



Item 06 – GRI Sector Standards Project for Textiles and Apparel – Proposed working group

For GSSB approval

Date	6 July 2023
Meeting	20 July 2023
Project	GRI Sector Standards Project for Textiles and Apparel
Description	<p>The Global Sustainability Standards Board (GSSB) has initiated the GRI Sector Standards Project for Textiles and Apparel. In line with the GSSB's Due Process Protocol, a multi-stakeholder working group will be formed for the development of a Sector Standard.</p> <p>This document presents the proposed Working Group composition for approval by the GSSB.</p>

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Abbreviations used in this document:

ESG	Environment, Social and Governance
GSSB	Global Sustainability Standards Board
MBA	Master's in business administration
SD	GRI Standards Division
UN	United Nations



1 **Background**

2 The Global Sustainability Standards Board (GSSB) approved the GRI Sector Standards Project for
3 Textiles and Apparel [Project Proposal](#) on 10 February 2022.

4 In line with the GSSB's Due Process Protocol, a multi-stakeholder working group for the GRI Sector
5 Standards Project for Textiles and Apparel (Textiles and Apparel Working Group) is to be appointed
6 to develop content for the Sector Standard for Textiles and Apparel. The Textiles and Apparel
7 Working Group [Terms of Reference](#) outlines the mandate of the Textiles and Apparel Working Group.

8 An open call for applications started on 28 February 2023 and finished on 10 April 2023. Applicants
9 nominated themselves via the [application form](#).

10 This document presents the proposed membership for approval by the GSSB.

11 **Overview of applications received**

12 The GRI Standards Division (SD) received 193 applications and two direct nominations from the
13 Council of Global Unions to represent the labor constituency.

14 Most applications were from business enterprises (more than 100 applications) and mediating
15 institutions (around 50 applications), while civil society, investment institutions, and labor were less
16 well represented.

17 As previously agreed with the GSSB, applicants were asked to indicate their work's geographic scope
18 and location. Europe was the region with a higher number of applications (more than 70) followed by
19 Asia and North America (each with slightly more than 40 applications) and a similar representation
20 from Africa, Latin America and Oceania.

21 Although not a specific selection criterion, the SD asked applicants to reflect on their expertise on
22 sustainability topics and their experience in different aspects of the industry. The applicants display
23 significant diversity across large and medium sized organizations, producers, intermediates and
24 brands/retailers, industry associations and initiatives, and consultancy service providers to the
25 industry.

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26 **Selection process and criteria**

27 In line with the Due Process Protocol, the Textiles and Apparel Working Group membership should
28 reflect a balance of multi-stakeholder constituencies. As a minimum, each working group shall have at
29 least one person drawn from each of the constituencies on which the membership of the GSSB is
30 based: business enterprise (or reporters more generally), civil society, investment institutions, labor,
31 and mediating institutions. The description of these constituencies is presented on page 6 of the
32 [Textiles and Apparel Working Group Terms of Reference](#).

33 The principal criterion for selecting the Textiles and Apparel Working Group is relevant knowledge
34 and experience of a broad range of sustainable development impacts for the Textiles and Apparel
35 sectors. Apart from geographical, gender, and cultural diversity, the following are also considered:

- 36 • relevant knowledge of sustainability reporting for the sector;
- 37 • familiarity with the needs of users of sustainability reports;
- 38 • experience with multi-stakeholder initiatives;
- 39 • understanding of and willingness to work in a consensus-based, multi-stakeholder working
40 group; and
- 41 • ability to participate in working group meetings held in English and provide written feedback in
42 English when requested.

43 In addition, given the breadth of expertise needed to develop content for the Sector Standard, the SD
44 aimed to ensure a balanced set of perspectives and expertise from different regions, size and type of
45 organizations, topics connected to the sector's impacts, and sustainability frameworks and reporting
46 practices relevant for the sector.

47 The SD interviewed 67 applicants, resulting in 19 nominations to the Textiles and Apparel Working
48 Group. Additionally, two nominations for the labor constituency were made directly, making up 21
49 members in total.

50 **Proposed Working Group** 51 **composition**

52 Table 1 presents the proposed Textiles and Apparel Working Group composition for GSSB approval.
53 Personal information has been excluded. The list is organized by constituency in alphabetical order.



54 Table 1. Proposed Mining Working Group composition

#	Position	Organization	Constituency	Location of residence	Region of work (as described by applicant)	Extract of background and experience
1	Vice President Sustainability and Compliance	Deckers Brands	Business enterprise	United States of America	North America	<ul style="list-style-type: none"> • 20+ years' experience in sustainability 15 of which with a large group of textiles brands in fashion and performance. Expertise in Environmental Social Governance Strategy, Reporting and Indices, UN Sustainable Development Goals, Ethical Sourcing and Supply Chain, Restricted Substances, Target Setting and Tracking, among other and Reporting Frameworks including GRI, SASB and TCFD. • Trained in Law and in Environmental Social Governance certification.
2	Director of Impact	Dôen	Business enterprise	United States of America	North America	<ul style="list-style-type: none"> • Nine years of experience working in sustainability and in the fashion sector across a range of stakeholders up and down the apparel value chain. Currently Director of Impact at a medium sized womenswear brand working directly with all suppliers, mostly based in India. • Expertise focused on challenges across garment supply chains and establishing partnerships and innovative programs to address these, from evaluating environmentally preferred raw materials to implementing worker wellbeing programs at the factory level. Strongly positioned to understand how small or medium sized apparel brands contribute to sustainability.

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						<ul style="list-style-type: none"> • Trained in Industrial Labor Relations and International Relations, and in Public Administration in Development Practice.
3	Director – Sustainability & Social Compliance	Komar Brands	Business enterprise	United States of America	North America	<ul style="list-style-type: none"> • Nine years of experience working in sustainability and in the fashion sector. Head of sustainability for a relatively large apparel manufacturing company working with retailers, brands, and department stores across US and Europe; Leading projects across various facets such as building ESG strategies, carbon reduction planning, sustainable reporting, supply chain mapping, waste reduction, water and chemical management in the supply chain assessments and labor practices across the facilities in Asia. • Trained in Sustainability Leadership, in Chemical Technology, and in Merchandising & Sourcing.
4	Sustainability Director	Trading company	Business enterprise	Mexico	Latin America	<ul style="list-style-type: none"> • Around 10 years' experience in the textile sector, as brand and purchasing manager, designing, sourcing and marketing for diverse brands. In her most recent role she spearheaded regenerative agriculture and facilitated the adoption of certified cotton, including organic, transitioning, regenagri, and Better Cotton Initiative. She is also part of the Sustainable Cotton and Organic Cotton Round Tables at Textile Exchange, collaborating with industry leaders to advance sustainable practices. • Trained in Rural Development, in Psychology and holds an MBA.
5	Fabric Manager- Design and Forecasting	Kmart Australia Ltd.	Business enterprise	Australia	Asia Pacific	<ul style="list-style-type: none"> • 22 years of experience in the sector focused on manufacturing, quality control and auditing from fiber to fabric, product quality, sustainable sourcing and production methods, including working with suppliers in Asia for more sustainable production and relationship management with brands. • Trained in Textile Engineering.
6	Analyst Corporate Sustainability	Puma SE	Business enterprise	Germany	Europe	<ul style="list-style-type: none"> • Over 10 years' experience in ESG reporting and sustainability strategies for brands in the textile and apparel industries, previously as a consultant and currently analyzing key benchmark report of sustainability reporting and rating platforms such as GRI and SASB. • Trained in International Relations and in Diplomacy Studies.

7	Sustainability and social compliance manager	Zimmermann	Business enterprise	Australia	Asia Pacific	<ul style="list-style-type: none"> Over seven years of experience in the apparel sector holding ESG roles in both luxury and high-street brands. She has been responsible for developing sustainability and social compliance strategies, managing projects in apparel supply chains and ESG reporting, including GRI standards. Trained in Law and in Social Entrepreneurship.
8	Policy and Advocacy officer	Fair Wear Foundation	Civil Society organization	The Netherlands	Global	<ul style="list-style-type: none"> Over 10 years' experience in Human Rights and sustainability, of which seven focused on the fashion industry. His current position focus is on the implementation and outreach of the Common Framework for Responsible Purchasing Practices, and he is also part of the lobby team that focuses on the European Union Corporate Sustainability Due Diligence. Previously, in Fair Wear Foundation he held the Country Manager role for Indonesia, Tunisia and other countries. Trained in international Development, in Political Sciences and in Law.
9	Fashion Transparency Index Brazil Coordinator	Fashion Revolution Brazil	Civil Society organization	Brazil	Latin America	<ul style="list-style-type: none"> 10 years' experience in fashion and sustainability and with Fashion Revolution Brazil for the past seven years. Under the scope of the Fashion Transparency Index, she supervises the research and results' analysis of sustainability reports from 60 global and Brazilian fashion brands. Trained in Fashion Design and in Sustainable Design.
10	Senior Policy Director Sustainable Fashion	Solidaridad Network	Civil Society organization	The Netherlands	Global	<ul style="list-style-type: none"> Eight years of experience being responsible for Solidaridad's 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. Representing civil society on global fashion initiatives Sustainable Apparel Coalition or Better Cotton Initiative, and with colleagues on the ground in several countries in Africa and Asia.

						<ul style="list-style-type: none"> Trained in Business Administration.
11	Associate Director, Stewardship	Sustainalytics	Investment institution	United Kingdom	Europe	<ul style="list-style-type: none"> Over 20 years' experience in sustainability, of which 15 working with the textile industry. She currently leads a collaborative investor engagement across two sectors (apparel/footwear and construction/engineering) on behalf of a group of institutional investors. The engagement relies on corporate ESG disclosure to understand material risks, measures taken to address these and reporting thereof. Before joining Sustainalytics, she oversaw a responsible sourcing program for the parent company of a group of fashion retailers. Trained in History and in Development Studies.
12	Senior Advisor, Environmental and Social Risk Management	Export Development Canada	Investment institution	Canada	North America	<ul style="list-style-type: none"> Nine years' experience within the textile sector, of which the past four on the investment side. Currently she supports companies in the sector to improve sustainability practices through risk mitigation strategies and action plans. She has developed reference guides for Canadian companies operating in the textile and apparel sectors. Previously she worked as Imports Manager at a Canadian fashion retailer with stores nationwide, managing the production cycle for the company's clothing lines and negotiations with buyers and suppliers in several geographies in Asia, Europe and Africa; factory audits and monitoring sustainability standards and certifications. Trained in Sustainable Development Management and in Business Administration.
13	Sector Director for Textile and Garment	IndustriALL Global Union	Labor	Switzerland	Global	<ul style="list-style-type: none"> Over 20 years' experience as Union representative, of which the last eight in the textile sector. She is responsible for setting the strategic direction for IndustriALL's work in the textile and garment sector; leads IndustriALL's work on several initiatives such as the International Accord and on Action, Collaboration and Transformation (ACT) on Living Wages, member of the Accord Steering Committee, the RMG Sustainability Council and the ACT Member Council.

						<ul style="list-style-type: none"> • Trained in Union Leadership and Administration.
14	Head of International Relations, Gender Equality, Sustainability, Training and Projects Department	Öz İplik İş Textile, Garment and Leather Trade Union	Labor	Turkey	Asia	<ul style="list-style-type: none"> • Over 17 years' experience working for the trade union and representing it in international fora. • Acquainted with international standards, frameworks and authoritative sources related to Textiles and Apparel including the Global framework agreements, ACT, Accord, IFC Standards, OECD Due Diligence, ILO conventions, code of conducts of brands.
15	Founding partner	InterBalance	Mediating institution	Australia	Asia Pacific	<ul style="list-style-type: none"> • 16 years of international experience in ESG, Sustainability and CSR. For three years he was the head of social sustainability and responsible for sustainability reporting as per GRI standards for the largest apparel manufacturer in South Asia with over 40 million facilities in 16 countries and including products for some of the largest fashion brands. He is currently a consultant and has been providing services in sustainability reporting using mainly the GRI standards, including clients from the textile sector, such as the largest apparel exporter of Sri Lanka. • Trained in Sustainability Leadership.
16	Director of Sustainability	Mazars	Mediating institution	United Kingdom	Africa	<ul style="list-style-type: none"> • Over 30 years' work experience in Southern African countries in different management roles. For 12 years he owned and managed a Textile and Apparel manufacturing operation in South Africa, which reported on their sustainability performance using GRI standards from 2007-2015. He has introduced and assisted Mazars to set up a Business Sustainability Advisory Service Line for clients. • He 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 GRI standards, the Task Force on Climate-related Financial Disclosures (TCFD), the Greenhouse Gas Protocol and the UN Guiding Principles on Business and Human Rights.

17	Consultant	Cotton Council International/FI ourish CSR	Mediating institution	United Kingdom	Europe	<ul style="list-style-type: none"> Over 20 years' experience as a textile professional having held roles overseeing sustainability for two publicly traded apparel brand/retail corporations, and currently working as a consultant to commercial and non-profit organizations in the textile sector to support their sustainability performance, ESG strategy and sector voluntary agreements. She holds the vision of large brands and SMEs. Trained in Textile Science.
18	Advisory	Freelance	Mediating institution	United Kingdom and Mauritius	Africa, Asia and Europe	<ul style="list-style-type: none"> Over 30 years' experience in textiles and apparel manufacturing as operations consultant. International experience, worked with multi-cultural and multi-disciplinary teams in Europe, India, Pakistan, Bangladesh, USA, Madagascar, and Mauritius. She has participated actively in several initiatives of the textile industry such as Sustainable Apparel Coalition and all the Higg index tools development and ZDHC (Zero Discharge of Hazardous Chemicals). Her last role in the industry, before becoming a freelance, was Group Head of Sustainability of a multinational group in the industry, which published their sustainability report as per GRI standards in 2021. Trained in Clothing Management and holds an MBA.
19	Chief, Technical Officer	Ethical fashion initiative International Trade cent	Mediating institution	Switzerland	Europe	<ul style="list-style-type: none"> With over 30 years' experience he chairs the secretariat of the United Nations Alliance for Sustainable Fashion. After years of experience in the industry and in Asia, He founded the 13 years' old Ethical Fashion Initiative, a sustainable supply chain, business accelerator and ESG advocacy and tool development center for the fashion industry (program of the UN manages a large supply chain for the international fashion industry enabling 10,000 artisans in several African countries, in the Caribbean and in Asia, to become regular suppliers of international fashion and lifestyle brands. He is also member of the sustainability board of <i>Camera della moda Italiana</i> (made up of the top Italian fashion and apparel brands) and coordinates the activities of their working group on ESG due diligence and reporting.

20	Associate Professor	Darden School of Business	Mediating institution	United States of America	North America	<ul style="list-style-type: none"> • Professor and researcher on operations management focused on creating sustainable global value chains. The industry-oriented research focuses on retail operations, sourcing and inventory practices on financial performance, optimal assortment and staffing decisions in a rapidly changing market, contracting mechanisms that incentivize sustainable practices in the lower tiers of supply chain, and using analytics to support workforce decisions in the retail sector. She also teaches sustainability practices in the textile and apparel supply chain in the MBA and Executive Education programs. • Trained in Operation Management.
21	Director, Management consulting	PWC Ltd	Mediating institution	India	Asia	<ul style="list-style-type: none"> • Over 24 years of experience of working with textile and apparel manufacturing industry in India, Bangladesh, Vietnam, Turkey, Cambodia, Thailand and other. Working with leading manufacturers, International Development Agencies (IFC, GIZ, UNDP, AFW) and international sustainability initiatives in the sector such as ZDHC. Before becoming a consultant, he was the manager for a large wool industry certification mark in South-East Asia and also worked in other certification marks in India for textile materials. • Trained in Textile Technology and in Textile Engineering.

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55 **Next steps**

56 Following GSSB approval, the Standards Division will confirm membership with selected candidates.

57 The Textiles and Apparel Working Group is anticipated to start their work in Q1 2024, with the

58 exposure draft expected to be released for public comment in Q1 2025.

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