



Complaint – Takko Fashion – Bangladesh

Status: New complaint

FWF is responsible for setting up a complaints procedure in production countries where FWF is active. The complaints procedure allows third parties to make complaints about the working conditions or the way the Code of Labour Practices is implemented in factories which supply FWF members.

The responsibility of FWF includes investigating the complaint, verifying whether the agreed corrective action plan is implemented and public reporting. This complaint report gives an overview of a complaint filed to FWF, the investigation and agreed corrective action plan as well as how the outcome is verified. For more information on the complaints procedure see the FWF website. FWF also publishes an overview of complaints received in its annual reports.

1. Affiliate involved

Takko Fashion

2. Accused party

A factory located in Bangladesh supplying Takko Fashion.

3. Date of receiving complaint

12 May 2015

4. Filing party

A worker filed the complaint through the FWF helpline that wants to get termination benefits.

5. The complaint

The complainant informed that he joined the factory in 1994 as operator. In 2006 he was transferred to another factory that is part of the group, where he continued to work until 15 March 2015 without any break. Suddenly the management decided to transfer him to yet another factory belonging to the same group.

The plaintiff refused to be transferred again as he feared he would be terminated there, as supposedly whoever that got moved has been terminated. When he refused the transfer, management asked him to resign. He left the factory without signing a



resignation letter. To date, management has not taken any step to settle his final payment.

6. Admissibility

FWF decided that the case is admissible on 18 August 2015.

The factory is an active supplier of Takko Fashion, an affiliate of FWF.

The case is relevant to the following labour standards of FWF's Code of Labour Practices:

- Living Wages.
- Legally binding employment relationship

7. Investigation

The case is not yet investigated.

8. Findings and conclusions

The case is not yet investigated.

9. Remediation

The case is not yet investigated.

10. Verification

The case is not yet investigated.

11. Evaluation by the complainant

The case is not yet investigated.