that ending the work of the Accord would be too risky for Accord signatory companies to continue to source from unsafe factories lacking a credible and effective regulatory system. This situation would make it difficult for companies to exercise their responsibility to respect human rights through a 'human rights due diligence' process throughout their Bangladeshi supply chain, and for garment workers to be safe and secure.

We believe the positive work done by the Accord companies and trade unions can be secured by staying the course until such time as the government of Bangladesh can fulfill its duty to protect the lives and livelihood of its workers.

Total number of investor signatories: 190

Total AUM: over \$3.1 trillion USD

Signatories:

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| 3Sisters Sustainable Management, Inc. | Mercy Investment Services, Inc. |
| Aargauische Pensionskasse (APK), Switzerland | Midat Cyclops, FP |
| Adrian Dominican Sisters, Portfolio Advisory Board | Midwest Coalition Responsible Investment |
| AFL-CIO | Mirova |
| AIRTRU, LLC | Missionary Oblates of Mary Immaculate |
| Align Impact | MN |
| AMP Capital - Responsible Investment Leaders Funds and the Sustainable Share Fund | Mount St Scholastica |
| APG Asset Management | MP Pension |
| Aquinas Associates | Natural Investments |
| Arnow Family Fund | NEI Investments |
| Atkinson Foundation | Nest Sammelstiftung, Switzerland |
| Ausbil Investment Management Limited | New York City Office of the Comptroller |
| AustralianSuper | Newground Social Investment |
| Aviva Investors | NN Investment Partners |
| Azzad Asset Management | Noah & Tamara Arnow Account |
| Ben & Leslie Arnow Account | Noah A. 2001 Irrevocable Trust |
| Benedictine Sisters of Baltimore | North American Province of the Congregation of Our Lady of the Cenacle |
| Benedictine Sisters of Erie | North East Scotland Pension Fund |
| Bernische Lehrerversicherungskasse, Switzerland | NorthStar Asset Management, Inc. |
| Bernische Pensionskasse BPK, Switzerland | Northwest Coalition for Responsible Investment |
| BJK Financial Group | Our Lady of Victory Missionary Sisters |
| BMO Global Asset Management | Pax World Funds |
| BNP Paribas Asset Management | Pensions Caixa 30 |
| Bon Secours Mercy Health | Pensionskasse Basel-Stadt, Switzerland |
| Boston Common Asset Management | Pensionskasse Bühler AG Uzwil, Switzerland |
| Brethren Foundation Funds Inc. | Pensionskasse Caritas |
| Bridgestone Hispania Pension, F P | Pensionskasse der Stadt Winterthur, Switzerland |
| Caisse de pension des sociétés Hewlett-Packard en Suisse, Switzerland | Pensionskasse Römisch-katholische Landeskirche des Kantons Luzern, Switzerland |

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| Caisse de pensions de l'Etat de Vaud (CPEV), Switzerland | Pensionskasse SRG SSR, Switzerland |
| Caisse de pensions ECA-RP, Switzerland | Pensionskasse Stadt Luzern, Switzerland |
| Caisse de prév. des Fonctionnaires de Police & des Etablissements Pénitentiaires, Switzerland | Pensionskasse Unia, Switzerland |
| Caisse de Prévoyance de l'Etat de Genève (CEPG), Switzerland | Peter & Kathi Arnow Account |
| Caisse de Prévoyance des Interprètes de Conférence (CPIC), Switzerland | Prévoyance Santé Valais (PRESV), Switzerland |
| Caisse intercommunale de pensions (CIP), Switzerland | prévoyance.ne, Switzerland |
| Caisse paritaire de prévoyance de l'industrie et de la construction (CPPIC), Switzerland | Priests of the Sacred Heart, US Province |
| CANDRIAM | Principled Investing LLC |
| CAP Prévoyance, Switzerland | Profelia Fondation de prévoyance, Switzerland |
| | Prosperita Stiftung für die berufliche Vorsorge, Switzerland |
| CC.OO (COMISIONES OBRERAS) | |
| CCAP Caisse Cantonale d'Assurance Populaire, Switzerland | Providence St. Joseph Health |
| CCOO | Red Barn Group |
| CCOO Aviles | Region VI Coalition for Responsible Investment |
| CCOO de Asturias (Spain) | Responsible Sourcing Network |
| CCOO FP | Retraites Populaires, Switzerland |
| CCOO INDUSTRIA | Reynders, McVeigh Capital Management |
| Church of Sweden | Robert F. Kennedy Human Rights |
| | RRSE (Regroupement pour la Responsabilité Sociale des Entreprises) |
| Church of the Brethren Benefit Trust | School Sisters of Notre Dame Cooperative Investment Fund |
| CIEPP - Caisse Inter-Entreprises de Prévoyance Professionnelle, Switzerland | School Sisters of St. Francis |
| Comité Syndical National de Retraite Bâtirente Inc. | |
| Conference for Corporate Responsibility Indiana and Michigan | Servicios CCOO |
| | Seventh Generation Interfaith Coalition for Responsible Investment |
| Congregation of Holy Cross, Moreau Province | SHARE (Shareholder Association for Research and Education) |
| Congregation of Sisters of St. Agnes | ShareAction |
| Congregation of St. Joseph | Sister of the Immaculate Heart of Mary, Immaculata, PA |
| Cordes Foundation | |
| CorpGov.net | Sisters of Bon Secours, USA |

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| Dana Investment Advisors | Sisters of Charity of Saint Elizabeth |
| Daughters of Charity, Province of St. Louise | Sisters of Charity of St. Vincent de Paul of New York |
| Dignity Health | Sisters of Charity, Halifax |
| Domini Impact Investments LLC | Sisters of Notre dame de Namur Base Communities |
| Dominican Sisters ~ Grand Rapids | Sisters of Providence - MJP |
| Dominican Sisters of Hope | Sisters of Saint Joseph of Chestnut Hill, Philadelphia, PA |
| Dominican Sisters of Sparkill | Sisters of St. Dominic of Amityville |
| Earth Equity Advisors | Sisters of St. Dominic of Blauvelt, New York |
| Edgewater Financial Products | Sisters of St. Dominic/Racine Dominicans |
| Eli Arnow Account | Sisters of St. Francis Charitable Trust - Dubuque |
| Elyse Arnow Account | Sisters of St. Francis of Philadelphia |
| ERAFP | Sisters of St. Joseph of Boston |
| Etablissement Cantonal d'Assurance (ECA VAUD), Switzerland | Sisters of St. Joseph of Springfield |
| Ethos Foundation, Switzerland | Sisters of St. Joseph, Philadelphia |
| Everence and the Praxis Mutual Funds | Sisters of the Good Shepherd |
| Figure 8 Investment Strategies | Sisters of the Holy Cross |
| First Affirmative Financial Network | Sisters of the Humility of Mary |
| Fondation de la métallurgie vaudoise du bâtiment (FMVB), Switzerland | Sisters of the Precious Blood |
| Fondation de prévoyance Artes & Comoedia, Switzerland | Sisters of the Presentation of the BVM of Aberdeen SD |
| Fondation de prévoyance du Groupe BNP PARIBAS en Suisse, Switzerland | Sonen Capital |
| Fondation Leenaards, Switzerland | SRIC |
| Fondo De Pensiones Empleados Telefonica | St. Galler Pensionskasse, Switzerland |
| Fondo Empleados de Telefónica | St. Mary's Institute |
| Fonds de Prévoyance de CA Indosuez (Suisse) SA | Stephen Whipp Financial |
| Franciscan Sisters of Perpetual Adoration | Stiftung Abendrot, Switzerland |
| Fresh Pond Capital a division of Reynders, McVeigh Capital Management | Storebrand Asset Management |
| Friends Fiduciary Corporation | Strathclyde Pension Fund |
| Greenvest | Sustainable Value Investors |
| Harper Arnow 2008 Trust | T'ruah: The Rabbinic Call for Human Rights |
| Hexavest | Terre des hommes, Switzerland |
| High Noon Advisors | THB Asset Management |

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IVM Caring Capital

JLens Investor Network

Kempen Capital Management

Kepler-Fonds Kag (Austria)

Leadership Team of the Felician Sisters or North America

Liran Arnow 2005 Annual Excl Tr

Local Government Super

Maryknoll Sisters

Mennonite Education Agency

The Endowment Investment Committee, Paulist Center, Boston

The United Church of Canada

Trillium Asset Management

Tri-State Coalition for Responsible Investment

Triodos Investment Management

United Reformed Church

Ursuline Sisters of Tildonk, U.S. Province

Vancity Investment Management Ltd.

Veris Wealth Partners

Walden Asset Management

Wetherby Asset Management

Xaverian Brothers

Zevin Asset Management