



Fair Labor

2022 Annual Report

FAIR LABOR ASSOCIATION



IN 2022, THE WORLD BEGAN TO EMERGE

from the chaos of a global pandemic that wreaked havoc on farm and factory workers worldwide. During this transition to “the new normal,” one core question remained: How could FLA members and staff continue to translate uncertainty and change into responsiveness, resilience, and growth, and raise the bar for human rights in global supply chains?

First, we developed and adopted a new strategic plan to guide us through the next five years, building on our existing efforts to drive innovation and improve business policies and practices to benefit workers worldwide.

We also enhanced the Fair Labor Accreditation program for manufacturing and agriculture companies; visited nearly 1,000 farms in 14 countries to assess companies’ due diligence programs and working conditions at the farm level; drove action on living wages in Việt Nam; strengthened enterprise-level grievance mechanisms in Uzbekistan’s cotton industry; continued to transform child protection and responsible recruitment in Türkiye; and actively investigated reported violations of the rights of more than 15,000 workers through Fair Labor Investigations.

We launched a resource to share best practices among university members and strengthened learning opportunities for collegiate licensees. Finally, we rebranded FLA and relaunched our website to better reflect our global, multistakeholder, and innovative work at the intersection of business and human rights.

We invite you to read on and learn more.

BY THE NUMBERS

AS OF DECEMBER 31, 2022



NEW MEMBERS

- Roots**
Participating Company
- PROJECT LIBERS**
Civil Society Organization
- WEBER STATE UNIVERSITY**
University
- OUR JOURNEY**
Civil Society Organization
- LUTHER COLLEGE**
University
- ARISA**
Civil Society Organization
- ICRW**
INTERNATIONAL CENTER FOR RESEARCH ON WOMEN
PASSION. PROOF. POWER.
Civil Society Organization



FLA adopts 2023-2028 strategic plan

In 2022, the FLA Board of Directors adopted a new five-year strategic plan. The 2023-2028 strategic plan is designed to champion rigorous and transparent labor standards and promote innovative business practices that improve labor rights for workers in global supply chains; develop solutions to address the most challenging labor rights issues; provide guidance, education, and tools that foster business system improvements that protect workers; and demonstrate and communicate the impact of FLA, driving progress for workers through thought leadership and a broad membership.

“FLA is working toward a future where responsible business means that fair working conditions are the standard, not the exception. Our vision and mission are brought to life by the incredible efforts of our team and partners—and men and women working in factories and fields around the world are the better for it.”

○ SHARON WAXMAN, FLA PRESIDENT AND CEO



Enhancing the Fair Labor Accreditation program for manufacturing and agriculture companies

Fair Labor Accreditation is an extensive, independent evaluation of a company's supply chain. The evaluation verifies that an FLA member company has effective systems in place to protect workers in their global supply chains, to remediate violations of FLA's Fair Labor Code if and when they do occur, and to ensure ongoing compliance with international standards.

In 2022, FLA strengthened the Fair Labor Accreditation program by formalizing and developing consistent metrics, processes, and tools under a Milestones approach. For both FLA's manufacturing and agriculture programs, each milestone represents key building blocks companies need for an effective social compliance program that improves working conditions and worker well-being.

MILE
STONE

1

Milestones toward
Accreditation

GOVERNANCE AND INTERNAL ALIGNMENT

AGRICULTURE

The company receives FLA training on standards, tools, and initial recommendations for meeting subsequent milestones.

OUTCOMES:

- Alignment of the company's commitment to workplace standards with FLA's Code of Conduct and Benchmarks;
- Risk assessment to identify high-risk countries, and framework for human rights due diligence (HRDD) to oversee the implementation of labor standards for commodities in scope;
- Time-bound plan for full supply chain traceability; and
- Public disclosure of sourcing profile for in-scope commodities.

MANUFACTURING

The company receives FLA training on standards, tools, and initial recommendations for meeting subsequent milestones.

OUTCOMES:

- Alignment of the company's commitment to workplace standards with FLA's Code of Conduct and Benchmarks; and
- Development of headquarters-level systems for factory monitoring, grievance mechanisms and remediation.



IMPLEMENTATION AND MONITORING

AGRICULTURE

OUTCOMES:

- Implementation of Fair Labor Principles at the country level in high risk countries;
- Expanded traceability of its supply chain for the commodity and countries in scope;
- Development of farm-level monitoring tools, including sampling, and monitoring methodology;
- Assessments at sample farms; and
- Functioning grievance mechanisms and additional safety nets for farmworkers.

MANUFACTURING

OUTCOMES:

- Implementation of headquarters-level systems for factory monitoring, grievance mechanisms, and remediation;
- Development of systems for staff training, responsible retrenchment, and remediation;
- Collection and analysis of wage data; and
- Assessments at sample factories.



REVIEW AND IMPROVEMENT

AGRICULTURE

OUTCOMES:

- Continued implementation of the Fair Labor Principles at the country level including civil society engagement;
- Continued expansion of the traceability of the company's supply chain for the commodity and high-risk countries in scope;
- Implementation of feedback from FLA to improve monitoring, remediation, and country-level systems; and
- Ongoing assessments at sample farms, as well as assessment of company's internal audits and trainings.

MANUFACTURING

OUTCOMES:

- Ongoing improvement of a company's monitoring and training systems;
- Formalized systems for responsible purchasing and production and civil society engagement;
- Implementation of feedback and recommendations from FLA to improve monitoring, remediation, and business practices;
- Development of a fair compensation blueprint to improve wages in the supply chain; and
- Ongoing assessments at sample factories, as well as assessments of audits and trainings.

MILESTONE

4

FULL IMPLEMENTATION AND INTEGRATION

AGRICULTURE

OUTCOMES:

- Implementation of all 10 FLA Principles in all high-risk countries for the commodity in scope including living wage and living income;
- Implementation of a subset of the Fair Labor Principles in low-risk countries for the commodity in scope;
- Ongoing assessments and evaluation of remediation activities;
- Full traceability for the commodity in scope; and
- Final assessment of company HRDD systems for in scope commodity by FLA.

MANUFACTURING

OUTCOMES:

- Confirmation that the company's daily business processes and decisions uphold FLA standards;
- Public company commitment to uphold fair compensation in its factories;
- Final assessment of company headquarters by FLA; and
- Ongoing assessments and evaluation of remediation activities.

ACCREDITATION

After fulfilling all requirements, the company's progress is reviewed by FLA's Board of Directors. If a company is fully aligned, the board will vote to grant the company Fair Labor Accreditation, indicating comprehensive social compliance and demonstrated performance in protecting workers' rights.

MILESTONE

5

MAINTENANCE

AGRICULTURE

- The company's global commodity program moves to ongoing maintenance of the systems developed and verified in Milestones 1 to 4.
- The company receives ongoing due diligence training and feedback from FLA, including farm assessments and regular evaluation of headquarters programs.
- The company is expected to maintain and revise its programs as FLA standards are updated.

MANUFACTURING

- The company moves to ongoing maintenance of the systems developed and verified in Milestones 1 to 4.
- The company receives ongoing due diligence training and feedback from FLA, including factory assessments and regular evaluation of headquarters programs.
- The company is expected to maintain and revise its programs as FLA standards are updated.

Did you know?

Unlike other agriculture programs, FLA's Agriculture Accreditation assesses supply chain labor practices at the headquarters of member companies and at the farm level in sourcing countries for specific commodities such as coffee, cocoa, hazelnut, and several others.

We start by evaluating risk to workers using a human rights risk assessment tool co-developed with experts at the Ross Business School at the University of Michigan. The FLA tool evaluates company data on business practices and commodity-level risk against a range of human rights benchmarks in every country using publicly available reports from the International Labour Organization (ILO), the World Bank, the US Department of Labor's List of Goods Produced by Child Labor or Forced Labor, and Freedom House.

This assessment helps FLA identify high-risk countries in a company's supply chains and leads to the development of a Road Map for a company's actions. The Road Map further lays out a time-bound plan on how and when FLA will verify company action at the headquarters and sourcing countries and publicly report on it in the form of Milestones and ultimately, Fair Labor Accreditation.

SPOTLIGHT: FARM-LEVEL DUE DILIGENCE

Independent farm level assessments – where FLA's **ACCREDITED ASSESSORS** visit a sample of farms producing in-scope commodities each year – are a key component of FLA's agriculture accreditation process. FLA evaluates the performance of a company's HRDD program at the country level and working conditions at the farm level through five types of **ANNUAL ASSESSMENTS**.

TYPE OF ASSESSMENT	PURPOSE	ASSESSMENTS CONDUCTED IN 2022
Baseline Mapping Assessment	Occurs in the preliminary stages of a company's affiliation, or when a new country or commodity is added to FLA's Agriculture Program; develops and refines a company's monitoring and remediation program.	Ten
Independent External Monitoring (IEM) Assessment	Occurs when a company implements monitoring and remediation at the farm level.	Six
Independent External Verification (IEV) Assessment	Conducted in countries and farms after a company completes a Corrective Action Plan based on the results of an IEM assessment.	One
Focused Assessment	Implemented in countries and commodities where FLA conducts an in-depth analysis of one or two key issue areas.	One
Social Impact Assessment	Occurs after several annual cycles of IEM and IEV assessments as a company's remediation activities are maturing; allows for the collection of data about a company's remediation activities, including levels of satisfaction and the perceived benefit and impact.	One

In 2022, FLA visited 991 farms in 14 countries. Assessors interviewed 1,055 workers and their family members, along with community level stakeholders and representatives from civil society organizations. Detailed reports can be found online at [FAIRLABOR.ORG](https://www.fairlabor.org).



Colombia, Costa Rica, El Salvador, Guatemala

CHILD LABOR: Field visits coincided with school holidays, and children were helping their parents in the farms; six cases of child labor were identified. Four of the cases involved children aged 14 years or younger working in the fields; the other cases involved children younger than 18 working in conditions not acceptable by national standards.

Guatemala

EMPLOYMENT RELATIONSHIP: Hiring of family units is a common practice. Rather than each family member having an individual contract with the farmer, farmers contract with the head of the family. Farmers pay the head of the family for the collectively harvested coffee, depriving workers of their benefits and right to social protection and leaving other family members heavily reliant on the head of the family.

Ghana

CHILD LABOR: Although no child labor was observed during field visits, the community-level interviews indicated that children help their parents on the farms as there are no childcare facilities in the community; children use sharp tools during farm work.

EMPLOYMENT RELATIONSHIP: Because the workforce is primarily family-based, where hired workers exist, 94% of contracts between farmers and workers are verbal.

Côte d'Ivoire

SOCIAL INTERVENTIONS: A focused assessment on Village, Saving and Loan Associations (VSLAs) revealed that the establishment of VSLAs could lead to an improvement of farmers' household economy and gender balance. Although it was not possible to establish with confidence a direct correlation between VSLAs and child labor reduction, most program beneficiaries (89%) supported their children's schooling.

Türkiye

CHILD LABOR: Ten cases of child labor were found in field visits in Türkiye; more work can be done to raise awareness on child labor.

SEASONAL MIGRANT WORKERS: Farmers reported labor shortages in the Black Sea region compared to the previous years, due to high inflation and increased costs of transportation for the seasonal migrant workers. Some farmers will pay for workers' transportation costs and are ready to pay more than the minimum wages to attract workers.

However, contractors who recruit seasonal workers continue to subtract a 10% service fee from workers' wages, reducing their income to below the legal minimum wage.

Seasonal migrant workers continue to work for nine to 10 hours per day, exceeding the maximum weekly hours of work. Local workers earned higher wages for shorter working hours.

Nestlé's global coffee business pursues Fair Labor Accreditation

In 2012, Nestlé became the first company in the food industry to join FLA, working toward accreditation for the company's sourcing programs for hazelnuts and cocoa.

In October 2022, the FLA Board of Directors approved the inclusion of Nestlé coffee in the FLA Agriculture Program, with a roadmap to individually accredit its three coffee sourcing programs:

NESPRESSO AAA SUSTAINABILITY QUALITY PROGRAM

THE NESCAFE PLAN

BLUE BOTTLE COFFEE SUSTAINABILITY PROGRAM

In partnership with FLA and its network of stakeholders from business, civil society, and academia, Nespresso — the first multinational brand to seek Fair Labor Accreditation for its coffee sourcing program — has already embarked on a comprehensive program to improve working conditions for over 140,000 coffee farmers in 18 countries who grow Nespresso coffee.



"Fair Labor Accreditation serves to assess, strengthen, and evaluate our HRDD mechanisms and policies at the corporate level, as well as how these are implemented on the farms where we source our coffee from."

🗨 MARTA GAROFALO, SOCIAL IMPACT PROGRAM MANAGER, NESPRESSO

PopSockets earns Fair Labor Accreditation

In October 2022, the FLA Board of Directors voted to accredit the social compliance program of PopSockets, LLC. The decision represented a rigorous, multi-year evaluation of PopSockets' business systems for compliance with international labor standards designed to protect workers in their global supply chains.

"It has been an incredible process to receive this accreditation that I truly believe is one of our greatest achievements as a company. Countless team members, dedicated to making a positive impact on the welfare and safety of our supply chain workers, have made this possible. We are excited to continue our work and advocate for a better world."

DAVID BARNETT, POPSOCKETS FOUNDER

"Fair Labor Accreditation is a tangible example of PopSockets' commitment to driving long-lasting, positive change to improve workers' lives. Our evaluation of PopSockets' social compliance program documents that the company has effective systems in place – from headquarters to factory – that protect workers in their global supply chain."

SHARON WAXMAN, FLA PRESIDENT AND CEO



Driving action on living wages in Việt Nam

In Việt Nam, FLA launched a multi-buyer living wage pilot to test and understand activities that help buyers and suppliers improve workers' wages and purchasing practices. The pilot is funded by the Initiative for Global Solidarity (IGS), implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, and supported by the German Federal Ministry for Economic Cooperation and Development (BMZ).

The two footwear and apparel factories in the pilot manufacture products for five FLA member companies, as well as two companies that are members of Germany's Partnership for Sustainable Textiles and the Fair Wear Foundation. The pilot will conclude and results will be shared in 2024.

FLA's Living Wage Partnerships



FLA is an Impact Partner to the Global Fashion Agenda for Better Wages.



We joined the Global Living Wage Coalition's Action Network to partner with like-minded NGOs.



We work with the Anker Research Institute to support cross-industry progress on workers' wages.

Improving the Turkish textile supply chain

In 2022, FLA concluded a project to promote decent work, encourage responsible recruitment, and mitigate child labor in the upper tiers of garment and textile supply chains in Türkiye.

Funded by the United States Department of State Bureau of Democracy, Human Rights, and Labor, the project launched in 2019, but was confronted with COVID-related challenges as the industry experienced a sudden decrease or suspension in apparel and footwear sales and production activities.

Despite resulting delays, the project demonstrated the following:

- **Downstream partners such as the brands and Tier One suppliers can drive improvements in the upstream supply chain;**
- **Consistent supplier engagement is important to raise awareness of labor issues with upstream suppliers;**
- **Engagement with upstream suppliers is an important piece of several mandatory HRDD regulations; more can be done to educate supply chain actors on these requirements; and**
- **Engagement with the local government and civil society organizations is needed to support beyond Tier One actions.**

Strengthening grievance mechanisms in Uzbekistan's cotton industry

In 2022, FLA launched a 15-month project to promote decent work in Uzbekistan's cotton industry.

The project, funded by Deutsche GIZ, focused on strengthening grievance mechanisms in Uzbekistan's cotton-textile clusters. Three clusters—Global Textile, Khantex Group, and Bukhara Cotton Textile—were selected to participate, and developed action plans to:

- **Increase female representation in grievance redressal committees;**
- **Communicate more effectively to workers about existing grievance channels;**
- **Build capacity related to grievance resolution;**
- **Create confidential channels to register grievances and identify pathways for escalation; and**
- **Improve record keeping and follow-up.**

FLA led several in-person trainings, which reached 38 managers and 157 bridge leaders across the three clusters. By the project's end, the clusters had addressed 95% of their action plans.

FLA also provided key recommendations to GIZ on next steps.

Transforming child protection and responsible recruitment in Türkiye

In 2022, the second phase of FLA's Harvesting the Future project – focused on [ACCESS TO REMEDY](#) – continued to flourish. Key accomplishments included:

- Risk assessment of 174 new farmers, 46 labor contractors, and 3,180 workers;
- Improved internal monitoring, child protection systems, and grievance mechanisms in the supply chains of project suppliers;
- Visits to 223 farmers, 26 labor contractors, and 31 worker groups during the 2022 harvest;
- Training and capacity building for over 40 supplier staff on child protection, farm monitoring, promoting health and safety, and grievance mechanisms; and
- Registration of 17 labor contractors with the Turkish Employment Agency.

Uncovering and remedying violations of workers' rights

FLA's Fair Labor Investigations mechanism (FLI) allows any person, group, or organization to report serious violations of workers' rights in facilities and farms used by any FLA member company, supplier, or university licensee. The process is not intended to replace existing internal grievance channels or legal remedies available at the country level. Rather, it provides an added safeguard and is intended as a tool of last resort when other channels have failed to protect workers' rights.

In 2022, FLI closed two investigations related to freedom of association, collective bargaining rights, and hours of work, impacting about 2,500 workers.

In the first case, the investigation resulted in a successful collective bargaining agreement as well as an improvement in the factory's industrial relations. In the second, the factory changed its working hours consistent with the investigation report's recommendations and improved its engagement with the factory's unions.

In addition, FLI initiated three TPCs and two brand-commissioned investigations; these five investigations primarily concern issues related to freedom of association and collectively impact over 13,000 workers in Central America, Asia, and Africa.

Outside of official investigations, FLI regional staff has been instrumental in assisting members regarding grievances before they evolve to official TPCs or brand-commissioned investigations. In these cases, FLI staff has worked with member brands, unions and worker organizations, and factories to effectively resolve labor grievances and arrive at resolutions satisfactory for all the parties.

At the end of 2022, six TPC investigations remained open with FLI actively monitoring the remediation process.

"We asked all claimants if they would use the FLA complaint system again, and the overwhelming response is that they would, even by claimants for whom the results had not been satisfactory."

🗨️ JAMES HARRISON, UNIVERSITY OF WARWICK, AND MARK WIELGA, NOMOGAIA, IN "GRIEVANCE MECHANISMS IN MULTI-STAKEHOLDER INITIATIVES" (BUSINESS AND HUMAN RIGHTS JOURNAL)

Third Party Complaints (TPCs) can be filed by any person, group, or organization to report serious violations of workers' rights in facilities used by any company committed to FLA labor standards.

Brand-Commissioned Investigations can be used to address situations where there is a perceived need to investigate a potentially serious violation of worker rights and carry out remediation when a formal TPC has not been filed or is not appropriate.

“Fair Labor Association University Members, in addition to making trademark licenses contingent on licensee membership in FLA, bring thought leadership, counsel, and governance balance to FLA. Each university’s journey in promoting and protecting workers’ rights as human rights is unique. These FLA University Caucus Best Practices respect each university’s vision and capacity by making room for each university to craft the scope and content of its FLA membership and its contribution to FLA’s mission.”

🗨️ PREAMBLE, FLA UNIVERSITY CAUCUS BEST PRACTICES

Sharing best practices among university members

In 2022, the FLA University Caucus launched the [FLA UNIVERSITY CAUCUS BEST PRACTICES](#), a new resource designed to expand opportunities for collegiate members to protect and promote workers’ rights in the supply chains of licensed collegiate merchandise.

The Best Practices provide a foundational framework for FLA University Caucus members to enhance their impact and influence within FLA, with their licensees, among the caucus, and across their campuses.

An accompanying implementation toolkit will be available in 2023 to provide resources, materials, and examples to support FLA University Caucus Members.

Strengthening learning opportunities for collegiate licensees

In October 2022, FLA launched a new series of foundational courses that will help collegiate licensees on their journey to ethical sourcing. Live, instructor-led sessions will be held quarterly and will cover 10 milestones for licensees to navigate along their social compliance journeys. These training sessions are designed to address the specific challenges that licensees face when implementing a social compliance program, including those related to diverse supply chain structures.

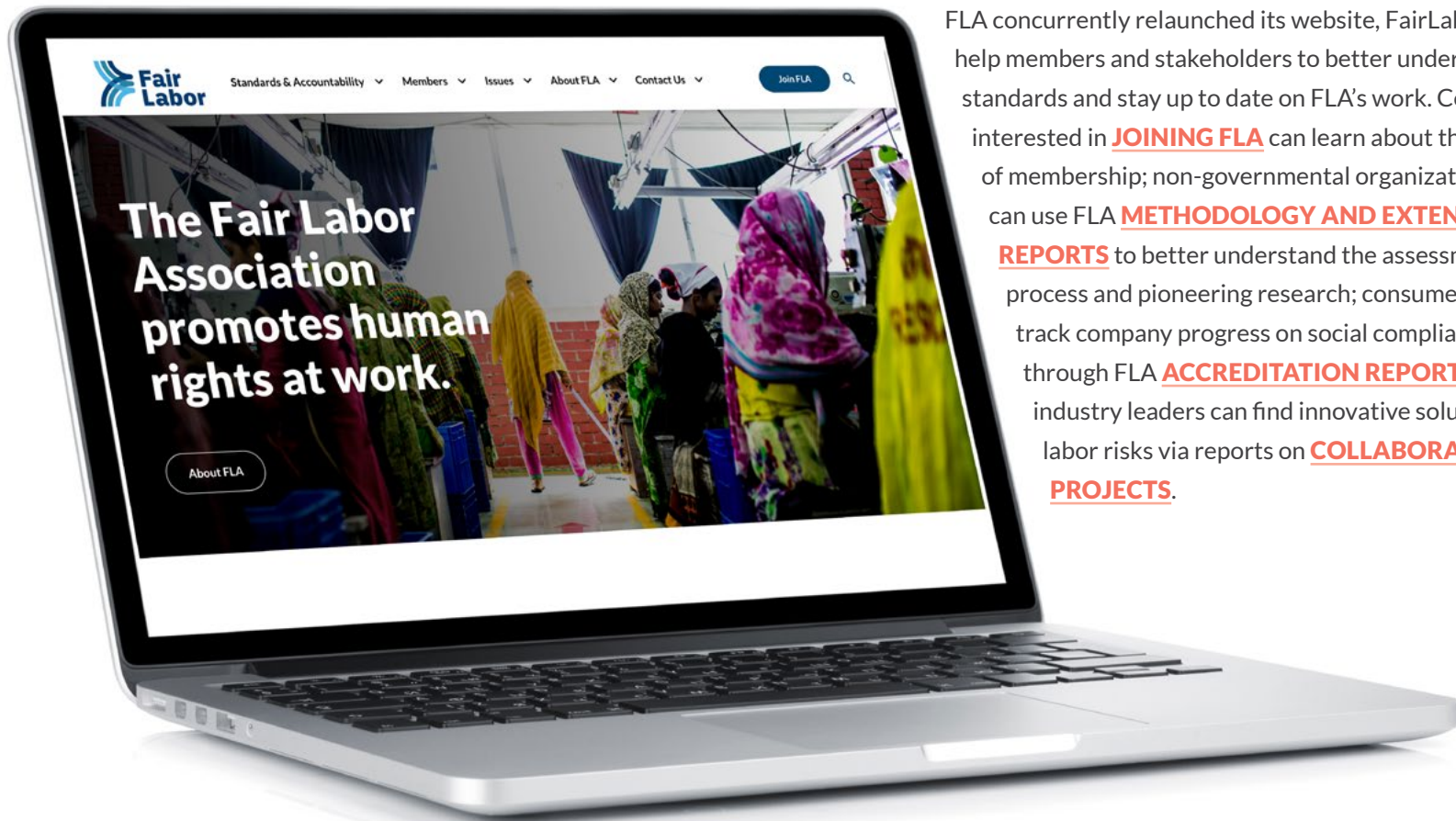
The initial training session, titled “Orienting You to Your Social Compliance Journey,” attracted more than 300 participants.

Instructor-Led Training is part of FLA’s strategic work to increase and enhance the learning and capacity-building materials available to collegiate licensees.



FLA gets a new look

In May 2022, FLA launched a new visual identity, designed to better reflect FLA's global, multistakeholder, and innovative work at the intersection of business and human rights. The brand values, as reflected in FLA's new logo, highlight FLA's multistakeholder composition; its commitment to openness and information-sharing across sectors; the importance of transparency and trust; and the sense of purpose, energy, and intention demonstrated by our members as they implement FLA standards.



FLA concurrently relaunched its website, FairLabor.org, to help members and stakeholders to better understand FLA standards and stay up to date on FLA's work. Companies interested in [JOINING FLA](#) can learn about the benefits of membership; non-governmental organizations can use FLA [METHODOLOGY AND EXTENSIVE REPORTS](#) to better understand the assessment process and pioneering research; consumers can track company progress on social compliance through FLA [ACCREDITATION REPORTS](#); and industry leaders can find innovative solutions to labor risks via reports on [COLLABORATIVE PROJECTS](#).

Statement of Financial Position 2021-22

	Dec. 31, 2022
Cash & Equivalents	\$9,734,700
Accounts Receivable	281,478
Prepaid Expenses	78,269
Fixed Assets (net)	332,334
Right-of-use Asset	3,005,035
Other Assets	198,082
Total Assets	\$13,629,898
Accounts Payable & Accrued Expenses	\$770,028
Deferred Revenues	1,069,552
Affiliate Payable	1,874,257
Operating Lease Liability	3,547,683
Total Liabilities	7,261,520
Net Assets	6,368,378
Total Liabilities & Net Assets	\$13,629,898

Statement of Activities 2021-22

	Dec. 31, 2022
Affiliate Dues	\$5,949,841
Assessment Fees	438,785
Monitoring Fees	411,258
Fee for Service/Special Projects	1,297,961
Grants	48,570
Other Income	218,541
Total Revenue	\$8,364,956
Personnel	\$4,500,086
Travel	342,765
Professional Fees	1,202,004
Support Services (Overhead)	1,548,730
Total Expenses	\$7,593,585
Net Income	\$771,371

BOARD OF DIRECTORS

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BOARD COUNSEL

J. Matthew Owens
Arnold & Porter, LLP

PRESIDENT & CEO

Sharon Waxman

BOARD SECRETARY

Jamie McMillan

BOARD TREASURER

Catherine Robbins

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SOMMILITO GARMENTS SRAMIK FEDERATION

Sally Greenberg
NATIONAL CONSUMERS LEAGUE

Gopinathan Parakuni
CIVIDEP INDIA

Nina Smith
GOODWEAVE INTERNATIONAL

Irit Tamir
OXFAM AMERICA

Karen Tramontano
GLOBAL FAIRNESS INITIATIVE

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Prathika Kurian
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Wendy Savage
PATAGONIA INC.

Leslie Shull
DELTA GALIL

Frank Vasquez
HANESBRANDS, INC.

Yann Wyss (observer)
NESTLE

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UNIVERSITY OF MICHIGAN

Rachel Duffy
SYRACUSE UNIVERSITY

Erika George
UNIVERSITY OF UTAH

Tomi Gerhold
UNIVERSITY OF NOTRE DAME

Elizabeth Kennedy
UNIVERSITY OF CALIFORNIA, LOS ANGELES

Craig Westemeier
UNIVERSITY OF TEXAS AT AUSTIN

MEMBERS

PARTICIPATING COMPANIES AND SUPPLIERS

47 BRAND, LLC	✓	HANESBRANDS	✓	PATAGONIA	✓
ADIDAS	✓	HUGO BOSS AG	✓	PINEHURST MANUFACTURING	
ALPHABRODER		HYBRID APPAREL		POPSOCKETS LLC	✓
AMER SPORTS		KAY & EMMS (PVT) LIMITED		POU CHEN CORPORATION	✓
ARENA S.P.A.	✓	KINGDOM HOLDINGS LIMITED		PUMA SE	✓
BALSU		KMD BRANDS	✓	REFORMATION	
BARNES & NOBLE COLLEGE BOOKSELLERS		KOOZIE GROUP		ROOTS	
BELLA+CANVAS		LAKESHIRTS, INC.	✓	RUSSELL BRANDS/FRUIT OF THE LOOM	✓
BURTON SNOWBOARDS	✓	LEAGUE COLLEGIATE WEAR, INC. (L2 BRANDS)		SABIRLAR	
COLOSSEUM ATHLETIC CORPORATION	✓	LULULEMON ATHLETICA INC.		SANMAR CORPORATION	✓
CUTTER AND BUCK		MAINLAND HEADWEAR HOLDINGS LIMITED	✓	SESTAR LIMITED	
DELTA GALIL INDUSTRIES LTD.		MAXPORT LIMITED	✓	THE ANTIGUA GROUP, INC	
ESPRIT EUROPE SERVICES GMBH		MEC MOUNTAIN EQUIPMENT COMPANY LTD	✓	THE S. OLIVER GROUP	
FANATICS APPAREL LLC	✓	NESTLE		TOMS SHOES	
FAST RETAILING CO., LTD.	✓	NEW BALANCE ATHLETICS INC.	✓	UNDER ARMOUR, INC.	✓
FENIX OUTDOOR AB	✓	NEW ERA CAP, LLC	✓	VOICEVALE	
FGV		NIKE, INC	✓	VOLCOM, LLC.	✓
FOLLETT HIGHER EDUCATION GROUP		OLAM		W.L. GORE AND ASSOCIATES, INC.	✓
FORWARD SPORTS, LTD		OUTERKNOWN	✓	YAVUZ	
GILDAN ACTIVEWEAR INC	✓	OUTERSTUFF LLC	✓	YEE TUNG GARMENT CO., LTD	✓
GYMSHARK LTD.		P&G		YS GARMENTS, LLC DBA NEXT LEVEL APPAREL	

✓ ACCREDITED COMPANY

MEMBERS

CSOs

ARISA

BETTER BUYING

CIVIDEP INDIA

GEORGETOWN LAW SCHOOL

GLOBAL FAIRNESS INITIATIVE

GOODWEAVE INTERNATIONAL

ICRW INTERNATIONAL CENTER FOR RESEARCH ON WOMEN

INTERNATIONAL CORPORATE ACCOUNTABILITY ROUNDTABLE

LIBER8

NATIONAL CONSUMERS LEAGUE

NYU STERN CENTER FOR BUSINESS AND HUMAN RIGHTS

ORVILLE H. SCHELL, JR. CENTER FOR INTERNATIONAL HUMAN RIGHTS, YALE LAW SCHOOL

OUR JOURNEY

OXFAM

ÖZ İPLİK İŞ

SAVE THE CHILDREN SWEDEN

SOMMILITO GARMENTS SRAMIK FEDERATION (SGSF)

TEKSİF

UNIVERSITIES

AMERICAN UNIVERSITY

ANGELO STATE UNIVERSITY

ARIZONA STATE UNIVERSITY

AZUSA PACIFIC UNIVERSITY

BALL STATE UNIVERSITY

BAYLOR UNIVERSITY

BOISE STATE UNIVERSITY

BOSTON COLLEGE

BOSTON UNIVERSITY

BOWDOIN COLLEGE

BROWN UNIVERSITY

CALIFORNIA STATE UNIVERSITY, LONG BEACH

CARNEGIE MELLON UNIVERSITY

COLBY COLLEGE

COLGATE UNIVERSITY

COLLEGE OF CHARLESTON

COLORADO STATE UNIVERSITY

COLUMBIA UNIVERSITY

CORNELL UNIVERSITY

DALHOUSIE UNIVERSITY

DARTMOUTH COLLEGE

DAWSON COLLEGE

DUKE UNIVERSITY

ELON UNIVERSITY

FLORIDA STATE UNIVERSITY

GEORGE MASON UNIVERSITY

GEORGIA INSTITUTE OF TECHNOLOGY

GRAND CANYON UNIVERSITY

GUSTAVUS ADOLPHUS COLLEGE

HARVARD UNIVERSITY

ILLINOIS STATE UNIVERSITY

INDIANA UNIVERSITY OF PENNSYLVANIA

JOHNS HOPKINS UNIVERSITY

KANSAS STATE UNIVERSITY

LEHIGH UNIVERSITY

LEWIS AND CLARK COLLEGE

LUTHER COLLEGE

MARQUETTE UNIVERSITY

MERCYHURST UNIVERSITY

MICHIGAN STATE UNIVERSITY

MICHIGAN TECHNOLOGICAL UNIVERSITY

MILLERSVILLE UNIVERSITY

NEW YORK UNIVERSITY

NORTH CAROLINA STATE UNIVERSITY

NORTHWESTERN UNIVERSITY

OHIO STATE UNIVERSITY

UNIVERSITIES (CONTINUED)

OREGON STATE UNIVERSITY

PENNSYLVANIA STATE UNIVERSITY

PHILLIPS ACADEMY

PRINCETON UNIVERSITY

PURDUE UNIVERSITY

ROCHESTER INSTITUTE OF TECHNOLOGY

RUTGERS UNIVERSITY

SAN DIEGO STATE UNIVERSITY

SEATTLE UNIVERSITY

SLIPPERY ROCK UNIVERSITY

ST. JOHN'S UNIVERSITY

ST. JOSEPH UNIVERSITY

ST. MICHAEL'S COLLEGE

STANFORD UNIVERSITY

STATE UNIVERSITY OF NEW YORK, ALBANY

STATE UNIVERSITY OF NEW YORK, BUFFALO

STATE UNIVERSITY OF NEW YORK, COLLEGE
OF ENVIRONMENTAL SCIENCE AND FORESTRY

STONY BROOK UNIVERSITY

SUNY CORTLAND

SYRACUSE UNIVERSITY

TEMPLE UNIVERSITY

TORONTO METROPOLITAN UNIVERSITY

TOWSON UNIVERSITY

TUFTS UNIVERSITY

UNIVERSITY OF ALABAMA

UNIVERSITY OF ALBERTA

UNIVERSITY OF ARIZONA

UNIVERSITY OF CALGARY

UNIVERSITY OF CALIFORNIA, BERKELEY

UNIVERSITY OF CALIFORNIA, DAVIS

UNIVERSITY OF CALIFORNIA, IRVINE

UNIVERSITY OF CALIFORNIA, LOS ANGELES

UNIVERSITY OF CALIFORNIA, MERCED

UNIVERSITY OF CALIFORNIA, RIVERSIDE

UNIVERSITY OF CALIFORNIA, SAN DIEGO

UNIVERSITY OF CALIFORNIA, SAN FRANCISCO

UNIVERSITY OF CALIFORNIA, SANTA BARBARA

UNIVERSITY OF CALIFORNIA, SANTA CRUZ

UNIVERSITY OF COLORADO

UNIVERSITY OF CONNECTICUT

UNIVERSITY OF DAYTON

UNIVERSITY OF DELAWARE

UNIVERSITY OF DETROIT MERCY

UNIVERSITY OF FLORIDA

UNIVERSITY OF GEORGIA

UNIVERSITY OF GUELPH

UNIVERSITY OF ILLINOIS, CHICAGO

UNIVERSITY OF ILLINOIS,
URBANA-CHAMPAIGN

UNIVERSITY OF IOWA

UNIVERSITY OF KANSAS

UNIVERSITY OF MAINE, ORONO

UNIVERSITY OF MANITOBA

UNIVERSITY OF MARYLAND

UNIVERSITY OF MASSACHUSETTS

UNIVERSITY OF MICHIGAN

UNIVERSITY OF MISSOURI, COLUMBIA

UNIVERSITY OF NEW HAMPSHIRE

UNIVERSITY OF NORTH
CAROLINA, CHAPEL HILL

UNIVERSITY OF NORTH
CAROLINA, GREENSBORO

UNIVERSITY OF NOTRE DAME

UNIVERSITY OF PENNSYLVANIA

UNIVERSITY OF PITTSBURGH

UNIVERSITY OF SHERBROOKE

UNIVERSITY OF SOUTH CAROLINA

UNIVERSITY OF SOUTH FLORIDA

UNIVERSITY OF ST. THOMAS (MN)

UNIVERSITY OF TEXAS AT AUSTIN

UNIVERSITY OF TORONTO

UNIVERSITY OF UTAH

UNIVERSITY OF VERMONT

UNIVERSITY OF VIRGINIA

UNIVERSITY OF WASHINGTON

UNIVERSITY OF WISCONSIN, MILWAUKEE

US MARINE CORPS

UTAH STATE UNIVERSITY

VANDERBILT UNIVERSITY

VILLANOVA UNIVERSITY

WASHINGTON STATE UNIVERSITY

WASHINGTON UNIVERSITY IN ST. LOUIS

WEBER STATE UNIVERSITY

WEST VIRGINIA UNIVERSITY

WESTERN WASHINGTON UNIVERSITY

XAVIER UNIVERSITY

YALE UNIVERSITY





YORK UNIVERSITY



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