



GOTS Pre-Conference to 19th Organic World Congress

**Social Compliance Issues in
Organic Textiles Supply Chain**



CONFERENCE GUIDE

**Wednesday, 8th November 2017
India Habitat Centre, Lodhi Road, New Delhi, India**



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Organic Textile Certification from The Fibre To The Finished Product

Faced with this mass of specifications, **Ecocert** chose to get involved in an international approach to harmonize standards and adopt the **GOTS** (Global Organic Textile Standard), **OCS** (Organic Content Standard), and **ERTS** (Ecological recycled standard) for the inspection of organic textiles.

The standard integrates all of the textile processing stages, from the fibre to the finished product: the raw fibre must be organic farming certified and all manufacturing processes involved must be inspected.

GROUP 
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GOTS COMPARE From Field to Fashion

➔ **What is GOTS?** The Global Organic Textile Standard (GOTS) is recognized as the world's leading processing standard for textiles (clothing, home textiles, and personal care products) made from certified organically produced raw materials. It includes strict environmental and social criteria for operations along the entire textile supply chain. GOTS is recognized in all markets around the globe and the numbers are growing; in 2014 more than 3600 facilities worldwide were certified to GOTS.

➔ **What's the problem with textile processing?** Textile processing results in the often inadequately treated discharge of toxic chemicals into the air and water, as well as hazardous workplace situations. We all "live downstream" and share the same water and air, and workers making products for us deserve our respect. GOTS prohibits the use of the kinds of chemicals commonly used in textile processing that can cause cancer, birth defects and other serious illnesses. Chemicals, like persistent hormone-disrupting substances, also destroy eco-systems and biodiversity on an international scale. GOTS requires that all dyes and auxiliaries assessed to its strict criteria and approved prior to their usage.

➔ **Why is certification to GOTS a good idea?** While an important step in the right direction, the use of organic materials alone is not enough. When using organically produced materials, farm workers and environment are protected. When manufactured without using hazardous chemicals, factory workers and the environment are protected. When there are no harmful residues in the end product, consumers are protected.

➔ **What are organic raw materials?** Organic is a system of production with national standards for environmental protection and animal welfare. Organic raw materials include organic cotton, silk, flax (linen), and wool.

➔ **Can only organic raw materials be used in GOTS-certified products?** As a textile processing standard, GOTS does not set its own criteria for organic farming but rather

requires that the materials used must be of certified organic origin according to a recognized farming standard. Only textile products made from at least 70 percent (label grade "made with organic") or 95 percent (label grade "organic") certified organic raw materials can become GOTS certified.

➔ **If I see the GOTS logo, what does it mean?** To be sure a product really is GOTS-certified you should be able to see reference to the GOTS label grade ('organic' or 'made with organic'), the reference to the independent certification body, and the license number of the certified entity. Consumers can trace the certified company by entering the license number (or company name) provided on the GOTS labelling in the 'free text field' of our public data base. Look for the label - don't accept self-claims.

➔ **What about a statement that the yarn (or fabric) in a finished product is GOTS certified?** This is only a self-claim as only finished products may be certified to GOTS (see above). Thus, you cannot be sure this claim is true.

➔ **What kinds of worker-oriented provisions are in GOTS?** Workers are not exposed to toxic chemicals when working with GOTS-certified inputs and practices. In addition, the GOTS social criteria are based on the International Labor Organization (ILO) key conventions which include a ban on child and forced labor and include provisions such as having systems in place to prove they are addressing social concerns, such as grievances. Furthermore, GOTS requires fire prevention training and evacuation drills.

➔ **What about animal husbandry?** As it is a textile processing standard, GOTS does not set its own criteria for organic farming. Rather it requires that at least 70% of the fibers used must be of organically-certified materials that would have had to be managed to organic animal husbandry standards. Those rules can be found in the applicable national standards - the EC Organic Regulation 834/2007 (incl. implementation regulation EC 889/2008), the USDA National Organic Program

regulations, and other standards in the IFOAM Family of Standards.

➔ **Is GOTS an official standard?** GOTS is a voluntary standard so it is not regulated by a governmental body but rather managed by a nonprofit organization. However, it is supported by the U.S. government which requires that textile products claiming to be organic in the U.S. be certified to the organic food standard or GOTS.

➔ **How do products/companies become certified to GOTS?** GOTS is a product certification meaning that finished products claiming to be GOTS certified must meet all GOTS criteria. In addition all facilities involved in the production of such goods must be certified. The certification is undertaken by an independent GOTS-approved certification body and facilities are inspected regularly.

➔ **What can I do to improve the problems with textile processing?** Become a "change agent!" Choose GOTS-certified products when making your purchases. If you can't find such products at your favourite stores, ask the manager to carry such products, or contact your favourite brands or retailers directly to ask them to "GO GOTS!"

➔ **Watch the new GOTS Simple Show Clip (< 4 min)**



www.global-standard.org



COMPARE! From Field To Fashion!



95% of cotton seed market is controlled by GM giants


Farmers are locked into costly contracts and have little control

Cotton is usually grown as a monocrop, **destroying soil quality**

Farmers are free to save seeds and choose what they grow

Soil is nurtured, making it viable for the long term

Organic cotton is grown alongside food which **feeds the farmers**



16% of the world's insecticides, and 10% of total pesticides, are used in cotton production, poisoning people and the environment
77 million agricultural workers suffer poisoning from pesticides each year
83% of manufactured nitrogen fertilisers used on crops end up in the environment


On The Farm



Hazardous pesticides are banned in organic cotton production, making it safer for growers

High energy and water use


Higher levels of **CO₂** are released into the atmosphere



Less energy and water use

Farming methods **lock CO₂** into the soil


Growing organic cotton produces up to **94% less greenhouse gas emissions**



There are **no mandatory checks**

At conventional **factories** which...

...produce clothes for **high-st brands**




At The Factory

All factories are regularly inspected


And certified to **strict social criteria**

Meaning **no forced labour**

And **no child labour**



The use of **toxic dyes** and processing substances is **widespread**, including chemicals **banned** in the EU
Greenpeace found local water ways **polluted** by hazardous and persistent hormone-disrupting chemicals
One-fifth of water used is to dilute **pollution**



With certification to the **Global Organic Textile Standard (GOTS)** the use of hazardous **chemicals is prohibited**, and all **waste water is treated**, protecting workers and their water supplies.
All chemicals must meet **strict toxicity and biodegradability rules**



Tests on clothes revealed traces of **toxic dyes**, which could be absorbed through the skin

These may cause **allergies, rashes and respiratory problems**

Babies are most vulnerable as they are still growing

On Your Skin



Allergenic, carcinogenic or toxic chemical residues are not allowed in **GOTS** certified clothes

Certification covers **all stages** - from field to fashion

Trust only GOTS goods with **Logo+License No. + Labelgrade** - verifiable by the GOTS database

GOTS Management



Herbert Ladwig
Managing Director;
Coordinator GOTS Advisory Council
In charge for overall direction,
standard protection, politics and
government affairs



Rahul Bhajekar
Director Standards Development &
Quality Assurance;
Coordinator, Standards Committee and
Certifiers' Council;
In charge for standard development and
implementation



Claudia Kersten,
Director Marketing & Finance;
In charge for formulating and
implementing the strategic
marketing plan, coordination of
GOTS Representatives
worldwide

GOTS Regional Representatives



Christopher Stopes
United Kingdom



Lina Pfeifer
Germany / Austria /
Switzerland



Elif Yaraşık
Turkey



Felicia Shi
China



Lori Wyman
North America



Satoko Miyoshi
Japan



Sumit Gupta
India and Bangladesh
Deputy Director Standards Development
& Quality Assurance

GOTS Standards Committee



Gwendolyn Wyard
Organic Trade Association,
Regulatory Director,
Organic Standards & Food Safety



Markus Krueger
International Association
Natural Textile Industry,
Coordinator of
IVN Standard Committee



Kazuhiko Mori
Japan Organic Cotton Association,
President



Sarah Compson
Soil Association,
Standards Project Manager



Jan Furstenborg
Social Expert,
Member of GSCP and SAI (SA8000)
Boards



Rahul Bhajekar
Director Standards Development
& Quality Assurance;
Coordinator of GOTS Standards Committee

GOTS Advisory Council



Gabriele Kolompar
International Association
Natural Textile Industry



Chieko Watanabe
Japan Organic Cotton
Association



Monique Marez
Organic Trade
Association



Chris Atkinson
Soil Association



Herbert Ladwig
Managing Director;
Coordinator
GOTS Advisory Council

GOTS Certifiers Council



Dr Riccardo Cozzo
Bioagricert



Ulrike Zdralek
bio.inspecta



Dr. Fabrizio Piva
CCPB



Olivia Schmid
Ceres



Mahesh Nabadawewa
Control Union Certifications



Nukte Duman
Control Union Gozetim ve Belgelendirme



Dr Binay Kumar Choudhury
CU Inspections India



Vincent Duret
Ecocert Greenlife;
also representing IMOSwiss AG



Ahmet Eryilmaz
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ETKO



Dr. Paolo Foglia
ICEA



Sabine Goetz
Kiwa BCS



Monica de Nicola
Letis



Sandeep Bhargava
Onecert



Pedro Landa
OIA



Angela Wartes-Kahl
Oregon Tilth



Philip Skentelbery
Soil Association
Certification



Ozlem Ozkan
USB



Rahul Bhajekar
Coordinator of
Certifiers Council

Message from GOTS Management

Dear Delegates to the 1st GOTS Pre-Conference to the IFOAM Organic World Congress 2017, on behalf of our entire GOTS team, I welcome you to our conference.

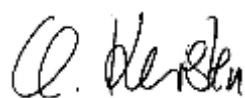
India, as still the country with the highest number of GOTS certified facilities (1,488 from total 4,642 in 63 countries around the world - as per year 2016 data) is also the host for the IFOAM Organic World Congress this year. "Challenges and opportunities for the development of organic textiles and cosmetics" is one of its topics.

The main aim of GOTS is to formulate "Comprehensive Rules for Ecological and Socially Responsible Textile Production". GOTS approved Certification Bodies reported more than 1.4 million people working in 4,354 (out of the actual 4,642) GOTS certified facilities. This gives us a significant leverage to enhance peoples' lives.

As a processing standard for certified organic fibres, GOTS has always included social criteria. Either by the fundamentally already-embedded social aspects in the environmental criteria, like no pesticides or crop rotation to feed the farmers or by the ILO norms and the GOTS Social Compliance management system. Further development of GOTS is ensured by a revision process every third year. GOTS 5.0 was released in March 2017 and the revision process to GOTS 6.0 starts in 2019.

In further developing GOTS - especially regarding social issues - we often face the challenge to define criteria that are verifiable through third party certification and feasible with regard to competitiveness in the market. Competitive advantages arise not just from lower prices, but also from perception and image. I am based in Germany, which is one of the leading markets with significant purchasing power. The past has shown that once the reputation of a company suffers because of unacceptable social practice, it takes years to rebuild it. So the question to ask is not what is done but what happens if nothing or not enough is done. Social Responsibility will be one pillar for continued success of companies in the long run.

Thank you very much for your support, feedback and insights. The findings of our conference can directly provide valuable input to the OWC in the next few days - a great opportunity to put them on a larger scale. Let us take this opportunity together!



Claudia Kersten
Director Marketing & Finance



Message from Seminar Coordinator

Dear Attendees,

Welcome to the conference!

This is the first international event organised by GOTS that is exclusively focused on social compliance. This is also our second international event in India after 1st International GOTS Conference that was held in Mumbai in May 2015. Being the coordinator of this unique event was another learning experience for me in the GOTS team.

Over the last decades, consumers are progressively becoming more concerned with the working conditions in factories where their clothes are made. Governments, NGOs, media, trade unions and other stakeholders have been working towards achieving better working conditions for textile workers. With laws like 'Modern Slavery Act', UK and NGOs' demands for supply chain transparency; it is becoming necessary to take responsibility for your suppliers' actions. Independent Third-Party certifications remain established tools for international supply chains to mitigate the risk and support this cause.

Today, we have participation from brands, manufacturers, exporters, government representatives, chemical testing, compliance professionals, media and trade associations and so on. This certainly makes this a wonderful platform to exchange ideas and learn from each other. As always, I encourage you to ask questions and actively participate in discussions during the conference.

I would like to thank all who have supported me in this journey so far. I appreciate the support extended by each one of you, which made this event possible.



Sumit Gupta
Conference Coordinator
Representative in India & Bangladesh
Deputy Director Standards Development & Quality Assurance
Global Organic Textile Standard



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1-Day Conference
India Habitat Centre, Lodhi Road, New Delhi, India



Conference Agenda

09:00 - 9:30	Registration and Networking
9:30 - 9:45	Welcome Address Herbert Ladwig Managing Director, Global Organic Textile Standard (GOTS)
9:45 - 11:00	Bangladesh National Anthem
10:00 - 11:00	Session 1
	History and Overview of Social Compliances Presentations and Q&A Moderator: Herbert Ladwig, Managing Director, GOTS, Germany Speakers: <ol style="list-style-type: none">1. Social Criteria in Organic, History of the Organic Movement's commitment and action on social issues: Joelle Katto-Andrighetto, IFOAM- Organics International, Germany2. Overview of Social Criteria in Sustainability Standards: Dr. Elizabeth Bennett, Lewis & Clark College, USA
11:00 - 11:30	Networking Break - Tea and Coffee
11:30 - 13:00	Session 2
	Challenges in Social Compliance Presentations and Q&A Moderator: Christopher Stopes, GOTS Representative in UK Speakers: <ol style="list-style-type: none">1. Living Wages: Dr. Sandhya Barge, Global Living Wage Coalition, India2. Land Grabbing: Simon Ferrigno, U.K.3. Dealing with Non-Compliances in Social Aspects: Syam Sundar, ICEA, India
13:00 - 14:00	Networking Buffet Lunch

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14:00 - 15:30	Session 3
	<p>Beyond Certification</p> <p>Moderator: Rahul Bhajekar, GOTS Director Standards Development & Quality Assurance</p> <p>Presentations and Q&A:</p> <p>Speakers:</p> <ol style="list-style-type: none"> Beyond Certification- Is Certification Outdated? By Critic: Tim Zahn, NGO Coordinator in the German Partnership for Sustainable Textiles, Germany Beyond Certification- Is Certification Outdated? By Supporter: Avedis Seferian, WRAP, USA
	<p>Panel Discussion: Initiatives Beyond Certification for Social Compliances in Textile Supply Chain</p> <ol style="list-style-type: none"> Christian Ewert, Business Social Compliance Initiative (BSCI), Belgium Devhuti Bakshi, Trident Limited, India Saurabh Gupta, AEON Commercials Pvt Ltd., India
15:30 - 15:50	Networking Break - Tea and Coffee
15:50 - 16:40	Session 4
	<p>Besides Certification</p> <p>Presentations and Q&A</p> <p>Moderator: Claudia Kersten, GOTS Director Marketing & Finance, Germany</p> <ol style="list-style-type: none"> Living Wage Presentation: Mumin Can EKER, Egedeniz Textile, Turkey (Recorded Video Presentation) SAI Social Fingerprint System: Archana Panda, SAI, India Social Compliance Management System- Examples: A. Narayansamy, Armstrong Spinning Mills (P) Ltd, India
16:40 - 16:55	Summing Up (Feed into the IFOAM-OI's 19 th Organic World Congress), Herbert Ladwig
16:55 - 17:00	Closing Sumit Gupta, Conference Coordinator
17:00 - 17:45	Networking Reception with evening beverages

Speakers' Profiles

Herbert Ladwig

Mr. Herbert Ladwig is the Managing Director of the GOTS operating unit Global Standard gemeinnützige GmbH, a non-profit limited liability company organized under the laws of Germany.

Mr. Ladwig, after an original apprenticeship in business, studied law and political science in Germany and the US and followed a career as corporate lawyer in different industries and countries, the apparel industry among them.

In year 2002, Mr. Ladwig was asked by AKN to organize a global harmonization process including all then existing other similar standards owned by a number of national organizations and certification bodies throughout the world. Thus, he served as the coordinator of the "GOTS International Working Group", facilitating the creation of the Global Organic Textile Standard through this harmonization process.

Mr. Ladwig, together with the first GOTS Technical Director Marcus Bruegel, was instrumental in bringing about the Global Organic Textile Standard (GOTS) in 2006 after a 4 year international harmonization process led by him, including the four GOTS founding organizations from the US, Germany, Great Britain and Japan and involving further standard owning organizations. Mr Ladwig was key leader in shaping the efficient organizational structure of GOTS in a lean management approach.

In year 2008, GOTS operating unit "Global Standard gemeinnützige GmbH" was incorporated in Germany. Mr Ladwig has held the position of Managing Director from the establishment of this operating unit.

Mr. Ladwig, in his present capacity, lectures widely on GOTS at conferences and other events and represents GOTS in international industry bodies as well as vis-à-vis governments and intergovernmental institutions, including WTO, CUTS international etc.



Joelle Katto-Andrighetto



Joelle Katto-Andrighetto is an agricultural Engineer with multi-disciplinary background and a specialization in rural development and project management. Joelle has been working with IFOAM-Organics International since August 2005. She is currently Organic Policy and Guarantee Manager for IFOAM-Organics International, managing a team of 4 persons. Her works covers the topics related to organic standards and verification systems. She is the principle author of the IFOAM-Organics International Global Toolkit on Public Support to Organic Agriculture published in 2017.

Joelle manages the IFOAM Organic Guarantee System, including the IFOAM Family of Standards program, the IFOAM Accreditation Program, and the IFOAM Standard. Joelle chairs the various technical committees that work on the development of the IFOAM Norms, namely the IFOAM Standard Committee, the IFOAM Accreditation Requirements Committee, and the IFOAM Standards Requirements Committee. Joelle also oversees the IFOAM PGS Program

(Participatory Guarantee Systems) as well as advocacy efforts to promote organic market access.

In addition to those regular activities, Joelle works to develop technical positions as mandated by the IFOAM General Assembly or IFOAM World Board, and is often called upon as an international expert to provide advice to countries on the development or improvement of their organic regulations and guarantee systems.

Speakers' Profiles

Elizabeth Bennett

Dr. Elizabeth A. Bennett is an Assistant Professor of International Affairs and the Director of the Political Economy Program at Lewis & Clark College in Portland, Oregon (USA). Her research focuses on fair trade, ethical supply chains, and sustainability certifications. Many of her publications address questions about the role the workers have in sustainability certifications and the way that sustainability certifications affect workers' lives. Bennett's academic scholarship is published in the American Journal of Sociology, World Development, Agriculture and Human Values, the Social Enterprise Journal, and Globalizations, as well as several edited volumes. She is also the co-author of *The Handbook of Research on Fair Trade* (2015), a volume that brings together chapters from 43 authors from around the world, and *The Civic Imagination: Making a Difference in American Political Life* (2014), an ethnography about activism and civic engagement in America. Recently Dr. Bennett published the first study of ethical consumerism in the newly legalized cannabis (marijuana) sectors in the United States and Canada. She holds a Ph.D. in Political Science from Brown University (2014) and MALD in International Affairs from The Fletcher School at Tufts University (2008).



Christopher Stopes



Christopher Stopes is the GOTS representative to the European Union and for the UK. He has been with GOTS since 2010. He works with IFOAM EU Group and IFOAM Organics International on organic textile policy. He also represents GOTS on the German Textile Partnership Natural Fibres Working Group and the UK Sustainable Clothing Action Plan. He serves as a Trustee and Board member for Pesticide Action Network (PAN) UK. He is President of IFOAM EU Group.

Speakers' Profiles

Dr. Sandhya Barge

Dr. Sandhya Barge is Director at Centre for Operations Research and Training (CORT), Vadodara working with it since its inception in 1991. She was one of the founder members of CORT. Prior to this, she has worked for four years with Operations Research Group (ORG), Vadodara. She has a Ph.D. in Demography from International Institute for Population Sciences (IIPS), Bombay University. Her masters' degree is in Anthropology from Pune University. With more than 30 years of experience in conducting social science research/ operations research in the field of health and family welfare, Dr. Barge has been the Principal Investigator/Co-investigator of more than hundred seventy projects funded by Government of India, National and International agencies. Her research activities have been on various social and developmental issues like Women's Reproductive Health, Abortion, HIV and AIDS, Child Labour, Urban Poverty, Water and Sanitation etc. Her work responsibility includes conceptualization of study, planning and implementation of the study. She has the expertise of quantitative research methodology as well as qualitative research. She has coordinated large scale surveys including National Family Health Survey (NFHS), Reproductive and Child Health (RCH), District Level Household Survey and RCH Facility Surveys. She coordinated multi-centric Ford Foundation project- Women Workload and Child Health.



She has served as a consultant and resource person for training programs organized by Government, University and international/national agencies. She has been involved in building technical capacities of NGOs, University departments and other researchers in the area of reproductive health. At CORT, she imparts training in various training programs held on issues like use of qualitative techniques in sexual behavior, process documentation, operations research etc. Besides, she has prepared number of technical reports, papers and has presented papers in large number of national and international conferences.

Simon Ferrigno



Simon Ferrigno has been working on cotton and sustainability since 2000, with a focus on alternatives such as organic cotton and Integrated Pest Management (IPM), and researching the impacts of pesticide and insecticide use on human health and the environment in Africa. Prior to this, Simon worked more generally on sustainable agriculture policy after returning to study in the mid-1990s.

Simon has taken part in various projects and campaigns including leading and participating in research, producing a documentary on organic cotton and helping promote sustainable cotton market development in the UK and worldwide. Prior to this, Simon worked in community development and music in London after several years as a professional chef and part-time radio DJ in France. Simon's working life began as a farm labourer, including on organic farms in the early 1980s. Today, Simon is a freelance researcher and writer working with both public and private clients on sustainability.

Simon is a member of the RITE (Reducing the Impact of Textiles on the Environment) Group steering committee as well as the Soil Association Textile and Trade group. Simon is a regular contributor to Ecotextile News magazine and the author of 'An Insider's Guide to Cotton & Sustainability', Cotton Horizons (a guide to standards and sustainability schemes in cotton) and a special report on the implications of Due Diligence guidelines for cotton supply chains.

Speakers' Profiles

K V Syam Sundar

K V SYAM SUNDAR is currently serving as the Country Representative of ICEA, Italy- a world renowned institution for organic standards and certifications. He is also working with Rina Indian Private limited. In that capacity he is able to combine his passion for fibers, innovation and sustainability. He is a Textile technologist by profession and a leading expert in certification of Organic textile production and sustainable textile production and trade for the past 10 years. He is also a Lead Auditor for SA8000. During his studies, he has done research on the sustainable fibers with natural dyes. He has handled audits and certification of organic textiles for more than 1,000 customers globally.



Mumin Can EKER



Mumin Can EKER was born in 1988, Izmir, Turkey. He has University bachelor degree of Textile Engineering Department. After 1 year experience in knitwear industry in Istanbul, he has been working as an Account and CSR Executive at Egedeniz Textile since 2013. Egedeniz Textile was founded in 1993 and is proud to announce of being the first certified organic textile company of Turkey.

Beside his marketing and sales practices in Egedeniz, he has been carrying out the corporate social responsibility applications according to the company perspective. The main target is to meet their customers' quality and ethical standards by integrating their human and environmental responsibilities in their production policy.

Living Wage project is one of their corporate social responsibility practices which Mumin is carrying out together with their partner, Swedish brand Mini Rodini.

Speakers' Profiles

Rahul Bhajekar

Rahul Bhajekar is an Engineer with a M.S. Degree from Ohio State University, USA. Rahul has been with GOTS as the Director Standards Development & Quality Assurance since January 2016.

For 21 years, he headed a 3rd party Textile Testing Laboratory that included testing for restricted chemicals in textile products and auxiliaries. He was an invited expert member on the Technical Committee of GOTS for about 4 years.

Rahul has conducted numerous training programmes for Educational Institutes, Buying Houses, Exporters and others in the Textiles Supply Chain on the subject of Quality Control and Ecological Testing.

He has written for technical journals about Quality Control & Testing including a co-authored series of 13 articles on Colour fastness in a monthly technical magazine and contributed to a book "Anthology of Speciality Chemicals for Textiles".

Rahul is a member of two Textile sub-committees of the Bureau of Indian Standards. He is a member of the Society of Dyers & Colourists, UK and has been awarded a Bronze Medal for services to the SDC in India. Rahul is also a managing committee member of the Textile Association of India, Mumbai Unit.

He is an Executive Committee Member of the Consortium of Green Fashion, an initiative of SOFT, Pune in association with other fashion design educational institutes, apparel and chemical industry.

Rahul is a National Expert for the European Union Ecolabel for Textiles having undergone training by the EU under the aegis of the UNEP in 2009. He was an invited trainer for the EU Ecolabel to the UNEP's MERCOSUR Workshop and Conference in Brazil in 2010.

He has been a member of the Customer Advisory Council of ATLAS, the manufacturer of weathering / light fastness equipment and was a member of the expert review committee for Levi Strauss' Restricted Substances List.



Tim Zahn



Tim Zahn is working as the coordinator of the civil society organizations within the German Partnership for Sustainable Textiles. The partnership is a multi-stakeholder initiative with members from business, standard organizations, trade unions, the German government as well as civil society organizations. The goal of the German Partnership for Sustainable Textiles is to improve social and environmental conditions along the entire textile supply chain. This shall be achieved by an individual monitoring process that every member has to comply with as well as joint partnership initiatives. First initiatives have been initiated in the field of chemicals management, reduction of water use in cotton farming and forced labor in spinning mills. The civil society organizations are engaged to push for ambitious standards and targets. In his previous work Tim Zahn was part of the corporate responsibility department of a large German textile retailer. During his master's thesis he researched on the impacts of the Global Organic Textile Standard in India.

Speakers' Profiles

Avedis H. Seferian

Avedis H. Seferian joined WRAP in 2004 and became its President and CEO in 2012. He has extensive knowledge of social responsibility issues within the highly complex worldwide supply chains of the apparel, textile and footwear sectors. A recognized expert in the area of social compliance and responsible sourcing, he often speaks on topics in this field at different forums around the world, and has contributed to many leading trade publications and news outlets. Mr. Seferian serves on the Board of Advisors of the Alliance for Bangladesh Worker Safety, is the Chairman of the Executive Board (and a member of the Stakeholder Board) of the Association of Professional Social Compliance Auditors (APSCA) and sits on the Impartiality Committees of several audit organizations.



Mr. Seferian began his career working for a business research and development organization before migrating over to legal research. Prior to joining WRAP, he was with a small law firm in Washington, DC. Mr. Seferian has also taught in various capacities in the business and legal arenas, including as an adjunct professor at the University of Maryland University College. He speaks five languages, has lived in four countries and holds three degrees from three continents - a Bachelor's in Economics from St. Stephen's College, Delhi University in India; an MBA from the American University of Armenia; and a Juris Doctor from the Georgetown University Law Center in the United States, where he was a Law Fellow and made the Dean's List.

Mr. Seferian is a member of the American Bar Association and the Virginia State Bar. He resides in Fairfax, Virginia with his wife and their 2 sons.

Christian Ewert



Christian Ewert is the Director General of the Foreign Trade Association (FTA), the leading business association of European and international commerce. FTA represents over 2,000 retailers, importers and brands to promote and defend free trade and supports their business, providing information and practical solutions towards sustainability in the international supply chain.

Prior to FTA, Christian worked as President and CEO of ICTI CARE Foundation, the International Council of Toy Industries' (ICTI) programme to promote social compliance in the supply chain producing for the toy and children's products industry. Christian previously worked as the Chief Operating Officer and Member of the Board of Zapf Creation, Europe's leading manufacturer of branded play & function, collector dolls and doll accessories. For over 10 years he was Managing Director and Chairman of North Sails Lanka, the leading manufacturer of products for the windsurfing industry. Christian had previously held the position of the CEO of Mistral Sports, the market leader in the windsurfing industry.

Speakers' Profiles

Devhuti Bakshi

Devhuti Bakshi is a seasoned professional in governance reforms with over 10 years of experience in public policy and program implementation with various Central and State Governments in India. She has a keen understanding of the socio-economic and policy environment in India, having worked on a diverse set of policy issues such as Livelihoods, Job creation and Ease of Doing Business.

Devhuti has worked with the prestigious Centre for Civil Society, a free-market think tank where she contributed to their publication "Law, Liberty, and Livelihood" that won the coveted 'International Templeton Freedom Award 2004' conferred by the Atlas Network in New York City.

Presently, Devhuti is an integral part of the senior leadership team at the Trident Group focusing on External Affairs and Strategic Partnerships.

Devhuti has been closely associated with the social compliance and environmental sustainability teams at Trident, specializing in the ethical aspects and compliance practices for running programs such as Organic Cotton, Fair Trade, Better Cotton and other sustainable cotton programs.

Recipient of several awards for her work, Devhuti continues her advocacy work for women empowerment at the Trident Group where she has been involved with CSR efforts at the grass-root level to help women earn a livelihood through a host of initiatives in remote villages in Madhya Pradesh and Punjab.

An accomplished public speaker, Devhuti has represented Trident at several prestigious events, more recently, the 'AstitvaSamman Award 2017' for Women Empowerment from PHD Chamber of Commerce and Industry and the 'PHD Annual Awards for Excellence 2016' for outstanding contribution to Social Welfare.



Saurabh Gupta



Saurabh Gupta is leading AEON group as one of the Directors of group and contributing global sales activities. A Bachelor of Chemical Engineering with congenial entrepreneur qualities and skills; alongwith his team members, has taken the flagship of AEON to new global heights.

With a vision and mission of transforming AEON as one of the leading strategic textile solution providing organisation; he has always been "textile positive" starving for new strategic solutions to the industry.

Over years of his dedicated hard work, he has developed great relationships with esteemed corporate textile business houses with a vision of providing strategic textile solutions to the industry, which in turn, has helped many organisations to achieve sustainable processing solutions.

An idol to his team members, he has conceived an efficient and enthusiastic AEON team with his valuable guidance.

Speakers' Profiles

Claudia Kersten

Ms. Claudia Kersten is actively involved in the field of sustainable textiles since 2005. Currently, she is Director Marketing and Finance of the Global Organic Textile Standard (GOTS). Claudia has been an editor of the B2B magazine for sustainable textiles "natürlich natur" in Germany. Previously, she served as a board member (responsible for marketing) with IVN, the Germany based member organization of the GOTS International Working Group.

Claudia has a master's degree in Sustainability Management from the Leuphana University, Lueneburg, Germany. Her special research interest lies in contributions of Standards to the 'Business Case for Sustainability'.



Archana Panda



Archana Panda serves as Operations Manager for Social Accountability Accreditation Services in India. She is responsible for developing and managing SAAS's market surveillance monitoring and internal auditor development programs, SAAS auditors competency programs and for managing and delivering accreditation audits to SAAS's certification body clients.

Archana has more than 18 years of Industrial, teaching and management system audit experience -comprising more than two thousand audits in various industry sectors - as a Lead Auditor for SA8000, ISO9001, ISO14001, and OHSAS 18001.

Before joining SAAS, Archana worked as Product Manager -SA8000, South Asia Region with Bureau Veritas. She was responsible for SA8000 certification decision making, contract review and competency approvals for the global BV network, and was an IRCA-approved trainer for QMS, EMS, OHSAS, IMS and Sa8000. Panda holds a degree in industrial engineering and a post-graduate diploma in industrial safety.

Narayanasamy Arunachalam

- B.Tech Textile Technology Passed 1978
- 39 Years experience in Ring Spinning and Open end Spinning [Cotton, Recycle Cotton/Polyester, Kapok etc].
- Now Working as General Manager (Tech) in Armstrong Spinning Mills (P) Ltd, Tamil Nadu.
- 14 Years experience working with Organic and Fairtrade cotton, Comprehensive knowledge of Associated traceability, auditing and Certificate through vertical supply chain Armstrong Group.
Experience in all type of sustainable certificate such as GOTS, Fair Trade, FSP, GRS, OCS, RCS, CCS, Okeotex, EUflower....
- Speaker's engagement on fair-trade cotton and control union certification conferences

Advisory member:

- Advisory Council of CUC (India)
- Product Advisory Council(PAC) of Fairtrade Cotton





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Living Wages

Sandhya Barge, Richard Anker, Martha Anker, Michelle Bhattacharya and M. E. Khan

Abstract: Globally, the concept of 'Living Wage' has gained momentum over the last decade and continues to increase in prominence as a key element in achieving several UN Sustainable Development Goals. It has captured the attention of multinational corporates, governments, employers, NGOs, unions and international organizations among others. The concept of a living wage is that workers should receive sufficient wages for themselves and their family to live at a basic but decent standard and not continue toiling in poverty. Living Wage is not a new concept, as it has had a long and distinguished history dating back centuries.

Working on living wage issues and estimates for over a decade, Richard Anker and Martha Anker have developed the 'Anker Methodology', and has been tested and used in more than 20 countries mostly in partnership with the Global Living Wage Coalition (GLWC). This groundbreaking methodology, which stresses transparency, is published in the book *Living Wages around the World: A Manual for Measurement* by Edward Elgar Publishing]. The Anker methodology and many national living wage studies using it have helped overcome two stumbling blocks that had previously held back action on living wages by companies and others in global supply chains, namely: lack of a widely agreed definition of a living wage and widely accepted methodology to measure a living wage.

To conduct an Anker Methodology study, discussions are first held with local employers, workers, NGOs, academics, and government to get their views and inputs. This is followed by collection and analysis of local costs for food, housing, health care, and children's education as well as analysis of secondary data from available surveys and other sources on other household expenditures and demographic information about family size and labour force participation. All of this information is brought together into an in-depth living wage report to explain what wages are necessary for workers and their families to afford a basic standard of decency in living. Centre for Operations Research and Training with funding from GLWC has used this methodology in Dhaka, Bangladesh and Tiruppur, India and written in-depth living wage reports for these two important garment hubs for GLWC.

Living wage studies and estimates are intended to make clear what it means to live on less than a living wage - and to act as a catalyst to action on wages and lead to collaboration of a range of stakeholders in global supply chains. While there are some examples of action in raising wages, more action is needed to narrow the gap between current wages and living wage in global supply chains. Although there is not one path or silver bullet solution to achieving payment of a living wage for all workers, it is clear that involvement of responsible actors across the supply chain, including governments and unions, is usually required.

Beyond Certification: Is Certification Outdated? - By Critic

Tim Zahn

Abstract: The talk first focuses on major constraints of social certifications in order to be effective. First, product based certification systems (like GOTS or Fairtrade) are compared with the brand based approaches (like FWF). It is argued that a company based approach is more effective to improve social standards as brands can much better influence social standards like working hours or wages through their buying practices. This leverage is limited with product based certification schemes.

Next, the motivational structures behind social audits are analyzed. For most certification schemes, textile producers pay audit companies to check for compliance against a certain standard. The motivation of the producer is to acquire the certificate for the lowest costs, while a major motivation for the certification company is to maintain a good relationship with the client in order to get hired for the certification in the next year. This structure is not well suited to reveal social non-compliances.

Lastly, the talk identifies topics that need a more systemic approach than social auditing to achieve real improvements. Such topics are e.g. wages and social dialogue. Secondly, the talk focuses on alternatives to certification schemes and on topics where certification schemes can add value. The talk concludes that certification systems need to engage in capacity building to effectively improve social standards.

Furthermore, effective complaints mechanisms need to be built up by certification schemes. Lastly, supply chain transparency is identified as an aspect where certification systems can add value.

SAI's Social Fingerprint

Archana Panda

Abstract:

Background

Social Accountability International's Social Fingerprint® program helps companies measure and continually improve their social performance. The program drives sustainable results by helping businesses build robust social management systems. Social Fingerprint can be used to complement any social standard or code, and it is applicable to any industry and any country. The program has been utilized by over a thousand brands, retailers, licensees, vendors, and factories around the world.

SAI launched Social Fingerprint in 2009 to respond to companies' increasing demand for a robust solution that would truly help them change the way they operate. Many businesses had historically relied solely on social codes and audits – this approach had helped them identify and fix individual problems, but had failed to offer a solution to bring about sustainable change. SAI designed Social Fingerprint to respond to this need. The program supplements social standards and codes by helping companies achieve sustainable results and by steering them towards continual improvement.

Social Fingerprint for all levels of Supply Chain

SAI has developed several versions of Social Fingerprint in order to target all levels of the supply chain, including brands, licensees or vendors, and facilities. Each program is broken down into specific process categories, all critical aspects of an effective and comprehensive management system. While the overall approach for each of these versions is the same, the process categories and content of the assessment varies in order to address the specific challenges faced by each actor.



Social Fingerprint for Facilities

This program is designed for suppliers at the factory or facility level, to assess a company's approach to social compliance, specifically their processes and management systems, not only code compliance and audits. It can be used to support continual improvement along any standard, industry code or corporate code. It can also be applied to a facility's own supply chain, including subcontractors and sub-suppliers.

Social Fingerprint for Licensees and Vendors

As the motivation for improving social performance shifts from risk mitigation to business performance enhancement, understanding the social performance of the full range of your business partners is essential. This program is designed for your company's licensees or vendors, to assess their capacity to manage labor standards in their own supply chains and to encourage improved performance and ownership of this process.

Social Fingerprint Supply Chain - for Brands/Retailers

The Social Fingerprint Supply Chain program provides brands with a way to evaluate their capacity to manage their supply chains against the requirements of generally accepted practices for a rigorous social compliance program. The self-assessment looks at key performance indicators to measure and help brands improve the social performance in their supply chain.

Corporate Programs and SAI Experience with Licensing

Since SAI's inception in 1997, we have partnered with hundreds of brands, retailers, licensees and facilities around the globe, representing a wide array of industries and at all levels of the supply chain. While our work with Corporate Members and Partners is multi-industry, a large percentage of this work has been in the apparel, textiles and home goods industry with brands sourcing from South Asia – India, specifically. Some of the brands and retailers involved in our work include Disney, Cole Haan, The Gap, Columbia Sportswear, Eileen Fisher, Gucci, Walmart, The Children's Place, and PVH.

This work has included brand-led management systems based assessments for all supply chain actors. These assessments have led to customized improvement planning and targeted, needs-based capacity building. This capacity building has included:

- Interactive webinars for brands' sourcing and production teams
- On-the-ground classroom training for suppliers and subcontractors covering topics such as facility risk-mapping, discrimination, emergency preparedness, strengthening worker OHS training, etc
- Interactive seminars for internal auditors on conducting worker interviews, calculating living wage, and overall challenges in social auditing
- Addressing the challenges of the licensing model

This work has allowed us to make impact and create networks throughout India, learning about the specific challenges in each region and developing the expertise and capacity in order to effectively address them.

One area of particular focus in SAI's Corporate Programs work over the last five years has been licensing. Many brands are moving towards this business model as it allows them to expand their product lines, growing into new industries without adding a significant amount of overhead. By using this model, brands contract with a wide range of licensees who design and manufacture products under that brand's name or using its branded intellectual property. Similar to the challenges brands have experienced with subcontracting, the licensing model distances brands from their suppliers, and makes supply chain monitoring, transparency and capacity building more difficult. Many brands have created monitoring systems for their licensees and their licensees' factories, adding to the audit fatigue that has been building for years.

As a result, SAI has created targeted assessment and training programs for both licensors and licensees to address these unique challenges. Some examples of the programs include:

- Measuring licensees' systems for managing their own supply chains
- Creating and delivering custom trainings and toolkits for licensees to effectively manage their own supply chains regardless of customer requirements
- Partnering with brands to encourage a licensee/supplier ownership model, segmenting supply chains and allowing high-performing licensees and suppliers to manage their own suppliers with limited oversight, and providing additional capacity building for those needing more attention and resources.

Why GOTS?

How Companies Benefit with GOTS Certification



There are numerous ways in which companies benefit from becoming certified to the Global Organic Textile Standard (GOTS). Below we list the top five reasons how and why becoming certified to GOTS supports a company's business case for sustainability.

➔ Risk Reduction

- ✓ GOTS is a comprehensive risk management instrument for your supply chain
- ✓ GOTS sets strict and extensive environmental and social criteria for the entire supply chain
- ✓ GOTS criteria are explicit

➔ Credibility

- ✓ Third party certification serves as independent external verification versus self-claims
- ✓ Certification includes dual quality assurance - onsite inspection and product testing
- ✓ Certification provides the credibility and verification of claims that investors, and the public, expect.

➔ Efficiency and Productivity

- ✓ GOTS' wastewater management and other requirements result in improved eco-efficiency
- ✓ GOTS' social compliance management requirements results in improved socio-efficiency
- ✓ GOTS certification facilitates sustainable supply chain management, cutting companies' costs as they do not need to trace the whole supply chain themselves.

➔ Innovation and Differentiation

- ✓ GOTS certification can grant access to new markets, e.g. public procurement
- ✓ GOTS is explicitly recognized by governments and leading textile, sport, environmental, and organic organizations worldwide
- ✓ Sustainability innovation provides added value over conventional products.

➔ Sustainable Market Development

- ✓ Enables companies to be market drivers
- ✓ Readies companies for the increasingly stringent regulatory climate.
- ✓ GOTS is recognised as the leading processing standard for textiles made from organic fiber worldwide.

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