

Honorable Chairman
Mr. Syed Aminul Islam
Minimum Wage Board
Labor & Employment Ministry
Secretariat of Bangladesh

Brussels, 23rd August, 2018

Subject: Minimum Wage Revision for workers in Bangladesh

Dear Mr. Syed Aminul Islam,

amfori, based in Brussels, is the leading business association for open and sustainable trade. We bring together over 2,300 retailers, importers, brands and associations from more than 40 countries in promoting and defending international trade and offering practical solutions towards more sustainable global supply chains. Our members' combined annual turnover currently exceeds two trillion USD.

In 2003, we created the Business Social Compliance Initiative (amfori BSCI) to provide companies with a practical and efficient system to improve social compliance in their supply chains. In 2014, we unveiled the Business Environmental Performance Initiative (amfori BEPI) to support companies committed to improving environmental performance. Many of the workers and factories who have since benefitted have been Bangladeshi.

Bangladesh is among the top three sourcing countries for our members, and as such we have followed your nation's impressive and sustained growth with great interest. I have had the pleasure of visiting Bangladesh many times before and one of my organisation's primary objectives is to expand our level of cooperation and contribute to prosperous and responsible business relations.

We understand that you are handling a difficult task. Formulating a new wage level that takes into consideration the needs of the workers and opinions of relevant stakeholders is not something to be taken lightly. However, our members are concerned by the delay in reaching an amicable solution and fear the kind of unrest and industrial collapse that has occurred in the past.

Our members are committed to adhering to international guidelines on workers' rights, including the right to freedom of association and collective bargaining. They take such commitments very seriously when considering where they source products.

We kindly ask that the Minimum Wage Board consider the following 5 recommendations:

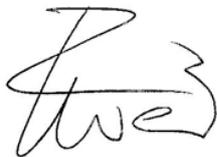
1. The determination of a fair minimum wage that corresponds to living standards
2. The formulation of a dedicated team of experts to monitor that wages are duly paid. This team should be empowered to work independently
3. The establishment of a functional and transparent mechanism, involving all relevant stakeholders, to foresee that a yearly wage review takes place
4. The arrangement of regular research, discussion and dialogue with relevant stakeholders to inform fair trading practices
5. The publishing of outcomes of the above (# 4) and the action plans of the Wage Board

Many of our members need to plan their future sourcing options and amfori has been requested by them to ask you for your views on the above mentioned topics.

We look forward to receiving your valuable feedback at your earliest convenience. Please don't hesitate to contact us if we can provide any clarification or support in relation to our recommendations. I have also sent a letter to Her Excellency Sheikh Hasina, detailing similar points for her government's careful consideration.

We trust that you share our desire for sustainable economic relations and a prosperous future for the people and industries of Bangladesh, and we look forward to continuing our longstanding cooperation.

Sincerely,



Christian Ewert
President, amfori