



Are you in?

The \$2.5 trillion apparel and footwear industry is responsible for over 8% of global greenhouse gas emissions. The clothing it creates sheds plastic microfibers equivalent to 50 billion plastic water bottles, and it consumes enormous amounts of water and toxic chemicals. It is also an industry with a supply chain that is rife with unsafe conditions, child labor, and other exploitative practices, amounting to modern day slavery, especially for girls and women.

Leading brands and retailers have made a number of commitments towards addressing these issues – from individual companies pledging to provide a living wage, reduce their virgin materials and water footprint to other commitments aligned with Science Based Targets, Carbon Disclosure Project, We Mean Business, Fashion Revolution and GRI.

We, the undersigned, are friends of the fashion industry and want to see it flourish now and in the future. In that spirit, we call upon the industry to take concrete steps to achieve these targets and are concerned at the lack of evidence of meaningful progress to date.

The starting gate to commence action for each and every one of these commitments is the same and is quite clear, fashion companies need to: determine where their products are made, benchmark their suppliers to quantify their starting point, set meaningful targets, put effective programs in place to achieve these targets, and then transparently demonstrate that those targets are being achieved.

We cannot wait to 2030 to see if the industry has even embarked upon initiatives to achieve its ambitious targets, we need to see meaningful action that demonstrates fashion companies are on their way today.

We, the undersigned, call on the largest companies that have the most significant footprint to:



1 — Map Supply Chain

As a starting point, companies need to know who is making their goods in order to know the impact of their products.

Map top 80% of 1st tier (cut and sew), 2nd tier (knitting/weaving/ dyeing/finishing), 3rd tier (spinning) and 4th tier (raw material) suppliers.

2 — Measure and set targets

With a supply chain map in place, companies must measure their baseline, report current performance of their supplier portfolio and set targets for reductions.

Publish a public annual Environmental, Social and Governance (ESG) report.

Environmental reporting must include a quantitative baseline and reduction targets on Energy/carbon footprint, water, chemical management across tier 1 and 2 and identify hotspots for tier 3 and 4. Companies must also include how much virgin production has been displaced with recycled materials as compared to growth targets.

Social reporting must include: reporting on diverse talent acquisition including reporting on racial makeup of employees at all levels of the company and how this compares to population parity; a link to audit reports (which must be performed by independent third parties) and a summary of those reports demonstrating key findings; a link to time-bound supplier corrective action plans and a demonstration of how these issues are linked to brand purchasing practices; a link to the complaints and progress reports shortly after completion of the audit report; the median wages of workers of each tier 1 supplier and how this compares with local minimum wage and living wages, using purchasing power parity dollars as described by the World Bank; the distribution of sourcing (by volume and value) by country,



crossed with the ITUC Global Rights Index and the list of countries where sectoral bargaining is practiced; and a demonstration of how any other social investment has measurably impacted the workers experience.

3 — Develop internal policies and report progress

Reporting is the tool to drive and measure progress and keep companies accountable. Progress is made through clear corporate requirements for compliance and emissions reduction and strategic management of the supplier portfolio to achieve those targets. Put simply, a company must put its money where its mouth when qualifying and selecting suppliers. Brands need to reward sourcing partners doing a superior job — making environmental upgrades ensuring slave-free labor — and separate from the partners that are falling behind on these measures. Integral to this is an open dialogue with suppliers on the costs to implement such upgrades.

Publish annual ESG report that includes performance towards goals.

Where there's a will there's a way.
We need action now.

Signed,