VARNER

6 November 2026

Statement of support for increased minimum wages in the Bangladesh RMG sector

Bangladesh is a key market for production for Varner. Enabling decent work and decent wages in the supply chain is an important part of our approach to responsible business conduct and human rights due diligence. We are therefore engaged in a number of activities in Bangladesh to support improved working conditions. However, we recognise that the current minimum wages in the RMG sector in Bangladesh are often not sufficient to cover the basic needs of workers and their families. We therefore express support for higher minimum wages in the sector.

We extend support to the Minimum Wage Board that is in the process of establishing new minimum wages. With reference to the ILO Minimum Wage Fixing Convention[i], we encourage a minimum wage increase that enables a wage earned in regular working hours to cover the basic needs of workers and their families, including some discretionary income.

We support freedom of association and the right to collective bargaining, including workers' rights to form and join trade unions. We encourage all parties involved in the minimum wage negotiations in Bangladesh to engage in constructive and inclusive dialogue, with full respect for the legitimate role of workers' representatives and trade unions. We call on all parties to refrain from violence, intimidation and retaliation, and to resolve differences through peaceful dialogue and negotiation.

As a buyer, we recognise our role in supporting decent working conditions and decent wages. We are committed to engaging with our suppliers to support the implementation of revised minimum wage levels and to ensure that the impact of increased statutory labour costs is appropriately reflected in our purchasing practices.

Bangladesh is and will continue to be an important sourcing market for Varner. An increase in the statutory minimum wage does not change our commitment to Bangladesh as a key production market.

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[i] Convention C131 - Minimum Wage Fixing Convention, 1970 (No. 131)