

# WORKER RIGHTS CONSORTIUM FACTORY ASSESSMENT

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## Golden Refit (Bangladesh) FINDINGS, REQUIRED REMEDIATION, AND COMPANY RESPONSE



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## I. Introduction and Executive Summary

This report details the Worker Rights Consortium’s (“WRC”) findings of violations of Bangladesh labor law and university codes of conduct—and securing of commitments for remediation of these violations—at Golden Refit Garments Ltd. (“Golden Refit”), an apparel factory located in Gazipur, Bangladesh.<sup>1</sup> Golden Refit, which has 3,500 employees,<sup>2</sup> has been disclosed as a supplier of collegiate apparel by the university licensee, Colosseum, and also reportedly produces non-collegiate apparel for Primark, Tesco, and Sportsmaster (Asia), among other brands.<sup>3</sup>

The WRC’s investigation at Golden Refit found violations of Bangladesh labor law and university codes of conduct at the factory in the following areas:

**Unpaid Overtime.** The factory required workers to attend meetings before the start of their shifts and sometimes after the end of their shifts without compensating them for this additional time, which, since it occurred outside their regular full-time working hours, was legally required to be paid as overtime.

**Gender-Based Violence, Harassment, and Abuse.** Factory managers engaged in pervasive and severe gender-based violence and harassment (“GBVH”) in order to pressure women workers to meet production targets. Golden Refit also failed to establish a Sexual Harassment Prevention Committee, which Bangladeshi law requires in order to provide workers a mechanism for reporting such abuse.

The WRC shared our findings concerning these violations with Golden Refit and the licensee, Colosseum, and requested that the factory implement the remedial measures necessary to correct these violations. To its credit, Colosseum successfully pressed Golden Refit to respond to the WRC and undertake the necessary remedial measures.

During the course of the WRC’s engagement with Golden Refit and Colosseum regarding remediation of these violations, workers at the factory formed and applied to register a union at the factory, Golden Refit Garments Limited Sommilito Workers’ Union (“Sommilito Workers’ Union”). In a process monitored by the WRC, Golden Refit negotiated with representatives of the workers’ union a memorandum of understanding (MOU) containing

“With the MOU signed between our new union and the factory management, women workers at Golden Refit will get the dignity and respect that we all deserve as human beings.”

— Tanzeela Akter,  
Golden Refit worker  
and union president

<sup>1</sup> Golden Refit Garments Ltd., 589 Shirir Chala, Bagher Bazar, Bhabanipur, Gazipur Sadar, Bangladesh.

<sup>2</sup> “About Us,” Golden Refit Garments Ltd., accessed December 1, 2025, <https://www.goldenrefit-bd.com/About-Us.html>.

<sup>3</sup> Data on the factory’s buyer relationships gathered from university licensing agencies, trade data, and worker interviews.

commitments to remedy all the violations that had been identified by workers during the WRC's investigation.

These remedial commitments by the factory, some of which have already been implemented, include:

- Ending the practice of requiring workers to attend meetings without pay before or after normal working hours;
- Paying workers back wages, at the legally required overtime rate, to compensate them for their previous off-the-clock work, up to Bangladesh's one-year statute of limitations for wage claims, equaling BDT 8,179,500 (US\$66,468), or roughly 1.5 weeks' basic wages per worker;
- Disciplining managers and supervisors identified as having committed GBVH against women workers and placing them on a three-month monitoring period to ensure improvement in their behavior and prevent recidivism;
- Contracting with a local worker-led nongovernmental organization, the Awaj Foundation, to conduct training for all Golden Refit employees on preventing gender-based violence and harassment in the factory; and
- Establishing an independent grievance mechanism and joint, majority women, worker-management oversight committee to ensure complaints of GBVH are promptly investigated and perpetrators held accountable.

Golden Refit also committed to formally recognize and negotiate a collective bargaining agreement with the Sommilito Workers' Union, an important step which, by ensuring workers a collective voice concerning their working conditions, should greatly reduce the likelihood of future violations. All of these commitments were formalized in the MOU that the factory signed with the union on December 11, 2025.

With the actions and commitments Golden Refit has taken, the WRC concludes that the violations of Bangladeshi law and university codes of conduct identified by the WRC's investigation have been resolved. The WRC will continue to monitor to ensure Golden Refit implements its commitments.

## II. Methodology

The findings of the WRC's investigation were based on substantial, credible, and mutually corroborative testimony from 26 workers employed by Golden Refit, gathered during offsite interviews. Twenty of the workers interviewed are women and six are men. All workers interviewed by the WRC have been in the factory's employment for at least a year, while some have worked at the factory for up to seven years. The WRC assessed Golden Refit's actions in the factory in relation to the company's obligations under Bangladeshi labor law and regulations, international labor standards, and university codes of conduct.<sup>4</sup>

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<sup>4</sup> Bangladesh Labor Law, 2006; Bangladesh Labor Rules, 2015; The Constitution of Bangladesh; The Penal Code, 1860 (Bangladesh); The Code of Criminal Procedure, 1898 (Bangladesh); International Labour Organization Convention 111 Discrimination (Employment and Occupation) Convention, 1958; International Labour Organization Convention 190 Violence and Harassment Convention, 2019; and Collegiate Licensing Company, Standard Retail Product License Agreement, Article 14 "Code of Conduct".

## III. Findings, Required Remediation, and Company Response

The following sections detail the WRC's findings of labor rights violations, including gender-based violence and harassment and off-the-clock work at Golden Refit, the required remediation, and the company's response to our findings.<sup>5</sup>

### A. Wages: Off-the-Clock Work

#### 1. Findings

Golden Refit operates a single shift starting at 8:00 a.m. and ending at 5:00 p.m., Saturday through Thursday, with a staggered lunch break of one hour, starting at 1:00 p.m.

Workers reported to the WRC that they were required to reach their workstation by 7:50 a.m., as every morning the workers had to attend a production line meeting that began at 7:55 a.m. These line meetings ended at the start of the shift at 8:00 a.m., when the workers returned to their workstations and turned on their machines.

Workers also reported that they were required to attend another line meeting at the end of the workday at least once a week and on any day when their production line failed to meet its daily production target. These end-of-workday meetings lasted for 10 to 15 minutes.

The factory's production line supervisors and line chiefs convened these meetings while its production managers, assistant production managers, and human resources managers would observe over the proceedings. Workers reported that the meetings were held to discuss their production output and that they were not paid for attending these meetings.

During these meetings, the line chiefs and supervisors reprimanded the workers using sexually explicit and abusive language for not completing their daily targets (as detailed in the following section of this report).

This additional time worked was above the legal limit for regular work hours and, therefore, was required to be paid at the overtime rate. As a result of being required to attend these meetings, workers, on average, performed three hours of unpaid overtime work per month.

Workers employed at Golden Refit also reported to the WRC that they were forced to continue to work after the end of their workday so that they could reach their

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<sup>5</sup> The fact that the WRC's investigation, as reported in this document, did not yield findings of violations in any particular areas of the factory's labor practices should not be construed as an affirmation of the factory's overall compliance with respect to its practices in those general areas. The WRC's assessment in this case did not include a comprehensive health and safety inspection of the factory by a certified industrial hygienist or building safety inspections by fire, electrical, and structural safety engineers. Therefore, no inference should be drawn from this report as to the compliance of this factory with those aspects of occupational health and safety and building safety that only such specialists are accredited to certify.

production targets. Workers stated that their respective supervisors and line chiefs took away their factory identity cards at 5:00 p.m. only to return them when they completed their daily production quotas.

Several of the workers interviewed by the WRC reported sometimes having worked for an extra two hours after their regular shifts and, in one specific incident, until 10:00 p.m., before being allowed to leave the factory. Workers testified that these extra hours they worked to complete their daily production quota were also unpaid.

Bangladeshi law requires employers to pay workers for any work performed beyond normal full-time working hours (eight hours in one day) at the overtime rate of twice the employee's basic wage. Requiring workers to attend meetings before or after their paid work shifts and forcing workers to complete their daily production quotas without receiving overtime pay violates Bangladeshi law and university codes of conduct.<sup>6</sup>

## **2. Required Remediation**

The WRC informed Golden Refit that to comply with Bangladeshi law and university codes of conduct, the factory must:

- Discontinue holding production line meetings outside of paid working hours;
- Pay workers at the legal overtime rate for any work performed beyond the normal work hours; and
- Pay its employees back wages for the off-the-clock overtime that they had performed as a result of these practices back to the one-year statutory limit or their date of hire, whichever is later. The WRC calculated that the average amount of uncompensated work performed by each worker was 36 hours per year, for which, because these hours represented overtime, workers were legally required to be paid 72 hours' basic wages.

## **3. Company Response and Current Situation**

Golden Refit initially denied that workers attended meetings prior to or at the end of their shifts, claiming that outside of normal work hours, the factory's machines and electricity were shut off. However, Golden Refit later admitted that there had been some off-the-clock work performed but claimed that the factory had discontinued the practice of requiring workers to attend line meetings prior to or after their shifts.

Despite its acknowledgement of the violation, however, Golden Refit refused to commit to pay workers back wages for this unpaid work. Following further engagement with the factory by the WRC and Colosseum, however, Golden Refit

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<sup>6</sup> Bangladesh Labor Act, 2006 § 100; Collegiate Licensing Company, Standard Retail Product License Agreement, Article 14 (a) (i) ("Legal Compliance. Licensees must comply with all applicable legal requirements of the country(ies) of manufacture in conducting business related to or involving the sign, development, sourcing, use, manufacture, production, sale, license, distribution, or other commercialization of Licensed Articles.").

agreed in the MOU it signed with the union to pay workers BDT 2,337 (US\$18.99) for their back wages, the equivalent of 72 hours' basic wages, by March 15, 2026. The WRC will monitor payment of this compensation to ensure Golden Refit's full remediation of the violation.

## B. Gender-Based Violence and Harassment

Workers from Golden Refit consistently testified that the factory management subjected women workers to pervasive gender-based verbal abuse and threats in order to pressure them to reach the factory's production targets. Rather than prevent such misbehavior or hold managers accountable for it, the factory's General Manager for Production, Alauddin, actively encouraged this abusive environment by reprimanding supervisors and managers for failing to "effectively" pressure workers to meet their production targets. This abuse occurred in front of other workers on the production floor, creating an environment of fear throughout the factory.

The following sections will detail the WRC's findings of severe gender-based violence and harassment at Golden Refit.

### 1. Findings

#### *a. Abusive Environment Perpetrated by General Manager Alauddin*

All of the workers who were interviewed by the WRC reported that the General Manager Alauddin visited the production lines at least twice a day and verbally abused supervisors in front of the workers to drive them to push workers to increase production. Workers explained that his behavior created an environment of fear on the production floor. One worker reported that "GM [General Manager] Alauddin shouts at the supervisors so that every worker can hear." Another worker testified that "when he [GM Alauddin] insults the supervisors, he yells while always looking toward us, as if he is abusing us directly."

Workers further reported that GM Alauddin's visits to the production floor were accompanied by loud, threatening statements to supervisors, such as:

I need production to meet the target. How you will achieve that is your business, not mine. Do those motherfucker workers seem like your mother or sister, that you cannot fuck them? Who pays your salary, the workers or the owner of this factory? If you cannot fuck the workers properly to get the production out, then we will not wait for you. We will hire new and competent people to fuck these workers.

Multiple workers reported that supervisors use abusive language toward workers for no reason when Alauddin is on the production floor. For example, workers reported supervisors saying, "Hey motherfuckers, hurry up, work fast and do not do any alterations. If you make any alteration [then] I will push that piece into your asshole." One worker explained that supervisors already shouted at and abused workers when they made mistakes. She added, however, "When the GM comes [to the production

floor], they [supervisors] shout at workers without even having a reason. They just shout their abusive words in the general direction of all workers to show the GM that they are actively pressuring workers to achieve the production target.”

Multiple workers reported that they understood the pressure faced by their supervisors from the General Manager, saying, “We can clearly understand that when the GM comes to the production floor, the supervisors always try to show the GM [that] they are making their maximum effort to pressure [workers] us to meet the production quotas.”

The use of such abusive language by the General Manager of Golden Refit, which was intended to encourage other managers and supervisors to perpetrate further gendered verbal abuse toward the workers, made gender-based violence and abuse pervasive at Golden Refit.

Bangladeshi law prohibits the use of gendered verbal abuse in the workplace.<sup>7</sup> By allowing General Manager Alauddin to abuse supervisors and managers on a daily basis in front of all the workers at the factory, which, in turn, contributed to these supervisors abusing the workers in their charge, Golden Refit violated Bangladeshi law, international standards, and university codes of conduct.<sup>8</sup>

### ***b. Sexual and Gendered Verbal Abuse and Threats***

As noted in the previous section, the WRC found that verbal sexual and gender-based abuse were prevalent at Golden Refit. Workers consistently reported to the WRC that this type of abuse was common at the factory and that they felt helpless to stop it.

Three women workers testified that when a woman operator on their line stitched a piece that later required alteration because a faulty piece had been sent from the cutting department, her male supervisor, Akram, shouted at her, saying, “Have you come here to pluck your pubic hair? Where will we get the piece that you destroyed? Should I shove this piece into your vagina?”

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<sup>7</sup> Bangladesh Labor Act, 2006, Sec. 332 (“Where any female worker is employed in any work of the establishment, irrespective of her rank or status, no one of that establishment shall behave with the female worker which may seem to be indecent or repugnant to the modesty or honour of the female worker.”).

<sup>8</sup> The Penal Code, 1860, section 509 (“Whoever, intending to insult the modesty of any woman, utters any word, makes any sound or gesture, or exhibits any object, intending that such word or sound shall be heard, or that such gesture or object shall be seen, by such woman, or intrudes upon the privacy of such woman, shall be punished with simple imprisonment for a term which may extend to one year, or with fine, or with both.”); Bangladesh Labor Act, 2006, Sec. 332 (“Where any female worker is employed in any work of the establishment, irrespective of her rank or status, no one of that establishment shall behave with the female worker which may seem to be indecent or repugnant to the modesty or honour of the female worker.”); International Labour Organization Convention 190 (Violence and Harassment) (defining prohibited “violence and harassment” [as] ... a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment; [and prohibited] ‘gender-based violence and harassment’ [as] ... violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment”); Collegiate Licensing Company, Standard Retail Product License Agreement, Article 14 (a) (i) (“Legal Compliance. Licensees must comply with all applicable legal requirements of the country(ies) of manufacture in conducting business related to or involving the sign, development, sourcing, use, manufacture, production, sale, license, distribution, or other commercialization of Licensed Articles.”).

The workers further reported that when they protested—explaining that they were all facing the same issue, due to their having received a faulty bundle of cloth from the factory's cutting department—the supervisor, Akram, called the Industrial Engineer Manager, Faysal, who is also a man. He said, "Send all these workers to my office. I will give them a practical demonstration on how to have sex properly."

Another woman worker described an incident when the supervisor of the factory's production line, Line-1, who was named Ismail, increased the production target from 250 to 500 units per hour. At that time, there were only two helpers on the line, so this worker requested Supervisor Ismail to add one more helper from another line to assist her.

Upon hearing the worker's request, Supervisor Ismail became infuriated and verbally abused her, saying, "You whore—motherfucker! You child of a prostitute! Do you think I'll provide a helper just because you said so? You're trying to act smart? Just meet the target I have given. I don't care how you do it. If you can't get it done, then just leave. The gate is open."

The worker was then sent to the office of the Finishing Manager, Rabiul. The Finishing Manager Rabiul also verbally abused her, telling her that no new helper would be provided and that if she could not work, then she should leave the job.

Three other workers from the same production line also reported to the WRC that the Line Chief (supervisor), Anis, who is a man, then came to their line and loudly announced to Supervisor Ismail, in a way that all the workers in the area could hear, "See, now they [the two helpers] will be delivering more production. The manager has fucked them well, and now they are sexually satisfied and ready to work."

One woman worker testified that, on one occasion, Shafiqul, the Quality Supervisor for Line 3, shouted at the workers on their production line, after seeing that one of the operators had gone to the restroom, yelling:

Whenever I check, I find someone missing from this line. What do you do in the bathroom that you have to go there together? Do you have sex over there? From now on, no motherfucker will go to the bathroom without informing me. You're not getting enough fucking production done. We are the ones who are getting fucked because of you.

Workers from Line 17 testified to the WRC that Sohail, an officer from the Industrial Engineering Department, once picked up his shoe in a threatening gesture, as if to physically assault a woman helper who was working as a thread cutter. Multiple workers reported witnessing Sohail raise his shoe and say to the worker, "You motherfucker! Fucking whore! Why are those pieces of cloth piled up on your table? When will you take those products out from your vagina? Don't you get a salary? Why is your fucking work so slow?"

These workers further reported that Sohail regularly directed similar gendered and sexually explicit abuse toward other helpers and that factory management failed to take any action to address or stop this behavior.

Workers told the WRC that female supervisors also used sexual and gender-based verbal abuse to reprimand workers. Workers on Lines 14, 17, 20, and 21 testified to the WRC that the supervisor of Line 17, Taslima, regularly used sexually explicit and abusive comments to admonish them for not meeting their production targets. Workers reported that the supervisor said to them, "You whore. Child of a prostitute. Motherfucker, are you here to waste everybody's time and not work?"

Workers stated that one worker, who had recently started at the factory, reported Supervisor Taslima's abusive language to General Manager Alauddin during one of his routine rounds of the factory. However, instead of reprimanding the supervisor for her abusive behavior, General Manager Alauddin told the worker, in front of the other workers on the line, "Keep quiet and work under her supervision." Following this incident, this worker reportedly left her job at the factory. Emboldened, Supervisor Taslima then reportedly threatened other workers on her line, saying, "Will any of you dare to file any complaint against me? Nothing will happen to me. I will find out who the complainant is, and then I will get them fucked by hired goons."

Another worker testified to the WRC that her female supervisor, Jesmin Akter, habitually used sexually explicit and gendered language while talking to workers. She reported that Supervisor Jesmin used words like "motherfucker", "whore", "bastard", and "daughter of a prostitute" in every sentence that she uttered to the employees.

This worker testified that, once, when she was returning to her workstation, after going to the washroom, Supervisor Jesmin shouted at her, saying:

You will not change despite being insulted? You cannot change as you are born on the streets and have no family. No one knows who your father is. Does your mother even know your father's name? That is why you have no shame. How many times do you need to go to the washroom?

Additionally, other workers also reported to the WRC that Supervisor Jesmin regularly abused workers using sexually explicit language. In one case, the supervisor verbally abused a helper who dropped pieces of fabric that she was carrying, saying:

Where do you keep your fucking eyes? Are you feeling lethargic? Don't you have any self-respect? No amount of abuse seems to affect you. I need to hire some gigolos to come and fuck you so that you get out of your lethargy and start working properly.

Workers reported feeling humiliated because of this verbal abuse by the factory management. They told the WRC that they felt afraid and helpless to question the supervisors and managers about their abusive behavior.

Bangladeshi law, university codes of conduct, and international labor standards<sup>9</sup> prohibit verbal abuse, particularly when, as in this case, it is gendered and sexually harassing. Golden Refit violated these standards by not only failing to hold the managers and supervisors who were its perpetrators accountable for this abuse but also for encouraging a culture of gender-based violence and harassment to flourish in the factory.

### **c. Failure to Establish a Sexual Harassment Prevention Committee**

Bangladeshi law requires employers to establish a five-member sexual harassment complaints committee and to provide employees with guidelines on the prevention of sexual harassment. The law also requires employers to provide a complaint box and to receive and address complaints.<sup>10</sup>

All the workers interviewed by the WRC reported that they were not aware of any complaint process or redress mechanisms at the factory to address gender-based violence and harassment. Workers further reported that they were not aware of any guidelines issued by factory management for the prevention of sexual harassment at the factory.

Workers who had experienced gender-based violence and harassment at Golden Refit told the WRC that they never complained to the management about this abusive behavior because they feared retaliation in the form of further harassment or job loss if they reported these incidents, since the factory's general manager, himself, both personally engaged in and instigated such harassment.

The WRC also found that Golden Refit had not established a functioning Sexual Harassment Prevention Committee at the factory, since, even if there was a Sexual Harassment Prevention Committee in the plant, workers were unaware of its existence. Moreover, workers made clear that they would not report sexual abuse and harassment to this committee because they did not trust the management to investigate complaints of sexual harassment and hold perpetrators accountable. Therefore, the WRC found that Golden Refit violated the requirements of

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<sup>9</sup>The Penal Code, 1860, section 509; Bangladesh Labor Act, 2006, Sec. 332; Collegiate Licensing Company, Standard Retail Product License Agreement, Article 14 (a) (ii) H. Harassment or Abuse. ("Every employee shall be treated with dignity and respect. No employee shall be subject to any physical, sexual, psychological, or verbal harassment or abuse. Licensee will not use or tolerate any form of corporal punishment."); and International Labour Organization Conventions 111 (Discrimination) (defining prohibited 'discrimination' [as] ... any distinction, exclusion or preference made on the basis of race, colour, [or] sex [et al] which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation") and 190 (Violence and Harassment) (defining prohibited "violence and harassment' [as] ... a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment; [and prohibited] 'gender-based violence and harassment' [as] ... violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment").

<sup>10</sup> The Bangladesh Labor Rules, 2015 § 361 (Conduct towards Women (a) (2) "Every workplace should have a five-member Sexual Harassment Prevention Committee with majority women members and headed by a woman. (3) Every workplace should have a sexual harassment prevention guidelines and have the same distributed to all employees and there should be at least one complaint box and all complaints received need to be recorded and addressed.").

Bangladeshi law and, by extension, university codes of conduct, concerning the establishment and maintenance of such a committee.<sup>11</sup>

## **2. Required Remediation**

The WRC finds that to comply with university codes of conduct and Bangladeshi law, Golden Refit must:

- Terminate all supervisors and managers named in this report as having perpetrated gender-based violence and harassment against women workers at the factory;
- Identify, with the cooperation of the WRC, a third party, with experience addressing gender-based violence and harassment, to provide education and awareness on GBVH to all employees of Golden Refit;
- Retain, with the cooperation of the WRC, a third party to implement an independent complaint mechanism that would allow workers to safely report abuse when it happens, have these reports competently and expertly investigated, and be provided with appropriate remedies;
- Provide funding for and cooperate with the third party to maintain this independent complaint mechanism; and
- Establish an oversight committee for this complaint mechanism comprised of representatives of independent worker organizations, brand business partners of Golden Refit, the WRC, and the third-party organization providing education and awareness activities on GBVH to workers.

## **3. Company Response and Current Situation**

In response to the WRC's findings, Golden Refit reported that it had issued final written warnings to the supervisors and managers, Jesmin Akter, Shohidul Islam, Akram Hossain, and Shohel Mia for verbally abusing workers and making threats of sexual violence against them. The factory reported that the six other managers and supervisors, some of whom were named in the WRC's findings, Alauddin, Taslima, Anis, Ismail, Anisur, and Faysal had resigned rather than face disciplinary action.

Golden Refit also provided the names of the members of the Sexual Harassment Prevention Committee that the factory now has established and committed to contract with an external organization to provide training on GBVH to workers.

The WRC responded to Golden Refit, indicating that—given the pervasiveness and severity of the incidents of verbal, sexual, and gendered abuse and threats at the factory—further disciplinary action needed to be taken against the supervisors and managers named in our findings and that workers should be informed of this discipline.

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<sup>11</sup> The Bangladesh Labor Rules, 2015 § 361; The Bangladesh Code of Criminal Procedure, 1898, section 323 ("Whoever, except in the case provided for by section 334, voluntarily causes hurt, shall be punished with imprisonment of either description for a term which may extend to one year, or with fine which may extend to one thousand taka, or with both"); Collegiate Licensing Company, Standard Retail Product License Agreement, Article 14 (a) (i).

The WRC identified to the factory an external organization to partner with that has experience and knowledge concerning combating GBVH at work. The WRC also recommended that Golden Refit conclude an MOU with the Sommilito Workers' Union, that commits the company to take further action to address GBVH at the factory.

On December 11, 2025, Golden Refit and Sommilito Workers' Union signed an MOU in which Golden Refit committed to:

- Issue warning letters, within three working days of signing the agreement, to any supervisor or manager who is still employed at the factory, who has been found to have engaged in sexual harassment or abusive behavior toward women workers, and to whom the factory had not yet issued a warning letter;
- Announce to workers the names of the supervisors and managers who had been issued warning letters for this reason, to monitor these supervisors' and managers' behavior for a three-month period, and to terminate any of them who continue to abuse workers;
- Work with the external organization, Awaj Foundation, to implement an education and awareness program on GBVH, including workshops with workers held during work hours, without loss of pay to workers;
- Establish jointly with the workers' union an independent grievance mechanism and a joint oversight committee to oversee the grievance mechanism. This committee must include equal representation from management and the workers' union with the majority of its members being women and include a woman trainer from Awaj Foundation; and
- Provide necessary financial and logistical support to implement these remedies.

Given the actions and commitments Golden Refit has made, the WRC concludes that the violations of Bangladeshi law and university codes of conduct identified by the WRC's investigation have been resolved. The WRC will continue to monitor to ensure that Golden Refit fulfills its obligations under the MOU.

## **IV. Additional Developments: Formation and Recognition of a Worker-Led Union at Golden Refit**

While the WRC was engaging with Golden Refit and Colosseum on remediation of the violations identified during the WRC's investigation, workers at the factory formed a trade union and applied for its registration with government authorities. The WRC reviewed the registration application that had been submitted by the Sommilito Workers' Union to the Bangladesh labor department. This application indicated that workers had elected Tanzeela Akter, a sewing operator at Golden Refit, as the union's new president, and Mostakim Mia, a worker in the finishing department, as the general secretary of the new union.

Worker officers and members of the new union reported to the WRC that Golden Refit Garments Limited Sommilito Workers' Union officially received the union's registration on September 4, 2025. The WRC urged Golden Refit to recognize the workers' union, as required by law, and regularly meet with the representatives of the Sommilito Workers' Union to discuss and address concerns about working conditions that are raised by workers and the union.

Golden Refit subsequently signed an MOU committing the company to recognize the union within three days; make a public statement—in the presence of workers and union leaders—pledging that the company will respect workers' right to freedom of association and will not obstruct or in any way interfere with workers' ability to exercise this right by engaging in union activities; and will negotiate a collective bargaining agreement with the union within six months.

## V. Conclusion

“Since our new union signed the MOU with the factory, the fear that once weighed heavily on us workers has been lifted. We now hope to make even more gains in establishing workers’ rights without fear in our factory. The WRC played a significant role in this achievement, and on the behalf of the factory workers and our union, we express our sincere gratitude to the WRC.”

— Mostakim Mia,  
Golden Refit worker and  
union general secretary

supportive engagement with factory management to achieve remediation of the violations identified by the WRC’s investigation. The WRC will monitor implementation of the MOU signed by the factory to ensure Golden Refit fulfills and maintains its further obligations under its agreements with its workforce.

The organization by workers of a trade union in the factory, with the support of the Sommilito Workers’ Union, and the commitments made by Golden Refit, as memorialized in the MOU it has signed with the union, to engage in collective bargaining with employees mean that workers now have a powerful voice to raise any ongoing or future concerns about their working conditions, including any recurrence of gender-based violence and harassment in the factory. These changes will also have a long-term impact on the work culture at the factory, making clear to supervisors and managers that the use of gendered abuse and fear to pressure workers to achieve production targets is unacceptable.

This successful outcome is also the result of the WRC’s and Colosseum’s mutually