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GRI Sector Standards Project for Textiles and Apparel

Working Group Member Bios

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Textiles and Apparel Working Group

Members

In accordance with due process, the Global Sustainability Standards Board (GSSB) has selected the following members to participate in the Working Group that will develop content for a Sector Standard for Textiles and Apparel. The members bring a balanced set of perspectives and expertise from different regions, commodities, size and type of organizations, topics connected to the sector's impacts, and sustainability frameworks and reporting practices relevant for the sector.

The table is organized by constituency in alphabetical order.

	<p>Anita Nagarajan</p> <p>Associate Director, stewardship, Sustainalytics, United Kingdom.</p> <p>Constituency: Investment Institution</p> <p>Anita currently leads Sustainalytics' Modern Slavery thematic engagement, a multi-year investor collaborative engagement that is focused on modern slavery risks within the retail apparel sector (and construction and engineering too). The engagement allows investors to gain a greater understanding of how companies address risks and what measures and steps they plan to take. Before joining Sustainalytics, Anita spent over a decade in the retail apparel sector, driving forward and advising on responsible sourcing strategies for several retailers, including as a freelance consultant. She has first-hand experience of the complexities and challenges of translating corporate policy commitments into business practices, within both retailers' operations and their global supply chains. Anita oversaw an audit programme in Asia and Europe, instituted rigorous audit methodologies to ensure assessments were credible and reliable, and rolled out internal training and with the supply base too.</p>
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Arindam Saha

Director, Management Consulting, PWC Ltd., India.

Constituency: Mediating Institution

Arindam has more than 24 years of diverse professional experience including leading consulting teams for assignments in the areas of ESG, business transformation, policy development, capacity building, impact assessment, project / policy implementation, investment promotion etc.

He has worked extensively with Government, Public Sector, International Development Agencies and private sector in India, Bangladesh, Turkey, Mali, Cambodia, Vietnam, Thailand and other South East Asian countries.



Brooke Beshai

VP, Sustainability and Compliance at Deckers Brands, United States.

Constituency: Business Enterprise

Ms. Beshai joined Deckers Outdoor Corporation in November 2009. She is currently, Vice President, Sustainability and Compliance, a key position for Deckers, a +\$3.6 billion global footwear and apparel company.

In her role, Ms. Beshai is responsible for leading and executing broad-based, company-wide strategic sustainability initiatives, integrating sustainability throughout the company and among our portfolio of brands which include UGG, HOKA, Teva, Koolaburra, and Sanuk, and identifying ways to improve and increase sustainability efforts. This includes driving collaboration cross-functionally with company-wide teams to ensure that the company's sustainability effort enhances business performance and supports the long-term interests of the company. Notably, in 2017, Deckers launched its Sustainable Development Goals, with initiatives resulting in the company being recognized by Investor's Business Daily as one of the Best ESG Companies, by Sustainalytics as one of the Top-Rated ESG Companies, and by Newsweek as one of America's Most Responsible Companies and one of America's Greenest Companies.

Ms. Beshai is also responsible for the company's compliance program ensuring that a high standard of integrity is met through thoughtful engagement with Deckers global employees.

She is responsible for ensuring that both programs (Sustainability and Compliance) operate effectively and are best in class, all while upholding Deckers' unique culture.

Ms. Beshai earned her B.A. from the University of California, Santa Barbara and a Juris Doctorate from Santa Barbara College of Law. Continuing her education with a Certification in Compliance from the Society of Corporate Compliance and Ethics and an ESG Leadership Certification from Diligent.



Charith Jayasundera

Founding partner, InterBalance, Australia & Associate Director, KPMG Australia.

Constituency: Mediating Institution

Charith has over 17 years of experience in Sustainability, Risk Management, Corporate Planning, Policy development, Strategy and Process improvement across diverse industries in South Asia and Australia. Currently he is a Manager in KPMG Australia's Sustainability services team and was the founding partner of 'InterBalance' a boutique Sustainability advisory in Sri Lanka.

Charith is one of the pioneer Sustainability practitioners in Sri Lanka and was the first to publish a 'GRI checked' report in 2010. He has worked in industries such as Apparel & Textile manufacturing, Telco, Leisure, Logistics, Banking and Finance, FMCG, Retail and Australian Local Govt, implementing ESG frameworks and processes in line with the organizational strategies and stakeholder requirements.

Charith has experience in audit and assurance where he can identify potential gaps in both policy and process while recommending remedial action and advising on Sustainability performance management metrics and targets.



Christina Hajagos-Clausen

Textile and Garment Industry Director, Switzerland.

Constituency: Labor Organization

Christina Hajagos-Clausen is IndustriALL Global Union's director for the Textile, Garment, Shoe and Leather Sector. IndustriALL Global Union represents 50 million workers in 140 countries in the mining, energy, and manufacturing sectors, including the garment & textile, leather and shoe sectors. IndustriALL Global Union is a force in global solidarity taking up the fight for better working conditions and trade union rights around the world.

She is a board member of ACT (Action, Collaboration and Transformation), a member of the Global Steering Committee for the International ACCORD for Health and Safety in the Textile and Garment Industries, and also a Board Member of the Bangladesh RMG Sustainability Council. She represents IndustriALL Global Union on the Better Work Advisory committee and at the OECD Garment and Footwear Advisory Group.

Christina holds a B.A. in Language and Literature from Bard College, an M.A. in Women Studies from the New School for Social Research and a M.S. in Union Leadership and Administration from the University of Massachusetts. She is also a graduate of the Harvard Trade Union Program.



Gabriela Lozano-Corona

**Head of Sustainability and Social Businesses,
EssilorLuxottica, Mexico.**

Constituency: Business Enterprise

Gabriela is a highly accomplished professional with a wealth of experience in the textile and cotton industries, specializing in sustainability. With a successful tenure as the Private Label Manager at Palacio de Hierro, Latin America's premier fashion retailer, Gabriela excelled in design, sourcing, and marketing, driving the company's vision.

Building on this foundation, Gabriela further honed her expertise in private label purchasing for fashion and home decor at two prominent supermarket chains. Her diverse experience provides a comprehensive understanding of the industry, from retail operations to supply chain management.

Passionate about sustainability, Gabriela has actively contributed to various working groups and round tables focused on impact management, including the Impact Management Project, IRIS+, and Business Call to Action. Her involvement in shaping industry frameworks and standards demonstrates her commitment to driving sustainable practices.

Previously, Gabriela served as the Head of Sustainability and Private Sector at the UN Mexico, where she led initiatives to promote sustainable business practices across multiple sectors. Her strategic leadership fostered impactful partnerships between the private sector, government, and civil society, driving positive change at a national and international level.

In a recent role as Director of Sustainability at ECOM, one of the largest global cotton traders, Gabriela spearheaded regenerative agriculture and facilitated the adoption of certified cotton, including organic, transitioning, regenagri, and Better Cotton Initiative (BC). Her collaborative approach and close engagement with farmers and brands

have created a more sustainable and resilient cotton industry.

Gabriela actively contributes to the Sustainable Cotton and Organic Cotton Round Tables at Textile Exchange, collaborating with industry leaders to advance sustainable practices and achieve positive environmental and social impacts.

With a wealth of knowledge in the textile and cotton industries and a strong focus on sustainability, Gabriela continues to be a driving force in promoting responsible and inclusive business practices, contributing to a more sustainable future for the industry.



Isabella Luglio

Fashion Transparency Index Brazil Coordinator, Fashion Revolution Brazil, Brazil.

Constituency: Civil Society Organization

Isabella is a fashion and sustainability professional and activist with experience in ESG research, fashion policy and transparency, project management and stakeholder engagement. She holds a bachelor in Fashion Design from Fundação Armando Alvares Penteado and a postgraduate certificate in Sustainable design from the Fashion Institute of Technology in New York City.

She's been a part of Fashion Revolution Brazil since 2016 and is responsible for the coordination of one of the main projects in the organization: the Fashion Transparency Index Brazil. The Index analyses the level of transparency in environmental, social and governance indicators across the 50+ largest fashion brands and retailers that operate in Brazil.

She is also a part of the policy team on the global Fashion Revolution and researches for the global Fashion Transparency Index, which analyses the 250 largest fashion brands worldwide. Isabella has also been responsible for engaging and mobilizing more than 300 undergraduate students over the years in Fashion and Sustainability initiatives all over Brazil.



Julianne Thomas-Drolet

Senior Advisor, Environmental and social risk management, Export Development Canada, Canada.

Constituency: Investment Institution

Julianne has been working at Export Development Canada (EDC), Canada's export credit agency, as a Senior Advisor within the Environmental and Social Risk Management team. Her work is focused on transactional ESG due diligence for major Canadian enterprises and advancing the corporation's risk management framework. Julianne is a

subject matter expert in human rights, workers' rights, and supply chain management, notably in the textiles & apparel sectors.

Before joining EDC, Julianne worked for a Canadian fashion leader and was responsible for supply chain management and factory monitoring with international suppliers in Asia, Europe, South America, and the Middle East.

Julianne holds a BA degree in Global Studies from the College of William & Mary in Virginia and a Master's degree from Université Laval in Québec in International Development and Humanitarian Aid Management. She also obtained a postgraduate degree in Sustainable Development Management from HEC Montréal.



Karen Diaz

Lead Advocacy Officer for Responsible Purchasing, Fair Wear Foundation, Netherlands.

Constituency: Civil Society Organization

Karen is a committed human rights advocate, seeking to enable sustainable change in today's world for the positive transformation of tomorrow's social, environmental and economic global values. Karen joined Fair Wear in 2019 after working as a policy coordinator in responsible business conduct at GRI. She is now the Advocacy Officer for Responsible Purchasing and manages the work for the Common Framework for Responsible Purchasing Practices.



Kristine Kim

Director of impact, DÔEN, United States

Constituency: Business Enterprise

Kristine is the Director of Impact at DÔEN, where she leads the brand's impact strategy across their value chain. Her work encapsulates both social impact and environmental sustainability, with a focus on gender equity and carbon reduction. Prior to her role at DÔEN, Kristine worked with a range of stakeholders to create improved social and environmental outcomes for the fashion industry. Her experiences include working with fashion brands, factory owners, labor unions, multilateral organizations, national and municipal governments, and academic institutions.

Kristine holds a Master's Degree in Sustainable Development Practice from Columbia University and a Bachelor's Degree in Industrial Labor Relations from Cornell University.



Michela Angiolillo

**Sustainability and Social Compliance Manager,
Zimmermann, Australia**

Constituency: Business Enterprise

Michela Angiolillo is a sustainability professional who has held sustainability roles in the apparel industry since 2015. In her roles, Michela has developed sustainability strategies, managed the implementation of supply chain-related sustainability projects and delivered ESG reports.

In her current role as Sustainability and Social Compliance Manager at Zimmermann, Michela works closely with numerous departments, including procurement and production, to advance the SDG agenda within the company's operations and supply chain. Some of her key duties include the development of Scope 1, 2 and 3 GHG emissions inventories, responsible procurement strategies, supply chain mapping and materials traceability, assessment of key environmental impacts, human rights due diligence and ESG reporting and communication. Michela is actively involved in a number of multi-sector and industry-focused corporate sustainability initiatives.

Michela holds a law degree from Università degli Studi di Perugia (Italy) and an MSc in Environmental Science: Legislation and Management from Brunel University (UK).



Pami Kular

**Business Transformation and Advisory,
Independent Advisor, Mauritius**

Constituency: Mediating Institution

Paramjit Kular, an Independent Advisor, possesses 30+ years of hands-on International experience in the Apparel & Textile supply chain, spanning Consultancy and executive Operational roles in the industry. Her extensive career includes spearheading enterprise-wide initiatives related to Organization Restructuring, Culture Change, Lean Management, and devising bespoke solutions for Human Resource Development and Management processes.

Notably, as the inaugural Head of Sustainability at a multinational Textile group, Paramjit established a comprehensive ESG management infrastructure across six clusters, 20 facilities, and 4 countries. Under her leadership, the company successfully delivered its first Sustainability Report in 2021, with reference to the GRI standards. As full corporate member of the Sustainable Apparel Coalition (SAC) the team engaged in beta testing and development of the Higg tools for manufacturers. Her representation on the 'Brand & Retail Advisory Council' (Higg-BRM) highlights her commitment to advancing sustainable practices across

the textile supply chain. Additionally, she oversaw and steered impactful global CSR initiatives involving employees within their communities.

In 2014, Paramjit represented Mauritius at the Indian Ocean Rim Association (IORA) Dialogue Event (UNDP) on Women's Economic Empowerment, focusing on Tourism and Textiles held in Kuala Lumpur, Malaysia.

Her multifaceted expertise extends beyond textiles, having served as a non-executive board member in non-textile industries, including construction and hospitality sectors.



Pinar Özcan

Head of International Relations and Sustainability Department, Öz İplik İş Textile Trade Union, Turkey.

Constituency: Labor Organization

Fulya Pinar Özcan is graduated from Eastern Mediterranean University in July 1999 with a degree of Bachelor of Arts in International Relations. She completed her Masters of Business Administration at Webster University in Orlando, Florida on August 2004 with 3.80 /4.00 GPA

After receiving her education, Fulya Pinar Özcan returned to Turkey and started to work in Textile, Garment and Leather Trade Union Öz İplik-İş since 2006 as Project Manager, president of women's committee and International Relations Secretary

In her current position she is developing and implementing projects/programs, she is maintaining network between International organisations and union, advise President, represent Union on International and national meetings and have expertise specifically on Gender Policies, migration, refugees, training, child labour, multinational companies, code of conducts, global economy, due diligence, sustainability, just transition, organizing, collective bargaining, employment, unemployment, social dialogue, Textile Industry.

She creates and maintains network among the social partners, organize national networking, publicity and awareness raising events, produce and/or supervise the production of advocacy materials and reports

She is also representing Hak-İş confederation and Öz İplik-İş Trade Union in International and national committees, councils and platforms and she actively involves to create policy development processes, develop an overall strategy and implementation plan for the projects, provide ongoing leadership and guidance to all initiatives in the project, Prepare policy papers, develop strategies and recommendations on industrial relations

Fulya Pinar Özcan become European Trade Union Confederation (ETUC) Women's committee member representing Hak-İş Confederation in 2009 and she was

elected as vice president of ETUC women committee which represent 22 million women workers through out Europe between 2013 to 2021. She still continue as member of ETUC Women's Committee, as well as other ETUC committees such as sustainable Development, Energy and Climate Change Committee, migration and inclusion committee

She is currently representing European Trade Union Confederation in the European Women's Lobby (EWL) board and general assembly which represent 50 million women in 30 European country and 3000 women association

She is member of International Trade Union Confederation Women's Committee and International Trade Union Confederation Asia Pasific Region (ITUC-AP) Women's Committee, Member of IndustriALL European Trade Union Federation Executive Committee, Member of Vocational Qualifications Authority Textile Committee, Founding member of International Migration and Refugee Association, Gender Equality Taskforce of IndustriALL Global union and she is OECD Global Deal contact person.



Rishali Chaplot

Director CSR, Komar Brands, United States.

Constituency: Business Enterprise

Rishali Chaplot is an experienced sustainability professional with 10+ years of leading global strategies across the textile and apparel sector. As Director of Sustainability and Social Compliance at Komar Brands, she is responsible for leading all aspects of the company's ESG and climate change. Rishali has evaluated and assisted manufacturers across the supply chain, from raw material to end product, to design sustainability strategies and maximize resource utilization. She is passionate about delivering impact for organizations where human rights and sustainability are fundamental parts of doing business.

Rishali holds a Master's in Apparel Merchandising from Iowa State University (US) and a Bachelor of Textile Science from the Institute of Chemical Technology (India).



Simge Aydin

Analyst Corporate Sustainability, Puma SE, Germany

Constituency: Business Enterprise

As a corporate sustainability professional with more than 10 years of consultancy experience, Simge has expertise in sustainability reporting according to international and industry-specific standards and frameworks, disclosure and performance management, benchmarking methodologies, strategy advisory and target setting, c-suite and stakeholder engagement, materiality analysis and non-financial asset management. Throughout her career, she has worked with companies and multi-stakeholder initiatives across different industries mainly in the textile, retail, and finance sectors. Simge has served on several advisory groups, including those for community initiatives and family businesses. She holds a MA in International Relations and Diplomacy Studies from College of Europe Bruges, with a specialization on regulatory aspects in sustainability and policy making.

Currently, as being part of the Corporate Sustainability team at PUMA based in Germany, she manages Environmental, Social and Governance (ESG) ratings, rankings and disclosures of the company. Before joining PUMA, she worked as a managing partner and senior ESG consultant in a B Corp certified consultancy. She also led B Corp community in Turkey. She is still a Board Member of a GRI accredited software company based in London and Istanbul developing tools for ESG data and impact management.



Simone Cipriani

Head & Founder, Ethical Fashion Initiative, International Trade center, Switzerland.

Constituency: Mediating Institution

Simone Cipriani, Chair of the Secretariat of the UN Alliance for Sustainable Fashion as well as Chief Technical Adviser and Founder of the Ethical Fashion Initiative of the UN, is a leading figure in promoting sustainability and responsible practices in the fashion industry. With his extensive experience and expertise, he has played a pivotal role in transforming the fashion industry into a catalyst for reducing global inequality and addressing climate change.

In 2007, Simone Cipriani established the Ethical Fashion Initiative, a flagship program of the International Trade Centre, a United Nations agency. The program runs a sustainable supply chain and a business accelerator program that have enabled over 10,000 artisans from various African countries (Burkina Faso, Mali, Kenya, Ethiopia, Uganda, Benin, Ivory Coast, and DRC), the

Caribbean (Haiti), and Asia (Afghanistan, Tajikistan, and Uzbekistan) to become regular suppliers for international fashion and lifestyle brands. Renowned brands such as Armani, Vivienne Westwood, Mimco, Camper, Adidas, Edun, Stella McCartney, Chloe, Loewe, United Arrows, Ratti, Gucci, Osklen, Karen Walker, Brother Vellies, and others have partnered or work with the Ethical Fashion Initiative and its collaborators.

Driven by a mission to promote the creation of stakeholder value, the Ethical Fashion Initiative's supply chains are geared towards complete carbon neutrality and exhibit a high level of circularity.

Under Simone Cipriani's leadership, the Ethical Fashion Initiative has developed a suite of tools for ESG (Environmental, Social, and Governance) Supply Chain Due Diligence, as well as for monitoring, and reporting on social, environmental, and governance indicators. These tools have been tested in supply chains managed by the EFI and adopted by the Camera Nazionale della Moda Italiana (CNMI), the Italian Fashion Council. A dedicated workgroup was established by CNMI to implement these tools across the Italian fashion industry. They are also employed to screen the awardees of the Sustainable Fashion Awards of CNMI in Milan. Cipriani is a member of the jury of the Awards and is working with CNMI to create a sustainability advisory board for the Italian fashion industry.

Aligned with the UN General Principles on Human Rights in Business (UNGPs), the OECD Guidelines for Multinational Enterprises, the OECD Guidelines on Due Diligence for Responsible Business, the Sustainable Development Goals (SDGs), the Paris Agreement on climate change, the International Labour Organization's Decent Work agenda, and the ILO's Declaration for Multinational Enterprises, the tools developed by the Ethical Fashion Initiative (EFI) have not only anticipated but also implemented key pieces of European legislation, in line with the Green Deal, on sustainability. These include the Corporate Sustainability Due Diligence Directive, the Ecodesign Directive, and the Directive on Corporate Sustainability Reporting.

By adhering to these international frameworks and incorporating relevant European legislation, the EFI's tools enable the fashion industry to create value for all stakeholders, positioning itself as a pillar of stakeholder capitalism.

In addition to managing the supply chain, the EFI operates a product development centre that collaborates with creative departments of international brand. Through these efforts, the EFI contributes to product and material innovation, prioritizing projects aligned with the achievement of the SDGs.

Simone Cipriani has also led the initiative to support emerging African designers by establishing an accelerator program that promotes their talent on a global scale. So far, this program has supported the growth of 12 new businesses, and it is currently being transformed into a blended impact investment facility.



Tamar Hoek

Senior Policy Director Sustainable Fashion, Solidaridad, Netherlands

Constituency: Civil Society Organization

Tamar Hoek is Senior Policy Director Sustainable Fashion at Solidaridad. She is leading Solidaridad's European and global fashion agenda for policy influencing and market uptake, with a focus on influencing the private sector to commit to and implement responsible environmental management, decent work and fair value distribution within their supply chain, and the public sector to enforce national norms and regulatory frameworks for sustainability and due diligence. Tamar has several board positions, being on the Board of the Sustainable Apparel Coalition, the Better Cotton Council and the Board of the Organic Cotton Accelerator. Within Solidaridad Network she also coordinates the global learning agenda for all cotton and textiles colleagues.

She has a long background working in sustainability, as an advisor to companies in several industries, within the Dutch Ministry of Foreign Affairs and since 8 years at Solidaridad.



Tara Luckman

Consultant, Cotton Council International, United Kingdom

Constituency: Mediating Institution

Tara consults on Sustainable Fashion and textiles, supporting fashion businesses to adopt and integrate good practise on ESG. Consulting projects focus on sector engagement and progress reporting, including contributions to the Sustainable Apparel Coalition Brand assessment module, Textiles 2030 sector agreement in the UK, the Microfibre 2030 Commitment and Roadmap, and ongoing support for the US Cotton Trust Protocol.

A Strategist and Sustainability Programme Leader with BSC Hons in Textile Science and deep experience in apparel and sourcing, Tara is passionate about transforming the fashion industry with a proven track record for delivering change and fostering collaboration on the international platform.

Prior to founding Flourish CSR, Tara held roles at ASOS.com and Tesco plc spanning 15 years of team building and leadership in environmental stewardship, delivering the product sustainability strategy from raw materials to recycling, introducing circular methodologies and an industry leading partnership with the Centre for Sustainable Fashion.



Vidya Mani

Associate Professor, University of Virginia Darden School of Business, United States

Constituency: Mediating Institution

Vidya Mani's research focuses on how supply chain imperatives drive operational decisions across electronics, oil and natural gas, pharmaceutical, and retail sectors. She works with the industry and policy makers to identify the impact of recent legislative efforts and ESG standards on the supply chain and evaluate the tradeoffs associated between local policies, national security, and global goals. She is the faculty lead for the P3 Impact Award Program, a collaborative effort between Concordia, the University of Virginia Darden School of Business - Institute for Business in Society, and the U.S. Department of State's Office of Global Partnerships. She teaches an elective on Sustainable Global Value Chains in the Residential MBA Program and the Executive MBA Program at the Darden Business School.

Dr. Mani has a PhD in Operations Management from Kenan- Flagler Business School, University of North Carolina at Chapel- Hill and is also a Franklin Fellow at the Department of State, Bureau of Democracy, Human Rights, and Labour, Office of International Labor Affairs.



Walter Franklin Peter

Fabric Manager-Design and Forecasting, Kmart Australia Ltd., Australia

Constituency: Business Enterprise

With extensive experience in textile and apparel manufacturing, sourcing, and sustainability, Walter is a highly skilled professional in his field.

Beyond his operational and business experience, Walter is also a circular value chain specialist and textile innovator, with a track record of contributing to various innovations in these areas. He has a particular expertise in nanotechnology and the development of functional fabrics for fashion, activewear, and workwear.

At Kmart, Walter leads projects that help optimize and preposition raw materials, supporting the company's sustainable goals and circularity strategy. He is knowledgeable of a wide range of sustainability standards and frameworks, including Life Cycle Assessment, Higgs Index, GRI, and the UN Sustainable Development Goals. This knowledge enables Walter to guide businesses and organizations in establishing sustainable and circular value

chains, leveraging his experience to drive positive change in the industry.



William Hughes

Director of Sustainability, Mazars, United Kingdom.

Constituency: Mediating Institution

William is the Director of Sustainability and Sustainability Services lead at Mazars in the United Kingdom and an IEMA certified carbon footprint analyst with 18 years' experience working in Sustainability.

Before joining Mazars, William ran his own carbon neutral textile manufacturing company, and was instrumental in pioneering Sustainability Reporting for SME's.

William has in-depth experience in conducting strategic sessions at Board level and has a thorough understanding and experience of business diagnostic engagements, business process re-engineering and practical change management turnaround methods.

William advises companies and organisations of all sizes across different sectors on their ESG, Human Rights and Net Zero journeys, based on best practice and aligned with the Global Reporting Initiative (GRI) standards, the Task Force on Climate-related Financial Disclosures (TCFD), the Greenhouse Gas (GHG) Protocol and the UN Guiding Principles on Business and Human Rights (UNGP's).

William has spoken at numerous local and international Sustainability events, including the GRI Global Conference in Amsterdam, the ACCA and the Green Imbizo and has presented a paper on Sustainability at the World Forum for Responsible Business in Lille, France.