



Avery Dennison partners with UNICEF to expand the reach of the Mothers@Work Programme in Bangladesh

Alliance will create better working conditions for women workers in ready-made garment factories, strengthen maternity rights and childcare support.

Dhaka, Bangladesh—March 12, 2023—Avery Dennison (NYSE:AVY), a global materials science and digital identification solutions company, has teamed up with United Nations Children's Fund (UNICEF) to support the Mothers@Work program, a national initiative, that promotes maternity rights and childcare support to women workers in the ready-made garments (RMG) sector in Bangladesh. Through this partnership, the Avery Dennison Foundation will provide funding of \$200,000 over two years to expand the program in 160 more RMG factories in Bangladesh. This will help build the capacity of their 2,000 staff including health workers and care providers, and strengthen initiatives that provide maternity protection and breastfeeding support in the workplace, including providing breastfeeding spaces and breaks, paid maternity leave, healthcare, employment protection, and a safe work environment for working mothers and pregnant women.

The collaboration was announced at an event held in the national capital on March 12, 2023, in the presence of representatives of the Bangladesh Garment Manufacturers Association (BGMEA) and Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA). Bangladesh's garment industry is the second largest clothing exporter in the world, contributing about 11 percent to the country's Gross Domestic Product.¹ However, more than 80 percent of apparel industry workers are female, without the right infrastructure for infant care. The funding will enhance the protection of maternity rights through BKMEA and BGMEA and support the RMG factories in establishing an environment for breastfeeding and childcare facilities for women workers in the workplace.

In addition to providing a core grant for the Mothers@Work program, Avery Dennison is also organizing a fundraising campaign involving its employees. Under this campaign, artwork by children of employees will be auctioned, and products created with the artwork will be sold online, with all proceeds going to the Mothers@Work initiative.

Speaking on the occasion, Kenny Liu, vice president and general manager, South Asia & EMEA, Apparel Solutions, Avery Dennison, said, "Avery Dennison is committed to

¹ [UNICEF partners with the Bangladesh garment industry to support mothers at work](#)

improving the livelihood and diversity of garment workers. We are proud to partner with UNICEF in the Mothers@Work program to support would-be and new mothers at the ready-made garment and knitwear factories. This aligns with our 2030 sustainability goal of making a positive social impact on our people and communities. Our values of sustainability and diversity, including inclusion and empowerment of women drive us to create a supportive environment for all our workers, and we will continue to work towards a sustainable future."

Mr. Sheldon Yett, UNICEF representative to Bangladesh, said, "Breastfeeding spaces, childcare facilities, paid maternity leave and safe work environments are not just central to the well-being of working mothers and their children, but also to the success of businesses competing for the best staff. UNICEF is grateful for the generous support from Avery Dennison, and for Avery Dennison's efforts to meet the rights of children and their mothers working in the Bangladesh garment sector."

In collaboration with the Ministry of Health and Family Welfare, the Ministry of Labour and Employment of the Government of Bangladesh, and the ILO BetterWork Bangladesh program, the Mothers@Work program was implemented in 113 RMG factories during 2017-2021. With the current support from Avery Dennison, 160 more RMGs will be reached with the Mother@Work program interventions over the next two years, and 144,000 female workers will be made aware and informed about maternity rights, breastfeeding support services, and nutritional requirements during pre and post pregnancy. The participation of civil society organizations and most importantly, the RMG industry associations BGMEA and BKMEA has solidified the program base for this initiative. The long-term goal is to mainstream Mothers@Work in the RMG sector to reach all female workers by 2030.

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About Avery Dennison

Avery Dennison Corporation (NYSE: AVY) is a global materials science and digital identification solutions company that provides branding and information labeling solutions, including pressure-sensitive materials, radio-frequency identification (RFID) inlays and tags, and a variety of converted products and solutions. The company designs and manufactures a wide range of labeling and functional materials that enhance branded packaging, carry or display information that connects the physical and the digital, and improve customers' product performance. The company serves an array of industries worldwide, including home and personal care, apparel, e-commerce, logistics, food and grocery, pharmaceuticals and automotive. The company employs approximately 36,000 employees in more than 50 countries. Reported sales in 2022 were \$9.0 billion. Learn more at www.averydennison.com.

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