



Safety
& Rights

Promoting Safety, Enforcing Rights

**ANNUAL
REPORT
2025**

CHAIRPERSON'S MESSAGE

The year 2025 has been a test of resilience for SRS, yet it has also reaffirmed the strength of our values and the unwavering commitment of our team. In the face of funding uncertainties and shifting development priorities, SRS has remained steadfast in its commitment to promote justice, dignity, and rights for the most marginalized workers and communities in Bangladesh.

As Chairperson, I extend my heartfelt appreciation to our staff, partners, supporters, and governing body members. Your collective efforts have enabled SRS not only to navigate a difficult year but also to lay the groundwork for new opportunities and stronger alliances in the future. Together, we will continue striving for a more just and equitable Bangladesh.



Ms. Khushi Kabir

Chairperson, SRS

GENERAL SECRETARY'S MESSAGE

Despite an increasingly challenging funding environment and the closure of several long-running projects, SRS has continued to uphold its mission with integrity, dedication, and resilience. Our commitment to advancing labour rights, workplace safety, climate and gender justice, child rights, and youth development in Bangladesh has grown stronger.

Throughout the year, the team worked tirelessly to sustain ongoing initiatives, deepen engagement with key stakeholders, and explore new avenues for collaboration. SRS's active participation in national dialogues, evidence-based policy advocacy, and direct support to workers has reinforced its standing as a credible and trusted voice in Bangladesh's labour rights landscape.

I sincerely acknowledge and appreciate the extraordinary dedication and professionalism demonstrated by the entire SRS team during this challenging period.



Tanim Hussain Shawon

General Secretary, SRS

MESSAGE FROM THE EXECUTIVE DIRECTOR

The timeframe of July 2024- June 2025 has a significant impact on the Bangladeshi political landscape and marked a period of learning and consolidation for the Safety and Rights Society (SRS). 2024, the year of awakening, remembers the sacrifice of every working person with their lives, and services for the common goal of bringing a change. With the turmoil in the intertwined political scene, we strengthened our role as a rights-based organization working across Bangladesh's labour rights, civic space, climate justice, and inclusive development landscape. We have significantly contributed to the Labour Reform Commission's mission in 2025. SRS projects executed this year reflected our commitment to protecting vulnerable communities—workers, women, minorities, and civil society groups—while deepening our engagement with public institutions, media, and national policy spaces, including the democratic budget movement. We are also proud to support the initiative of operating a day-care centre for the children of women garment workers through SRS funding.

Through joint action and strong partnerships with relevant stakeholders, SRS continued to amplify the voices of those who are marginalized. From advancing a Just Energy Transition in the RMG sector, to building civil society capacities under the SUSHIL initiative, to promoting gender justice, digital literacy, and participatory governance, to nationwide campaigning for a gender-responsive, youth-focused, and climate-sensitive budget, our different teams exhibited persistent effort, endurance, resilience and integrity.

As Bangladesh transitions toward cleaner energy, stronger governance mechanisms, and more democratic and equitable development, SRS remains devoted to safeguarding that rights, justice, and inclusion remain at centre of the national agenda.

We extend our appreciation to our partners, donors, board members, and most importantly, the communities and right holders we serve.



Sekender Ali Mina

Executive Director

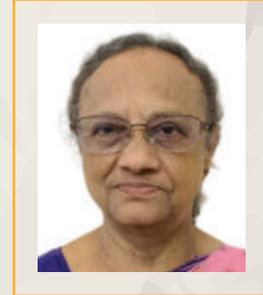
GOVERNING BODY MEMBERS



Ms. Khushi Kabir
Coordinator, Nijera Kori



Ms. Tahera Yasmin
Management and
Development Consultant



**Ms. Shahida
Parveen Shikha**
General Secretary,
National Women Workers
Trade Union Center



**Eng. Ms. Asma
Jahan Huque**
Managing Director,
Prokaushali Sangsad Ltd.



**M. Hafizur Rahaman,
P.Eng**
Chairman, Occupational
Safety Board
(Institution of Eng.)



**Mr. Safi Rahman
Khan**
Director, BRAC
Education Program



**Mr. Tanim Hussain
Shawon**
Advocate, Bangladesh
Supreme Court



ABOUT THE ORGANIZATION

Established in 2009, Safety and Rights Society (SRS) is a national non-profit organization promoting labour rights, women rights, decent workplace, accountable governance, youth empowerment, and climate justice. SRS works across Bangladesh to improve workplace safety, protect workers' rights, and strengthen public safety through research, training, and advocacy.

With a growing focus on sustainability, adhering with the SDGs, SRS supports a Just Energy Transition in the labour sector by helping workers prepare fair and climate-responsive practices, and engaging employers, CSOs, and government institutions. SRS also prioritizes youth empowerment, equipping marginalized young people with skills and opportunities to participate in the evolving labour market and democratic budget movement.

By connecting labour rights, sustainability, governance, and youth development, SRS contributes to a more equitable, inclusive, and rights-respecting society.

STRATEGIC GOALS:

- Improving Workplace Health and Safety and ensuring compensation rights.
- Contributing to SRS initiatives towards the development of a decent workplace and economic growth.
- Reducing all forms of discrimination and violence against women, children, and other marginalized groups.
- Actively supporting freedom of association, social security, and well-being of workers.
- Standardize the institutional capacity.

OUR JOURNEY IN DATA

Total Activities (Trainings + Events) : 242

Total People Reached

10,044



58%

Female



42%

Male

299

Direct youth participation

16

Youth employment support

02

Knowledge Products Produced

Social Media Reach



100,000+

LABOUR RIGHTS

The Workplace Safety, Compensation and Accountability (WSCA) project focused on improving workplace health and safety while ensuring the protection of workers' compensation rights. The project aimed to support decent work and promote sustainable economic growth by strengthening responsible business practices. A key focus was placed on reducing all forms of discrimination and violations against women, children, and other vulnerable groups in the workplace. Additionally, the project promoted freedom of association, social security, and the overall well-being of workers. It also worked towards standardizing and enhancing institutional capacities to ensure effective enforcement of labor rights and workplace protections.

- **24** cases of information collection of workplace death and injury.
- **66** workers were provided legal support for compensation and wages.
- Assisted 1 worker to apply for assistance from the Bangladesh Labor Welfare Fund (BLWF) and received financial assistance of **BDT 60,000**.
- **BDT 11,00,000** recovered for the workers as compensation against different cases.
- **856 workers** participated in **43 discussion** meetings on Bangladesh Labour Act (BLA) and Occupational Safety and Health (OSH).
- **126** construction workers trained in **6 day**-long BLA and OSH training
- **25** developer company officials were sensitized on safety for construction workers.
- Organised an advocacy meeting with the Labour Court for strengthening legal aid services.
- **25** media persons were sensitized on the report of workplace death through dialogue
- **200** SRS women's group members have increased knowledge on SRHR and Gender.
- More than **2200 workers** participated in various campaigns.

"No female worker should be deprived of maternity benefits."



Sumi

Female garment worker

A sufferer of unlawful and irresponsible business practices.

Sobhanbagh, Savar, Dhaka

GENDER JUSTICE & CLIMATE JUSTICE

In partnership with Oxfam in Bangladesh, Safety and Rights Society (SRS) promoted Just Energy Transition (JET) in Bangladesh's Ready-Made Garment (RMG) sector. It aimed to safeguard workers' rights and livelihoods as the sector moves toward renewable energy through capacity building of Workers' Rights Organizations (WROs) and Trade Unions (TUs) to advocate for inclusive, worker-centered energy policies.

Moreover, in partnership with Kaizen CRS, SRS aimed to promote clean, safe, cost-effective, and time-saving cooking solutions among RMG workers. This initiative focused on introducing and encouraging the adoption of e-cooking appliances as an alternative to traditional cooking methods that often cause health, environmental, and safety risks. The initiative contributed to empowering RMG workers—especially women—to adopt modern technologies that save time, improve health outcomes, and align with Bangladesh's clean energy transition goals.

250 participants from workers groups, TUs, CSOs, industrial managements, and journalists in sensitization/ advocacy meetings.

2 TV Talk Shows broadcast on a) Just Energy Transition: Industry, Workers, and the Economy Channel 24, b) Renewable Energy in RMG Sector: Challenges and Possibilities on ATN. Both talk shows were introduced by a brief documentary and aired on all the digital platforms managed by the channels.

14 multimedia reports produced and aired by **7 Media** Fellows from prominent national media houses.

44 participants from the government, civil society, and RMG industry participated in the national dialogue.

Developed and distributed IEC materials (6 categories) to enhance JET literacy.

2727 total participants trained through 120 (Community Based-108, Women's Cafe based-11, Factory Based-01) e-cooking training sessions on safety, health, budgeting, and efficiency conducted throughout the project duration.

83% of participants were women, ensuring inclusivity.

Practical demonstrations were conducted in S S Fashion BD Limited factory premises.

Post-training feedback showed **100%** participants reported increased awareness of safe and eco-friendly cooking.



YOUTH DEVELOPMENT

Through the USAID BIJOYEE Project, led by CARE Bangladesh, SRS aimed to empower marginalized youth aged **18–35**—particularly NEET youth, Dalit youth, second-language community youth, and gig workers—by equipping them with soft skills, digital literacy, entrepreneurship knowledge, and workforce readiness capacities.

Operating through a hub-and-spoke model across Dhaka, Chattogram, Khulna, and Rangpur divisions, the project focuses on strengthening youth leadership, improving employability, and connecting youth to essential services. The initiative also built the institutional capacity of **10 Youth-Led Organizations (YLOs)** to enhance local advocacy, inclusion, and community-level youth engagement. Its overall objective is to ensure marginalized youth gain economic opportunities, leadership roles, civic awareness, and pathways to decent work.

299 youth enrolled in soft skills, digital literacy, and employability training.

296 youth completed the training.

16 YOUTH secured jobs through project support.

12 YOUTH-LED Organizations (YLOs) identified for capacity building.

10 TOTAL training sessions completed across 4 hubs.

ONLY 3 DROPOUTS demonstrating strong participant retention.

“As someone from a second-language community, opportunities were always limited. BIJOYEE made me feel included, skilled, and capable of working in new sectors.”

Jannatul Ferdous, 22
Dhaka Hub



GOOD GOVERNANCE

SRS believes in the ability of local Civil Society Organizations (CSOs), alliances, networks and multi-actor platforms to engage in meaningful policy dialogue and influence authorities as actors of good governance and development. To actualize the belief, SRS is supporting **123 grassroots** CSOs who lack the capacity or enabling environment to effectively represent, unite, and influence the development discourse of Bangladesh as actors of good governance. By creating the necessary social setting to encourage a more honest and productive dialogue between the CSOs, their networks and allies will be able to effectively influence domestic policies and preserve basic rights of civic space. At the same time, the CSOs having the skills, abilities, and competences to improve their performance to defend human rights and the promotion of a more democratic society, together they will be able to design better and safer strategies to influence both institutional policies for the protection of fundamental rights.

Strengthened evidence-based advocacy through FGDs, IDIs, national surveys, and public hearings across 9 districts.

Enhanced civil society capacity with training on journalism, podcasting, advocacy planning, issue-based campaigning, and technical support for CSOs.

Promoted inclusive policy engagement through national dialogues, workshops, consultations, and Hub meetings.

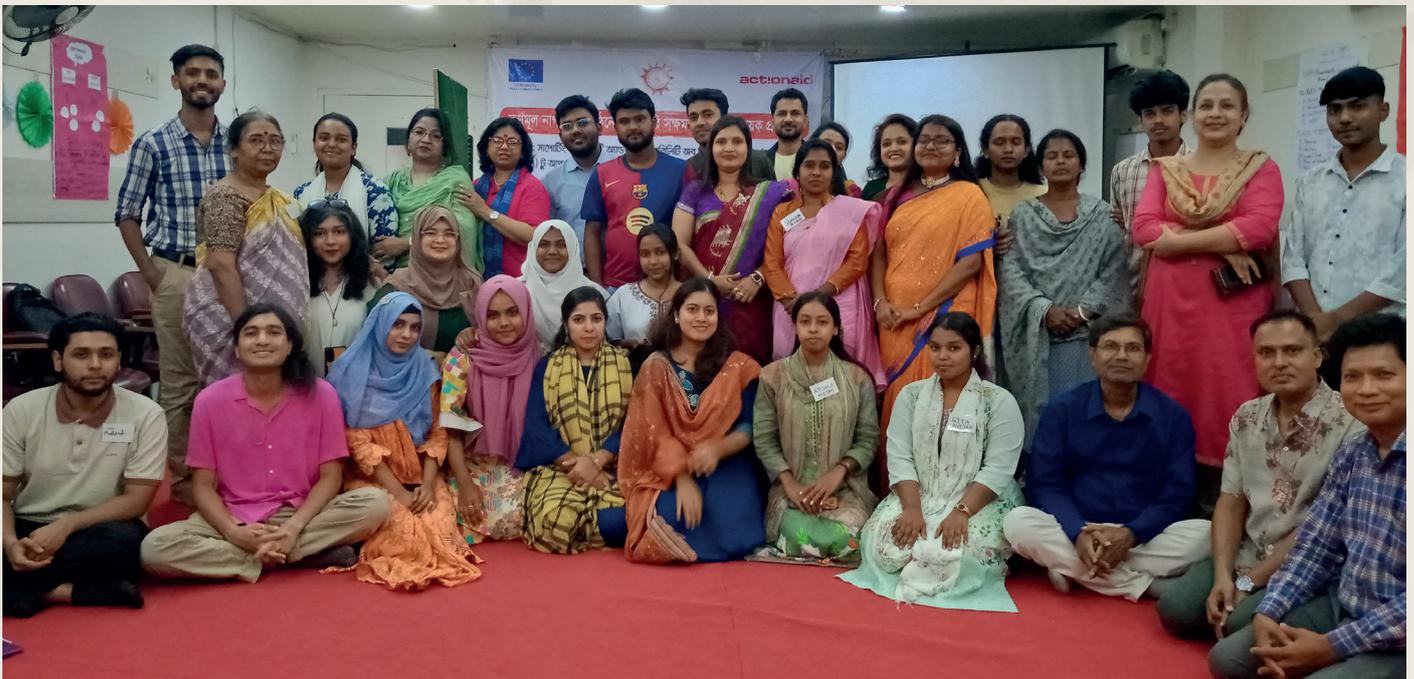
Advanced civic awareness via roadshows on digital security, information rights, and VLR dissemination.

Expanded collaboration by launching the CSO Hub platform and hosting bi-annual Hub and cross-sector partnership events.

Supported democratic participation through the People's Budget Assembly and the World Press Freedom Day commemoration.

Ensured transparency and accountability with project and annual financial audits (AAB).

Strengthened coordination through regular CSO, advisory, and development partner meetings.



BUDGET DEMOCRACY

The Democratic Budget Movement (DBM) conveys people's voices into Bangladesh's national budgeting process, making it more transparent, fair, and responsive to actual community requirements. By engaging youth, women, and marginalized people through workshops, public hearings, and open dialogues, DBM helps youth to understand the budget and speak up about what truly matters to the specific category of people. Focusing on gender, climate, and youth agendas, the movement provides a platform for excluded people to influence budget decisions that shape their lives and opportunities.

This year, DBM reached nine districts and culminated in a powerful People's Budget Assembly in Dhaka, uniting numerous stakeholders behind the call for a more just, fair, and inclusive budget.

- 1 Strategic Meeting with ActionAid Bangladesh to shape DBM's future strategic direction, strengthen collaboration, and leadership.
- Bangla Concept Note developed and distributed across 9 districts, outlining DBM's vision on transparency, gender budgeting, youth budgeting, and climate budgeting.
- **9 Workshops** conducted across 9 districts on gender, climate, and youth budget allocation, including Dhaka.
- **9 Public Hearings** held to capture citizens' voices on budget priorities.
- Coordination ensured participation from CSOs and duty bearers in every district.
- **1 Workshop** in Dhaka examining current allocations for gender, climate, and youth.
- 1 Public Hearing in Dhaka with **24 participants**.
- 1 National Policy Dialogue held in Dhaka with **49 participants** focusing on equitable and transparent budgeting.



PEOPLE'S BUDGET ASSEMBLY

The People's Budget Assembly brought together 303 CSO activists, budget analysts, and community members to demystify the national budgeting process and advocate for participatory budgeting. The event emphasized transparency, local government accountability, and people-centered fiscal policy. Key demands were documented and shared with relevant authorities for inclusion in the upcoming fiscal year's national budget.

CHILD CARE AND DEVELOPMENT

Safety and Rights Society (SRS) established a Day Care Center in Mohammadpur, Dhaka, to ensure safe childcare and promote the economic empowerment of working women, particularly garment workers whose children currently lack proper care.

- Enrolled **24** children, with a consistency of **18** children of working women at the Child Care Centre for a safe, nurturing space.
- 150** working mothers and children received free healthcare through a medical camp in December 2024.
- Ensured early childhood care and learning for underprivileged children.
- Strengthened community engagement and moved toward a sustainable childcare model.



All photographs used here were taken only after obtaining informed consent from the children's legal guardians, in accordance with safeguarding policy.

CONTRIBUTIONS TO



SUSTAINABLE DEVELOPMENT GOALS

- 24 cases of workplace death/injury documented
- 66 workers received legal support
- BDT 1.1 crore recovered as compensation
- 1 worker received BLWF support of BDT 60,000
- 856 workers attended 43 meetings on Labour Act & OSH
- 126 construction workers trained
- 25 developers sensitized on workplace safety
- 2200+ workers reached through awareness campaigns
- Strengthened enforcement of labour rights and OSH practices
- 16 youth placed into jobs

8 
**DECENT WORK
& ECONOMIC
GROWTH**

- 200 women's group members gained SRHR and gender knowledge
- Women workers supported against discrimination and maternity benefit denial
- 83% of 2727 e-cooking participants were women
- Gender-inclusive participation strengthened in energy transition
- Reliable childcare access enhanced women's economic participation

 **5**
**GENDER
EQUALITY**

- 2727 people trained on clean e-cooking across 120 sessions (108 community, 11 café, 1 factory)
- Factory-based practical demonstrations conducted
- 250 participants sensitized on renewable/just energy issues
- 2 national talk shows on renewable energy broadcast
- 14 multimedia reports published
- 6 types of IEC materials developed and distributed

7 
**AFFORDABLE
& CLEAN
ENERGY**

- 2727 individuals shifted toward low-carbon household energy
- 44 participants engaged in national renewable energy dialogue
- Climate budgeting discussed in 9 district workshops
- Climate-focused recommendations put forward in national dialogues and the People's Budget Assembly

16 
**PEACE, JUSTICE
& STRONG
INSTITUTIONS**

13 
**CLIMATE
ACTION**

- Advocacy conducted with Labour Court to strengthen legal aid
- 25 journalists sensitized on workplace death reporting
- 123 grassroots CSOs supported in strengthening civic engagement
- FGDs, IDIs, surveys, and public hearings conducted in 9 districts
- Trainings delivered on journalism, podcasting, advocacy planning, issue-based campaigning
- National dialogues, workshops, consultations, and Hub meetings held
- Roadshows on digital security, information rights, and VLR conducted
- CSO Hub launched with bi-annual cross-sector events
- People's Budget Assembly engaged 303 participants
- Financial audits ensured accountability

CONTRIBUTIONS TO SUSTAINABLE DEVELOPMENT GOALS



SUSTAINABLE DEVELOPMENT GOALS

- 12 Youth-Led Organizations strengthened for leadership and advocacy
- CSO Hub platform expanded multi-actor coordination
- Regular coordination meetings with CSOs, advisory bodies, and development partners

- Promoted clean, energy-efficient household cooking technologies through practical demonstrations and training

- 299 youth enrolled in employability, soft skills, and digital literacy training
- 296 youth completed training
- 16 youth secured jobs
- 12 Youth-Led Organizations strengthened
- 10 training sessions completed across 4 hubs
- Only 3 dropouts

- 24 children enrolled in childcare; 18 regularly attending
- 150 mothers and children received free healthcare
- Safe, nurturing early childhood learning ensured
- 2727 trained on safe, healthy, and efficient e-cooking
- 100% trainees reported increased awareness of safe cooking

- 299 youth trained in soft skills, digital literacy, and entrepreneurship
- Capacity building provided to 10 Youth-Led Organizations



12 RESPONSIBLE CONSUMPTION & PRODUCTION



17 PARTNERSHIPS FOR THE GOALS

1 NO POVERTY



3 GOOD HEALTH & WELL-BEING



4 QUALITY EDUCATION



10 REDUCED INEQUALITIES



- Legal/compensation support targeted to vulnerable workers
- Training, leadership, and employability support for NEET youth, Dalit youth, second-language community youth, and gig workers

PROJECT SUMMARY

Project Name	Donors	Project Duration	Reporting Period	Total Budget (BDT)	Reporting period Budget (BDT)	Total Number of People Covered in the Reporting Period					Total Reach
						Male	Female	Children	LGBTQ	Person with Disability	
Workplace Safety, Compensation and Accountability (WSCA)	Diakonia	January 2021 to September 2025	July 2024 to June 2025	26,216,915	6,469,475	1330	570	0	0	0	1900
Supporting the Unity and Sustainability of Civil Society Organizations (CSOs) to uphold Human rights, National Integrity and rule of Law in Bangladesh (SUSHIL)	ActionAid Bangladesh	August 2023 to December 2026	July 2024 to June 2025	5,545,563	2,979,750	104	121	0	24	0	149
Fashion Forward: Promoting a Just Transition for RMG Workers	Oxfam	June 2024 to March 2025	July 2024 to June 2025	8740833	7,121,042	156	148	0	24	0	304
Improving respect for workers' labor rights, including occupational safety and health and a world of work free from gender-based violence and harassment, in Bangladesh	The Solidarity Center	October 2022 to October 2026	July 2023 to June 2025	-	-	167	50	0	24	0	217
USAID Bijoyee Project	CARE Bangladesh	September 2023 to March 2028	July 2024 to June 2025	65,407,040	6,826,915	139	160	0	0	-	299
Child Care	Sponsorship Programme	July 2023 to continue	July 2024 to June 2025	1283950	290,149	102	-	89	0	0	191
Promoting Awareness and Adoption of E-Cooking Appliances for RMG workers	Kaizen CRS	April 2025 to September 2025	April 2025 to June 2025	1,797,000	898,500	448	2279	0	0	0	2727

OUR PARTNERS



SRS brings experience in community engagement, research coordination, and local-level implementation particularly in supporting evidence generation and outreach for renewable energy adoption and industrial decarbonization projects. Their collaboration helps strengthen policy advocacy, field data collection, and stakeholder engagement, ensuring the inclusion of marginalized and climate-vulnerable groups in climate action and sustainable energy solutions.

Rubaya Nasrin Shejuti

Programme Officer-JET |

Climate Justice and Natural Resource Rights
Oxfam in Bangladesh

SRS demonstrated professionalism, integrity, and strong technical expertise in achieving the project objectives. Their team showed sound understanding of rights-based programming, effective coordination with stakeholders, and compliance with donor requirements and reporting standards.

Ram Das

Country Director
CARE Bangladesh

Throughout the implementing period, SRS exhibited a high level of professionalism, accountability, and thematic expertise in labour rights, gender justice, and democratic governance...Based on our partnership experience, we consider Safety and Rights Society (SRS) to be a reliable and competent implementing organization.

Khodeja Sultana

Program Manager Bangladesh
Diakonia Bangladesh Country Office



CHALLENGES

FUNDING CONSTRAINT

The halt in USAID funding globally has caused a heavy impact on SRS, leading to the suspension of 2 projects intended to continue for at least 5 years. Also, continuous funding of Diakonia was halted due to their strategic move to close the office in the region. In addition, stakeholders' delayed commitment caused a significant imbalance in programme planning and staff retention. These have resulted in job losses of SRS workers overnight. As a result, services like legal aid and compensation rights are at risk, and vulnerable populations, including women workers and marginalized populations, face increased risks of exploitation and lack of social harmony.



POLITICAL CHANGE

In July 2024, Bangladesh experienced a student uprising and subsequent changes in the national arena with the formation of an Interim Government. Safety and Rights has strategically continued with its on-going operations under the changed circumstances with an eye out for policy advocacy as and when the opportunity arose.



MEDIA EXPOSURE



Mainstream

- নিরাপত্তাহীন কর্মস্থল: অর্ধ বছরে ৪২২ জন শ্রমিকের মৃত্যু
- Unsafe Workplaces Claim 422 Lives in Six Months
- নিরাপত্তাহীন কর্মস্থল: অর্ধ বছরে ৪২২ জন শ্রমিকের মৃত্যু
- Unsafe Workplaces Claim 422 Lives in Six Months
- Unsafe workplaces claim 422 lives in six months: Survey
- At least 422 workers lost their lives in 373 workplace accidents in the country between January and June this year,
- নিরাপত্তাহীন কর্মস্থল: অর্ধ বছরে ৪২২ জন শ্রমিকের মৃত্যু সেফটি এন্ড রাইটস এর জরিপ
- নিরাপত্তাহীন কর্মস্থল: অর্ধ বছরে ৪২২ জন শ্রমিকের মৃত্যু
- সারাদেশে কর্মক্ষেত্রে দুর্ঘটনায় নিহত ৭৫৮ শ্রমিক
- ২০২৪ সালে কর্মক্ষেত্রে দুর্ঘটনায় নিহত কমেছে ১৩ শতাংশ
- ২০২৪ সালে কর্মক্ষেত্রে মারা গেছেন ৭৫৮, সর্বোচ্চ ঢাকায়: এসআরএস
- 758 workers killed in workplace accidents across Bangladesh in 2024: Survey
- এক বছরে কর্মক্ষেত্রে দুর্ঘটনায় নিহত ৭৫৮ জন শ্রমিক পোশাক শ্রমিকের তারকামেলা
- 475 workers killed in workplace accidents in 6 months: Safety and Rights Society
- ছয় মাসে কর্মক্ষেত্রে দুর্ঘটনায় ৪৭৫ শ্রমিকের মৃত্যু
- 475 workers killed in workplace accidents in 6 months
- 475 workers die in workplace accidents in Bangladesh in Jan-Jun, 2024
- 475 workers killed in workplace accidents in six months: Report
- Workplace deaths surge in Bangladesh; 475 workers died in first half of 2024: Report
- 475 workplace deaths in last six months

প্রাচুদ/ নগর-মহানগর
সেইফটি এন্ড রাইটস সোসাইটি জরিপ
সারাদেশে কর্মক্ষেত্রে দুর্ঘটনায় নিহত ৭৫৮ শ্রমিক

নিজস্ব প্রতিবেদক

11/19/25, 12:16 AM

paper.thefinancialpress.com.bd/popl.php?img_name=2025%2F04%2F22%2Fimages%2F09_100.jpg&cid=ny2spawJOG...

Draft renewable energy policy 2025 short of means to attain targets

SAIFUNNAHAR SUMI

Bangladesh's draft renewable energy policy 2025 has come under heavy scrutiny from energy and climate experts who say it lacks a clear roadmap and coherent direction to meet renewable energy targets.

The policy, which took more than four years for drafting, was made available for public consultation for just 21 days through February 24 this year.

Civil society groups, analysts, and sector stakeholders, who formulated proposals during the consultation process, were largely left out of the final policy.

AT PRESENT

1,374MW from renewable sources

4.89% of total capacity

95.11% from fossil fuel

20% energy from renewable sources

80% from fossil fuel

LATEST POLICY TARGET

2030

20% energy from renewable sources

80% from fossil fuel

would not

11/19/25, 11:50 PM

workers killed in workplace accidents across Bangladesh in 2024: Survey | The Business Standard

THE BUSINESS STANDARD

TUESDAY, NOVEMBER 18, 2025

Most of the workers who died this year were between the ages of 21 and 40, according to the survey conducted by the Safety and Rights Society

TBS Report

31 December, 2024, 05:00 pm

Last modified: 31 December, 2024, 05:04 pm

Workplace deaths surge in Bangladesh; 475 workers died in first half of 2024: Report

DHAKA

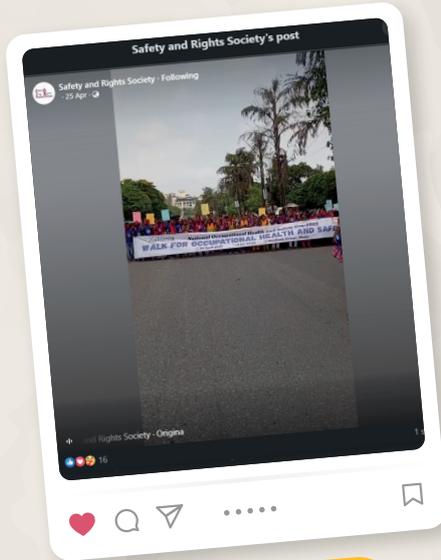
JULY 01, 2024, 06:28 PM

BY

14 Shares



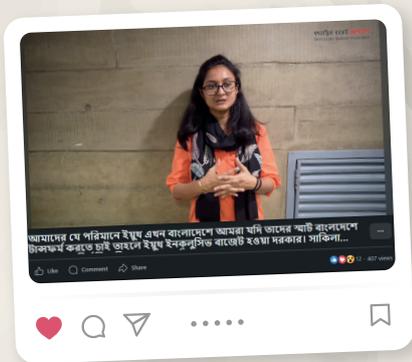
SOCIAL MEDIA POST



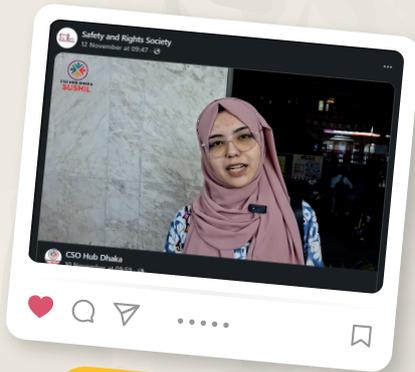
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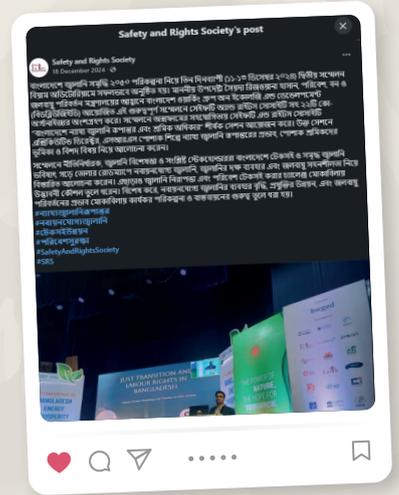
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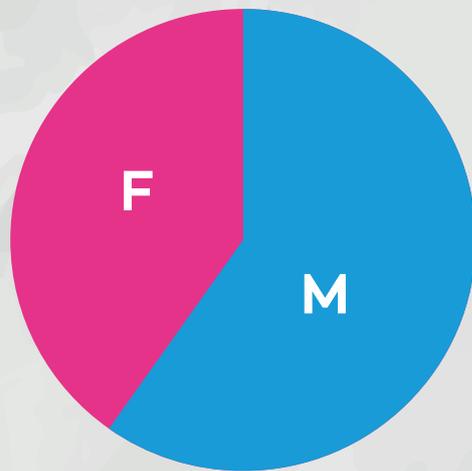
POLICIES

- Gender Policy
- Open Information Policy
- Complaints And Response Policy
- Accountability Framework
- Code of Conduct
- Anti Money Laundering Guidelines
- Environment Policy
- Anti Terrorism Policy
- Bribery Gift & Hospitality Policy
- Safeguarding Policy
- Whistleblowing Policy
- Communication & Branding Policy
- Cyber Security And It Policy

HEARTS AND HERITAGE

23

Total Member



MALE- 57%
FEMALE- 43%

WORKING GROUPS

The Communication Working Group brings SRS's story to life, sharing it across media and digital platforms to connect meaningfully with diverse audiences. They carefully shape SRS messages, guided by the communication guideline.

S M Mahmudul Hasan

Lead

Md. Firoz Alam

Member

Raihan Uddin Chowdhury

Member

Md. Mehedi Hasan

Member

Md. Atiqur Rahman

Member

Rubaiyat Ali Mina

Member

PROCUREMENT

Following the Financial Policy of SRS, the Procurement Team ensures that SRS acquires cost-effective goods and services efficiently and transparently to support our program's smooth operation.

Anower Hossain

Internal Auditor,
Chairperson

Faruq Hossain

Legal Officer, Member

Nasrin Mahmud

District Coordinator,
Member

Raihan Uddin Chowdhury

Project Coordinator,
Member

Md. Mehedi Hasan

Logistic Officer,
Member

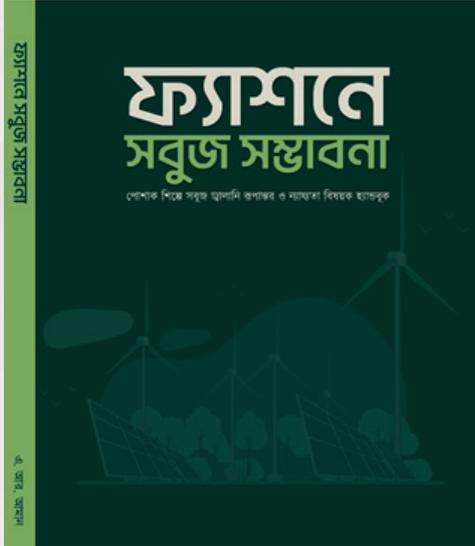
SAFEGUARDING

The SRS Safeguarding Team positions at the heart of SRS's commitment to care, ensuring every team member is protected, respected, and supported in a safe environment.

B-Amma Mallika

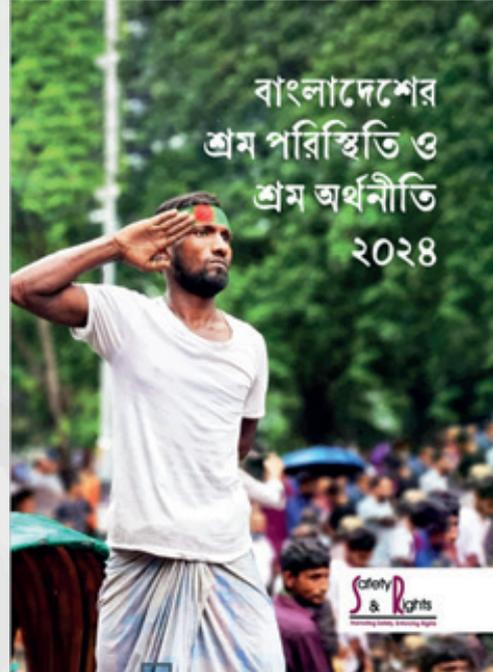
Coordinator

PUBLICATIONS



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STATE OF LABOUR 2024

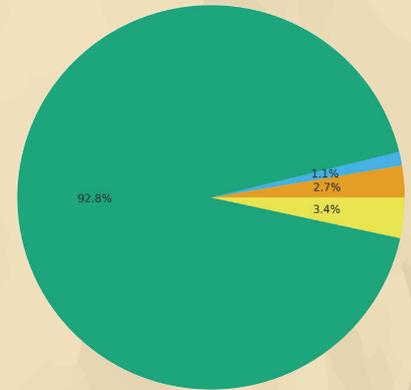
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FINANCE

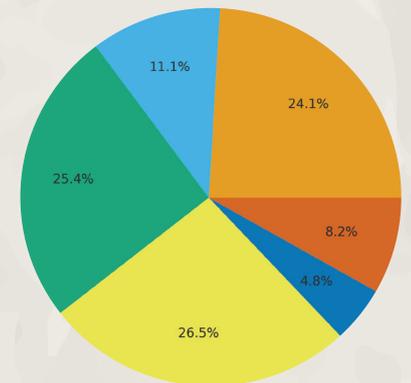
Financial Summery (July 2024 to June 2025)

Particulars	Amount of BDT	Percentage
Child Care Support Center (Sponsorship Programme)	699,100	2.70%
Donation & Contribution	300,397	1.10%
Grants Received	24,243,579	92.80%
Partnership Fund	889,500	3.40%
Total	26,132,576	100%



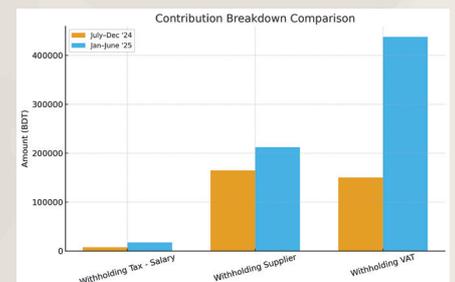
Project Wise Expenditure

Particulars	Amount of BDT	Percentage
WSCA	6,469,475	24%
SUSHIL	2,979,750	11%
BIJOYEE	6,826,915	25%
OXFAM	7,121,042	26%
Childcare	1,283,950	5%
Safety and Rights Society	2,194,921	8%
Total Expenditure	26,876,053	100%



Contribution to the Government Exchequer

From of Contribution	July to Dec'24	Jan'25 to June'25
With holding Tax - Salary	7,500	17,375
With holding Supplier	164,591	212,028
Witholding Vat	150,143	437,632
Total	322,234	667,035





AUDIT REPORT

SAFETY AND RIGHTS SOCIETY

AUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025



Toha Khan Zaman & Co.
Chartered Accountants

Toha Khan Zaman & Co. is an exclusive member of  **R^{GLOBAL}** for accounting services in Bangladesh



Toha Khan Zaman & Co.
Chartered Accountants

SAFETY AND RIGHTS SOCIETY

AUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

House No. 817 (First Floor), Road No. 4, Baitul Aman Housing Society Adabor, Dhaka-1207, Bangladesh
Telephone : +880 (0)2 48122881 / 48121999 / 48119589 Cell : +88 01711 593839
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Toha Khan Zaman & Co.
Chartered Accountants

C O N T E N T S

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Toha Khan Zaman & Co.
Chartered Accountants

INDEPENDENT AUDITORS' REPORT
ON THE AUDIT OF THE FINANCIAL STATEMENTS

Safety and Rights Society (SRS)

Level-1, 6/5A Sir Syed Road
Mohammadpur
Dhaka-1207

Opinion:

We have audited the accompanying financial statements of **Safety and Rights Society (SRS)** (DVC:2511090277AS700727), which comprises the Statement of Financial Position (Balance Sheet) as at 30 June 2025 and the Statement of Comprehensive Income (Income & Expenditure Accounts) and the Statement of Receipts and Payments for the year ended 30 June 2025, and a summary of significant accounting policies and explanatory information.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the organization as at 30 June 2025, and financial performance for the year then ended in accordance with International Financial Reporting Standards (IFRSs) and other applicable laws and regulations.

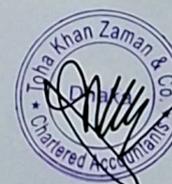
Basis for Opinion:

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organization in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Bangladesh, and we have fulfilled our other ethical responsibilities in accordance with these requirements of the IESBA Code and the Institute of Chartered Accountants of Bangladesh (ICAB) Bye Laws. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and those Charged with Governance for the Financial Statements and Internal Controls:

Management of the organization is responsible for the preparation and fair presentation of the financial statements in accordance with IFRSs and other applicable laws and regulations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.





Toha Khan Zaman & Co.
Chartered Accountants

Those charged with governance are responsible for overseeing the organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements:

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated and separate financial statements

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- a. Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- b. Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances.
- c. Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- d. Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- e. Obtain sufficient appropriate audit evidence regarding the financial information of the Organization to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the organization audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.





Toha Khan Zaman & Co.
Chartered Accountants

Report on other Legal and Regulatory Requirements:

In accordance with the Registrar of Joint Stock Companies and Firms under Societies Registration (Act XXI of 1860) and other Applicable Laws and Regulation, we also report the following:

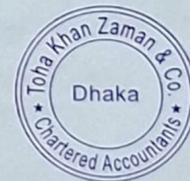
- a. We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit and made due verification thereof;
- b. In our opinion, proper books of accounts as required by law have been kept by the organization so far as it appeared from our examination of these books; and
- c. The Statement of Financial Position, Statement of Comprehensive Income and Statement of Receipts and Payments for the year then ended dealt with by the report are in agreement with the books of account.

Toha Khan Zaman & Co.
Chartered Accountants
Registration No.4/52/ICAB-72

A handwritten signature in black ink, appearing to read 'J. Haider', is written over a light blue background.

(Syed Jamal Uddin Haider, FCA)
Senior Partner
Enrolment No.277
(DVC:2511090277AS700727)

Dated, Dhaka
28 October 2025





Toha Khan Zaman & Co.
Chartered Accountants

SAFETY AND RIGHTS SOCIETY

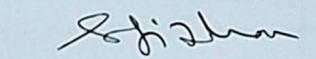
STATEMENT OF FINANCIAL POSITION
(BALANCE SHEET) AS AT 30 JUNE 2025

PARTICULARS	NOTE	30-06-2025	30-06-2024
PROPERTY AND ASSETS:			
FIXED ASSETS	4.00	1,006,328	851,662
CURRENT ASSETS:			
Advance, Deposit & Prepayment	5.00	205,000	140,000
Cash and Bank Balances	6.00	3,804,425	2,994,022
Total Taka:		5,015,753	3,985,684
FUND AND LIABILITIES:			
FUND ACCOUNT	7.00	4,272,314	3,962,684
CURRENT LIABILITIES:			
Provision for Expenses	8.00	743,439	23,000
Total Taka:		5,015,753	3,985,684

1.00 Figures have been rounded off to the nearest taka.

2.00 Annexed notes form part of the accounts.


(Sekender Ali Mina)
Executive Director


(Mr. Safi Rahman Khan)
Treasurer

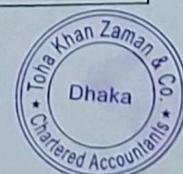

(Ms. Khushi Kabir)
Chairperson

Signed in terms of our separate report of even date annexed.

Toha Khan Zaman & Co.
Chartered Accountants
Registration No.4/52/ICAB-72


(Syed Jamal Uddin Haider, FCA)
Senior Partner
Enrolment No.277
(DVC:2511090277AS700727)

Dated, Dhaka
28 October 2025





Toha Khan Zaman & Co.
Chartered Accountants

SAFETY AND RIGHTS SOCIETY

STATEMENT OF COMPREHENSIVE INCOME
(INCOME AND EXPENDITURE ACCOUNTS)
FOR THE YEAR ENDED 30 JUNE 2025

PARTICULARS	NOTES	2024-2025	2023-2024
INCOME:			
Grant from Diakonia		7,434,195	5,275,928
Grant from Asia Foundation		0	715,314
Grant from AAB for CROMIC Project		0	1,377,328
Grant from GIZ		117,344	2,179,502
Grant from BILS		100,000	0
Grant from OXFAM		6,118,583	0
Grant from-CREA		1,029,350	0
Grant from CARE		5,645,060	5,137,246
Grant for Child Care Project		1,588,600	319,994
Grant from UNDP		0	1,090,100
Grant for AIHA Project		0	347,083
Grant from FAIR WEAR		126,758	482,546
Grant from TASSSR		413,567	254,555
Grant from AAB & CARE for PBA		0	250,000
Grant from AAB for Shushil		3,358,722	695,956
Loan Refund from Donnor Project		0	482,184
Overhead Cost/Office Running Cost		167,831	0
Utility Charge Received		24,000	24,000
Office Rent Received		144,000	136,000
Donation Received		288,037	140,734
Contribution		12,360	156,800
Bank Interest	9.00	223,652	59,131
Total Taka:		26,792,059	19,124,401
EXPENDITURE:			
Salary & Allowance	10.00	1,395,964	1,181,000
Office Expenses	11.00	289,828	97,972
Program Activity Cost	12.00	23,940,145	15,491,620
Audit Fee		300,000	163,000
Expert Fee		158,000	0
Bank Charge	13.00	50,226	62,666
Tax at Source	14.00	45,928	11,980
Depreciation	4.00	302,338	218,042
Total Expenditure Taka:		26,482,429	17,226,280





Toha Khan Zaman & Co.
Chartered Accountants

SAFETY AND RIGHTS SOCIETY

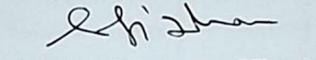
STATEMENT OF COMPREHENSIVE INCOME
(INCOME AND EXPENDITURE ACCOUNTS)
FOR THE YEAR ENDED 30 JUNE 2025

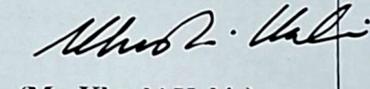
PARTICULARS	NOTES	2024-2025	2023-2024
Surplus/(Deficit) of Income over Expenditure	7.00	309,630	1,898,121
Total Taka:		26,792,059	19,124,401

1.00 Figures have been rounded off to the nearest taka.

2.00 Annexed notes form part of the accounts.


(Sekender Ali Mina)
Executive Director


(Mr. Safi Rahman Khan)
Treasurer

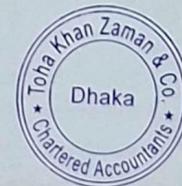

(Ms. Khushi Kabir)
Chairperson

Signed in terms of our separate report of even date annexed.

Toha Khan Zaman & Co.
Chartered Accountants
Registration No.4/52/ICAB-72


(Syed Jamal Uddin Haider, FCA)
Senior Partner
Enrolment No.277
(DVC:2511090277AS700727)

Dated, Dhaka
28 October 2025





Toha Khan Zaman & Co.

Chartered Accountants

SAFETY AND RIGHTS SOCIETY

STATEMENT OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 30 JUNE 2025

PARTICULARS	NOTES	2024-2025	2023-2024
RECEIPTS:			
Opening Balance:			
Cash in Hand	6.00	41,854	31,289
Cash at Bank	6.00	2,952,168	1,812,988
Grant from Diakonia		7,434,195	5,275,928
Grant from Asia Foundation		0	715,314
Grant from AAB for CROMIC Project		0	1,377,328
Grant from GIZ		117,344	2,179,502
Grants from BILS		100,000	0
Grant from OXFAM		6,118,583	0
Grant from -CREA		1,029,350	0
Grant from CARE		5,645,060	5,137,246
Grant from Clean		0	0
Grant for Child Care Project		1,588,600	319,994
Grant from UNDP		0	1,090,100
Grant from AAB for Shushil		3,358,722	695,956
Grant for AIHA Project		0	347,083
Grant from FAIR WEAR		126,758	482,546
Grant from TASSSR		413,567	254,555
Donation Received		288,037	140,734
Grant from AAB & CARE for PBA		0	250,000
Loan Refund from Donnor Project		0	482,184
Overhead Cost/Office Running cost		167,831	0
Utility Charge Received		24,000	24,000
Office Rent Received		144,000	136,000
Contribution		12,360	156,800
Advance Refund		485,000	59,700
Bank Interest	9.00	223,652	59,131
Total Taka:		30,271,081	21,028,378
PAYMENTS:			
Salary & Allowance	10.00	1,395,964	1,181,000
Office Expenses	11.00	289,828	97,972
Program Activity Cost	12.00	23,346,706	15,491,620
Fixed Assets		457,003	926,118





Toha Khan Zaman & Co.
Chartered Accountants

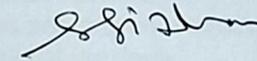
SAFETY AND RIGHTS SOCIETY

STATEMENT OF RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 30 JUNE 2025

PARTICULARS	NOTES	2024-2025	2023-2024
Bank Charge	13.00	50,226	62,666
Tax at Source	14.00	45,928	11,980
Audit Fees	8.00	150,000	140,000
Expert Fee		158,000	0
Liabilities for Expenses Paid		23,000	93,000
Advance Payment		550,000	30,000
Total Payments Taka:		26,466,655	18,034,356
Closing Balances:			
Cash in Hand	6.00	35,047	41,854
Cash at Bank	6.00	3,769,379	2,952,168
Total Taka:		30,271,081	21,028,378

- 1.00 Figures have been rounded off to the nearest taka.
2.00 Annexed notes form part of the accounts.

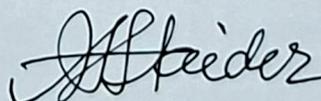

(Sekender Ali Mina)
Executive Director


(Safi Rahman Khan)
Treasurer

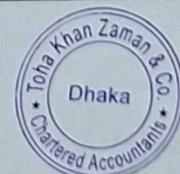

(Ms. Khushi Kabir)
Chairperson

Signed in terms of our separate report of even date annexed.

Toha Khan Zaman & Co.
Chartered Accountants
Registration No.4/52/ICAB-72


(Syed Jamal Uddin Haider, FCA)
Senior Partner
Enrolment No.277
(DVC:2511090277AS700727)

Dated, Dhaka
28 October 2025





Toha Khan Zaman & Co.

Chartered Accountants

SAFETY AND RIGHTS SOCIETY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

1.00 BACKGROUND OF THE ORGANIZATION:

Safety and Rights Society is a non-profit earning; non-government voluntary development organization came into existence having registered with the Registrar of Joint Stock Companies and Firms under Societies Registration (Act XXI of 1860) vide registration No. S-10280 of 2009 dated 08 October 2009 concerned with improving workplace conditions and promoting consumer and public safety in Bangladesh. It is also registered with the NGO Affairs Bureau; Government of the People's Republic of Bangladesh vide registration No.2659 dated 29 September 2011 and last renewal on 25 October 2021 effective from 29 September 2021 to 28 September 2031.

2.00 OBJECTIVES OF THE ORGANIZATION:

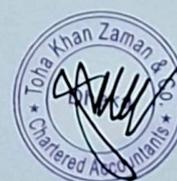
The goals and objectives for which the Society is established are:

- ✚ To promote the improvement of workplace health and safety and working condition in Bangladesh and elsewhere in the world through providing information, instruction, training, seminars, legal aid, advocacy, lobbying and through services of similar kind.
- ✚ To assist dependents families and injured workers in gaining compensation for workplace death and injury in according to Bangladesh law.
- ✚ To set up a system that will provide financial assistance to injured workers and dependent families for the payment of any medical or other costs relating to a work-related death or injury.
- ✚ To assist in the rehabilitation of injured works.
- ✚ To promote the enforcement, securing and realization of labor right under the law of Bangladesh and the international standards.
- ✚ To undertake other kinds of activities to assist workers of different sectors.
- ✚ To engage in other kinds of activities which are conductive to the welfare of the people of Bangladesh.

3.00 BASIS OF ACCOUNTING:

3.01 The financial statements of the organization are prepared in accordance with International Accounting Standards (IAS) on accrual basis.

3.02 Depreciation on fixed assets is charged on straight-line method at the rates shown in the schedule of fixed assets. Depreciation on addition to fixed assets is charged for the full year in the year of purchase irrespective of date of acquisition or put into use while no depreciation is charged in the year of disposal.





Toha Khan Zaman & Co.

Chartered Accountants

4.00 FIXED ASSETS: Tk. 1,006,328

4.01 Schedule of fixed assets as on 30 June 2025:

Sl. No.	PARTICULARS	VALUE			AT COST			D E P R E C I A T I O N			Written Down Value as on 30 June 2025
		Opening Balance	Addition for the year	Adjustment for the year	Total Cost	Opening Balance	Rate	For the year	Adjustment for the year	Accumulated for the year	
1	Computer	1,111,293	352,049	0	1,463,342	692,132	20%	189,588	0	881,720	581,622
2	Digital Screen, Camera & Sound System	191,959	0	0	191,959	38,392	20%	38,392	0	76,784	115,175
3	Photocopier/Printer	214,668	0	0	214,668	192,808	20%	5,464	0	198,272	16,396
4	Multimedia Projector	55,120	0	0	55,120	55,119	20%	0	0	55,119	1
5	Phone Set	25,719	0	0	25,719	11,969	15%	3,750	0	15,719	10,000
6	Scanner/USB Drive	17,854	0	0	17,854	6,900	15%	1,933	0	8,833	9,021
7	Furniture	298,152	30,477	0	328,629	183,957	15%	28,805	0	212,762	115,867
8	Fan	20,870	2,441	0	23,311	14,646	15%	1,464	0	16,110	7,201
9	UPS	19,210	0	0	19,210	19,205	20%	0	0	19,205	5
10	Air Conditioners	173,926	72,036	0	245,962	107,984	15%	22,442	0	130,426	115,536
11	Camera	26,460	0	0	26,460	26,459	15%	0	0	26,459	1
12	Refrigerator	23,930	0	0	23,930	23,929	20%	0	0	23,929	1
13	Microwave Woven	6,628	0	0	6,628	6,627	20%	0	0	6,627	1
14	Accounting Software	70,000	0	0	70,000	24,000	15%	10,500	0	34,500	35,500
#	Total Taka: 2024-2025	2,255,789	457,003	0	2,712,792	1,404,127		302,338	0	1,706,465	1,006,328
##	Total Taka: 2023-2024	1,329,671	926,118	0	2,255,789	1,186,085		218,042	0	1,404,127	851,662





Toha Khan Zaman & Co.

Chartered Accountants

1.02 List of Fixed Assets as on 30 June 2025:

Sl. No.	Particulars of Assets	Date of Purchase	Quantity	Rate per Unit	Total Value
01	Computer:				
	Processor Intel Pentium	04-01-2010	2	39899	79,799
	Processor Intel Pentium	29-08-2012	2	33,000	66,000
	Processor Intel Pentium	19-09-2012	2	33,000	66,000
	HP Laptop	14-08-2014	1	36,400	36,400
	HP Laptop- HP Core-i7, 6th Gen	28-12-2016	2	73,872	147,744
	HP 14-R008TU13-4010U	28-12-2016	1	36,000	36,000
	Dell Vostro, Intel Corei3	20-03-2019	1	43,013	43,013
	Dell Inspiron 14. Intel Corei3	21-03-2019	1	40,446	40,446
	ACER Laptop Intel Core i5	11-10-2021	1	78,686	78,686
	Lenovo Laptop IP SLIM Core i5	27-10-2021	1	65,221	65,221
	HP Laptop	14-09-2023	1	69,819	69,819
	HP Laptop	01-11-2023	1	80,412	80,412
	HP Laptop	01-11-2023	1	71,237	71,237
	Desktop HP M22F 21.5-inch FHD	01-11-2023	1	57,629	57,629
	HP Laptop	06-06-2024	1	86,444	86,444
	HP Laptop	06-06-2024	1	86,444	86,444
	HP Laptop, 13th Gen Intel Core i3	21.09.2024	1	63,158	63,158
	HP Laptop, 13th Gen Intel Core i3	21.09.2024	1	63,158	63,158
	Lenovo Tab, Octa-Core	21.09.2024	1	32,567	32,567
	Lenovo Tab, Octa-Core	21.09.2024	1	32,567	32,567
	Laptop Hp ENVY X360 2-in-1 Laptop	25.02.25	1	96,106	96,106
	Laptop Hp	25.02.25	1	64,494	64,494
	Total Taka:				1,463,344
02	TV: Digital Screen:				
	Digital Screen, Camera & Sound System	06.04.2024	1	191,959	191,959
	Total Taka:				191,959
03	Photocopier/Printer:				
	Brothers -MFC-7860 DW	16-09-2012	1	39,260	39,260
	Cannon-IR2420L	30-09-2013	1	104,000	104,000
	HP Lesser Jet	28-12-2016	1	35,100	35,100
	HP Ink Advantage 3775	21-03-2019	1	8,988	8,988
	HP LaserJet Pro.4003DW	14-11-2023	1	27,320	27,320
	Total Taka:				214,668
04	Multimedia Projector:				
	Multimedia Projector	18-09-2013	1	55,120	55,120
	Total Taka:				55,120
05	Phone Set:				
	Telephone Set	12-07-2010	1	720	720
	Mobile SET Redmi Note 10S	29-12-2021	1	24,999	24,999
	Total Taka:				25,719
06	Scanner/USB Drive/ Modem:				
	Scanner -Canon	28-12-2016	1	4,968	4,968
	Scanner -Canon Lide-300	14.11.2023	1	12,886	12,886
	Total Taka:				17,854
07	UPS -Digital:				
	iNeat -Digital 650VA	29-08-2012	4	4,000	16,000



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Sl. No.	Particulars of Assets	Date of Purchase	Quantity	Rate per Unit	Total Value
	Digital, Crown Micro	21.03.2019	1	3210	3,210
	Total Taka:				19,210
08	AIR Conditioners:				
	SPLIT type, 1.00-ton, W-35GW	16.09.2012	2	48175	96,349
	SPLIT type, 1.00-ton, W-35GW	2018	1	Gift	0
	Split & Wall -Mounted 2.00 ton	25.07.2023	1	77577	77,577
	SPLIT & Wall -Mounted 2.00 ton	19.08.2024	1	72,036	72,036
	Total Taka:				245,962
09	Camera:				
	Camera -Cannon	28-12-2016	1	26,460	26,460
	Total Taka:				26,460
10	Ceiling Fan:				
	National	20-07-2011	1	2,300	2,300
	Kasmiry	16-02-2012	1	3,340	3,340
	Kasmiry	14-11-2012	1	2,692	2,692
	Sony	06-03-2013	1	2,413	2,413
	ABC	11-02-2017	1	2,808	2,808
	Pak Fan	23.11.2023	1	7,317	7,317
	Kasmiry	22.09.2024	1	2,441	2,441
	Total Taka:				23,311
11	Refrigerator: Walton:				
	Walton	16-09-2012	1	23,930	23,930
	Total Taka:				23,930
12	Microwave Oven:				
	Oven	16-09-2012	1	6,628	6,628
	Total Taka:				6,628
13	Furniture:				
	Working Table	14-07-2011	2	3,000	6,000
	Conference Table	14-07-2011	1	4,000	4,000
	Executive Chair	14-07-2011	6	1,000	6,000
	Box Cabinet	14-07-2011	1	7,000	7,000
	Computer Table	29-08-2012	2	4,000	8,000
	Computer Table	16-09-2012	1	4,000	4,000
	Side Table	29-08-2012	3	2,000	6,000
	Side Table	16-09-2012	3	2,000	6,000
	Self	06-02-2014	1	17,080	17,080
	Desk Table	29-12-2016	3	10,165	30,495
	Book Shelf	29-12-2016	1	14,231	14,231
	Desk Table	29-12-2016	3	5,136	15,408
	File Cabinet	21.03.2019	1	5,885	5,885
	File Cabinet	23.11.2023	2	13,660	27,320
	Table	21.03.2019	3	5,350	16,050
	Table	23.11.2023	1	6,754	6,754
	Computer Table	23.11.2023	4	15,979	63,917
	Chair	21.03.2019	5	2,996	14,980
	Chair	10.03.2022	6	1,662	9,974
	Chair	23.03.2022	6	1,662	9,974
	Chair	23.11.2023	1	2,589	2,589



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Sl. No.	Particulars of Assets	Date of Purchase	Quantity	Rate per Unit	Total Value
	Chair	23.11.2023	4	4,124	16,495
	Chair	19.08.2024	11	2,771	30,477
	Total Taka:				328,629
14	Accounting Software:				
	Troyee	07-12-2020	1	30,000	30,000
	TALLY Prime	13.03.2024	1	40,000	40,000
	Total Taka:				70,000
	Grand Total:				2,712,792

5.00 ADVANCE, DEPOSIT & PREPAYMENT: Tk. 205,000

The above balance has been arrived at as under:

Particulars	30-06-2025	30-06-2024
Opening Balance	140,000	169,700
Add: Addition for the year	550,000	30,000
	690,000	199,700
Less: Adjusted for the year	485,000	59,700
Closing Balance	Taka: 205,000	140,000

5.00 CASH AND BANK BALANCES: Tk. 3,804,425

5.01 Breakup of the above amount is given below:

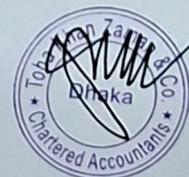
Particulars	Note	30-06-2025	30-06-2024
Cash in Hand	6.02	35,047	41,854
Cash at Bank	6.03	3,769,378	2,952,168
Total Taka:		3,804,425	2,994,022

5.02 Cash in Hand: Tk. 35,047

a. Breakup of the above amount is given below:

Particulars	30-06-2025	30-06-2024
General Fund	12,598	11,029
Diakonia Project	11	1,700
GIZ Project	0	370
FAIR Wear	246	246
SHUSHIL	16,995	11,789
OXFAM	136	0
BIYA	0	5,693
SRS-Child Care	5,061	11,027
Total Taka:	35,047	41,854

b. The management through balance confirmation certificate has confirmed the above balance as on 30 June 2025.





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03 Cash at Bank: Tk. 3,769,378

Details of the above amount are given below:

Name of the Bank and Branch	Account No.	Amounts	Remarks
SRS Mother - DBBL, Shyamoli Branch	STD-148 120 0000906	1,414,805	Reconciled
SRS Diakonia - DBBL, Shyamoli Branch	STD-148 120 0002042	1,291,488	Agreed
SHUSHIL- DBBL, Shyamoli Branch	STD-1481200005433	426,423	Agreed
SRS -GIZ - DBBL, Mohammadpur Branch	STD-2581100012945	0	Agreed
FAIR- WEAR - DBBL, Mohammadpur Branch	STD-2581200000723	57,458	Agreed
OXFAM - DBBL, Mohammadpur Branch	STD-2581200000882	35,932	Reconciled
SRS -CARE - DBBL, Mohammadpur Branch	STD-2581200000744	0	Reconciled
Child Care- DBBL, Mohammadpur Branch	STD-2581200000718	543,272	Agreed
Total Taka:		3,769,378	

00 FUND ACCOUNT: Tk. 4,272,314

The above balance has been arrived at as under:

Particulars	30-06-2025	30-06-2024
Opening Balance	3,962,684	2,064,563
Add: Surplus/ (Deficit) of Income over Expenditure	309,630	1,898,121
Closing Balance	Taka: 4,272,314	3,962,684

00 PROVISION FOR AUDIT FEES AND PROGRAMME ACTIVITIES: Tk. 743,439

The above balance has been arrived at as under:

Particulars	30-06-2025	30-06-2024
Opening Balance	23,000	93,000
Add: Audit Fee - General Fund	30,000	23,000
Add: Audit Fee – Oxfam Fund	120,000	0
Add: Program Activities	593,439	0
Sub Total:	766,439	116,000
Less: Provision Expense Paid	23,000	93,000
Closing Balance	Taka: 743,439	23,000

00 BANK INTEREST: Tk. 223,652

Breakup of the above amount is given below:

Particulars	2024-2025	2023-2024
General Fund	105,381	24,165
Diakonia Project	25,903	17,340
SHUSHIL Project	12,127	662
TAF Project	0	892
FAIR Wear	2,802	4,521
OXFAM	54,370	0
BIYA	12,517	8,530
Child Care Project	10,552	3,021
Total Taka:	223,652	59,131





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10.00 SALARY & ALLOWANCE: Tk. 1,395,964

Breakup of the above amount is given below:

Particulars	2024-2025	2023-2024
Salary-Executive Director	744,946	655,700
Internal Auditor	89,600	71,600
Accounts & Admin Officer	561,418	453,700
Total Taka:	1,395,964	1,181,000

11.00 OFFICE EXPENSES: Tk. 289,828

Breakup of the above amount is given below:

Particulars	2024-2025	2023-2024
AGM Expenses	40,250	28,492
Office Decoration (Thai glass)	30,216	0
Govt. Collection Subscription	0	10,000
Office Rent	144,000	0
Utility Charge	24,000	0
Expenses for Donor visit	11,298	0
Retreat	0	30,000
Staff Requirement Cost	0	29,480
Staff Capacity Building Training	19,969	0
Celebration of Organizational Day	20,095	0
Total Taka:	289,828	97,972

12.00 ACTIVITY COST: Tk. 23,346,706

12.01 Breakup of the above amount is given below:

Particulars	Note	2024-2025	2023-2024
SRS- General Fund	12.02	1,384,837	4,383,315
SRS-Diakonia Project	12.03	4,914,434	3,695,755
TAF Project Cost	12.04	0	114,168
GIZ Project Cost	12.05	1,441	2,724,426
CARE BIYA Project	12.06	6,304,232	3,202,289
FAIR WEAR Project Expenses	12.07	0	554,278
CHILD CARE Project	12.08	1,245,162	220,645
OXFAM Project	12.09	6,561,011	0
SHUSHIL Project	12.10	2,935,589	596,745
As per Receipts & Payments Account Taka:		23,346,706	15,491,620
Add: Provision for Activities Cost		593,439	0
As per Income & Expenditure Account Taka:		23,940,145	15,491,620

12.02 SRS-General Fund: Tk. 1,384,837

Breakup of the above amount is given below:

Particulars	2024-2025	2023-2024
GF Fund	131,201	448,686
BILLS Project Cost	100,000	0
Comic Project Cost	0	1,747,390
AAB Global Green Project Cost	0	250,000
CREA - Project	740,069	0
AIHA Project Cost	0	247,074
UNDP Project Cost	0	1,090,100
TASSSR Project Cost	413,567	600,065
As per Receipts & Payments Account Taka:	1,384,837	4,383,315



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Particulars	2024-2025	2023-2024
Add: Provision for Activities Cost	289,281	0
As per Income & Expenditure Account Taka:	1,674,118	4,383,315

03 SRS - Diakonia Project: Tk. 4,914,434

Breakup of the above amount is given below:

Particulars	2024-2025	2023-2024
Create Awareness on Workplace Health, Safety and Bangladesh Labour Act 2006 and Ensure Compensation Rights of Workers and their Families	1,339,505	825,299
Improve Awareness among the Workers to Create Decent Workplace	254,532	60,999
Create Awareness among Women Workers about SRHR/VAW/Women Rights for Eliminating Violence	81,737	50,170
Improve Capacity of Trade Unions to Faction Effectively	250,239	91,078
Improve Organization Capacity	10,701	0
Office Maintenance and Equipment	852,736	715,915
Programme Personnel Cost	2,124,984	1,952,294
Total Taka:	4,914,434	3,695,755

2.04 TAF Project Cost: Tk. Nil

Breakup of the above amount is given below:

Particulars	2024-2025	2023-2024
Open budget Dialogue/ Consultation among National and Sub-National Level Policy Actors and CSOs to Place People's Fiscal Demand	0	83,817
Reactivating Parliamentary Caucus on Planning and Budget to Promote Accountability in the Policy Formulation Process	0	30,351
Total Taka:	0	114,168

2.05 GIZ Project: Tk. 1,441

Breakup of the above amount is given below:

Particulars	2024-2025	2023-2024
Observation of Relevant International Days (Environment Day, May Day, OSH day, Decent Work Day)	0	8,476
Women Café Running Cost (Including House Rent, Utilities, Maintenance and Refreshment)	0	656,803
Session on BLA (Social Protection, Rights and Entitlements, 30 Participants/Session)	0	58,500
Session on Environmental Issues (Pollution, Protection, and Mitigation, 30 Participants/Session)	0	58,500
Session on Leadership, Communication and Advocacy (30 Participants/Session)	0	58,500
Women Café Sustainable Plan Brainstorm and Documentation	0	20,000
Women Café Regular Activities with Worker at	0	597,998



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Particulars	2024-2025	2023-2024
Community		
Office Maintenance and Equipment	1,441	116,649
Programme Personnel Cost	0	1,149,000
Total Taka:	1,441	2,724,426

2.06 CARE BIYA Project: Tk. 6,304,232

Breakup of the above amount is given below:

Particulars	2024-2025	2023-2024
Capacity Building of Master Trainers for Online and Offline Trainings (30% of Total Consortium)	0	19,176
(Training Package 1) Training for NEET Youth Migrants with Lower Education Levels (Delivered Directly by the Program)	1,784,845	185,319
Ensure Inclusive Learner Mobilization in All Training Packages	19,184	48,502
Issue Based Campaign (4 Campaign in each Year on Youth with Disabilities, LGBTQI+ Youth, Gender, Indigenous Youth, Decent Work)	500	10,000
Project Planning Meeting	32,912	45,466
Monthly Coordination Meeting	21,362	37,314
National Staff Fringe Benefits	260,494	0
Travel & Transportation	54,603	0
Provision Payment for Previous Year Expenses	41,037	0
Pre-award Budget	0	89,385
Office Maintenance and Equipment	475,651	465,877
Programme Personnel Cost	3,613,644	2,301,250
Total Taka:	6,304,232	3,202,289

2.07 FAIR WEAR Project: Tk. Nil

Breakup of the above amount is given below:

Particulars	2024-2025	2023-2024
Training/ Workshops	0	108,753
Follow-Up Meeting	0	89,056
Office Maintenance and Equipment	0	66,469
Programme Personnel Cost	0	290,000
Total Taka:	0	554,278

2.08 Child Care Project: Tk. 1,245,162

Breakup of the above amount is given below:

Particulars	2024-2025	2023-2024
Conduct Demonstrations and Awareness Sessions on e-Cooking Demonstration within Communities of RMG	392,900	0
Organize Hands-On Demonstrations and Engagements Directly at Partner Factory Sites to Ensure On-Ground Impact.	4,600	0
Organize Hands-On Demonstrations and Engagements	49,600	0



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Particulars	2024-2025	2023-2024
Conduct Demonstrations and Awareness Sessions on e-Cooking Demonstration within Communities of RMG	392,900	0
Organize Hands-On Demonstrations and Engagements Directly at Partner Factory Sites to Ensure On-Ground Impact.	4,600	0
Directly at Partner Factory Sites to Ensure On-Ground Impact.		
Office Maintenance and Equipment	353,702	0
Programme Personnel Cost	444,360	0
Total Taka:	1,245,162	0

2.09 OXFAM Project: Tk. 6,561,011

Breakup of the above amount is given below:

Particulars	2024-2025	2023-2024
Inception Meeting	41,005	0
National Dialogue with Policy Makers to improve Policy Arrangements for JET in the Apparel Sector from a Labor Perspective	774,886	0
National Dialogue with Policy Makers to Improve Policy Arrangements for JET in the Apparel Sector from a Labour Perspective	284,185	0
Influencing/Advocacy Meetings with Government Bodies, Industry Associations, Brand Associations, Climate Funders on JET for Worker	506,324	0
IEC Materials and Audio-Visual Campaign Material Development	728,026	0
Hosting TV Shows for Promoting Just Transition for Workers	992,632	0
Office Maintenance and Equipment	273,206	0
Programme Personnel Cost	2,960,747	0
As per Receipts & Payments Account Taka:	6,561,011	0
Add: Provision for Activities Cost	264,158	0
As per Income & Expenditure Account Taka:	6,825,169	0

2.10 SHUSHIL Project: Tk. 2,935,589

Breakup of the above amount is given below:

Particulars	2024-2025	2023-2024
Conduct study on the Gender Budget, Climate Budget, and Youth Budget Allocation at the Targeted 9 Districts	158,432	0
Public Hearing [1 Public Hearing in each District; 25 Person for each Workshop]	204,558	0
Roll out of Citizen Manifesto Containing Findings from the Research and Public Hearing	161,809	0
Share Findings with Caucus/National Level Domestic Policy Dialogue	104,647	0



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Support People's Budget Assembly (PBA) and Sharing of Manifesto at the PBA	1,077,781	0
Multy-actors Local CSO Hub Launching in 9 Districts	108,342	0
Quarterly Meetings with the Hub Members to Ensure to Functionality and Continuity of the Hubs	57,562	0
Advocacy Meeting/ Networking Meeting	6,473	0
District Level Project Inception Workshop	0	30,134
Meeting with CSOs	6,000	7,627
Office Maintenance and Equipment	208,437	203,000
Programme Personnel Cost	841,548	355,984
As per Receipts & Payments Account	Taka: 2,935,589	596,745
Add: Provision for Activities Cost	40,000	0
As per Income & Expenditure Account	Taka: 2,975,589	596,745

13.00 BANK CHARGE: Tk. 50,226

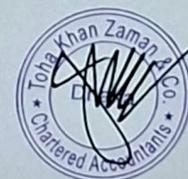
Breakup of the above amount is given below:

Particulars	2024-2025	2023-2024
General Fund	33,929	44,886
Diakonia Project	4,437	4,438
SHUSHIL Project	1,650	878
TAF Project	0	1,707
GIZ Project	1,190	1,477
FIAR WEAR Project	1,070	2,277
OXFAM Project	5,040	0
CARE BIYA Project	1,840	4,726
Child Care Project	1,070	2,277
Total Taka:	50,226	62,666

14.00 TAX AT SOURCE OF INTEREST ON SND ACCOUNTS: Tk. 45,928

Breakup of the above amount is given below:

Particulars	2024-2025	2023-2024
General Fund	24,114	4,833
Diakonia Project	4,639	3,468
SHUSHIL Project	2,511	199
TAF Project	0	266
FIAR WEAR Project	394	904
OXFAM Project	10,233	0
CARE BIYA Project	2,320	1,706
Child Care Project	1,717	604
Total Taka:	45,928	11,980



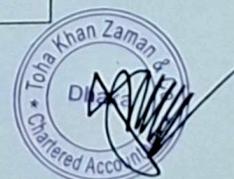


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OTHER IMPORTANT INFORMATION

1. Managing Committee:	Consists of 07 (Seven) members	
2. President	Ms. Khushi Kabir	
3. Name of the Organization and Country of origin	Safety and Rights Society, Bangladesh.	
4. Address of the Organization	Level -1, 6/5A, Sir Syed Road, Mohammadpur. Dhaka -1207, Bangladesh. E-mail: info@safetyandrights.org Mobile: 01974-666890	
5. Approval of the Government	Not Applicable	
6. Area/Location of Operation:	District	Area/Location of Operation:
	Dhaka	All Upazila of Dhaka district
7. Source of Fund	Local Contribution, Personal Donation and Foreign Donation.	
8. Name of the Program	General Fund	
9. Registration No.	a. RJSC Registration No. S-10280 of 2009 dated 08 October 2009. b. NGO Affairs Bureau Registration No.2659 dated 29 September 2011 and last renewal on 25 October 2021 effective from 29 September 2021 to 28 September 2031	
10. Name of bank and account No.	Dutch Bangla Bank Ltd., Ring Road Branch, STD-148120000906, STD-148 120 2042, STD-148 120 5433, STD-2581100012945, STD-2581200000723, STD-2581200000882, STD-2581200000744 and SND- 2581200000718	
11. Name of the persons operating Bank account	i. Mother Account (STD Account No. 148120000906): a. Ms. Khushi Kabir-Chairperson b. Ms. Tahera Yasmin- Vice-Chairperson c. Tanim Hussain Shawon-General Secretary d. Safi Rahman Khan-Treasurer e. Sekender Ali Mina- Executive Director ii. Project Accounts: a. Ms. Khushi Kabir- Chairperson b. Ms. Tahera Yasmin- Vice-Chairperson c. Tanim Hussain Shawon- General Secretary d. Safi Rahman Khan- Treasurer e. Sekender Ali Mina- Executive Director f. Afsana Sharmin-Finance and Admin Officer	
14. Statement of accounts enclosed	1. Statement of Financial Position (Balance Sheet) 2. Statement of Comprehensive Income 3. Statement of Receipts & Payments	



Safety & Rights

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