Mission

GoodWeave aims to stop child labor in the carpet industry and to replicate its market-based approach in other sectors. We fulfill our mission by:
• creating market demand for rugs bearing our best-in-class certification label;
• monitoring supply chains;
• rescuing and educating child laborers; and
• providing critical services for weaving families.

Vision

GoodWeave envisions a world where all children go to school and not to work, and where they hold pencils and not tools. This can be achieved by changing the marketplace—first for rugs and then for other industries plagued by labor abuses. In doing so, GoodWeave will demonstrate how to ensure human freedom in any manufacturing supply chain.

Dedication
– In Honor of Senator Tom Harkin and his service to the world’s children

We dedicate this year’s Report to Senator Tom Harkin on the occasion of his upcoming retirement from public service. He has tirelessly advocated against child labor and was one of the earliest supporters and founding Board members of GoodWeave. On a trip to Nepal in the early 1990’s, he witnessed firsthand children weaving on back alley looms. That marked the beginning of a journey that has fundamentally changed how the U.S. government handles imports tainted by child or forced labor.

"When children are exploited for the economic gains of others, everybody loses -- the children lose, their families lose, their country loses, the world loses. When even one child is exploited, every one of us is diminished.” – Senator Tom Harkin
Since 2012 was a year of many “firsts” for the organization, we decided to follow that theme for this Annual Report. Starting with our founder Kailash Satyarthi’s “aha moment” in a Delhi train station 20 years ago, the Report revisits some of GoodWeave’s earliest milestones as well as introduces you to the first rescued child in 2012, shows you the first certified rug to debut from Afghanistan, and tells you about the first place recognition we recently earned.

When GoodWeave was conceived, the idea was to apply our model first to the rug industry, and then to other sectors plagued by labor abuses. Looking ahead to 2013, I’m so pleased to share that this vision is coming to fruition. Stay tuned for more on that, and for now, thank you for helping us to weave a better world.

First and foremost—we could not do it without you.

With deep gratitude,

Nina Smith, Executive Director

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“At the time we launched the certification, nobody had heard the phrases ‘corporate responsibility’ or ‘corporate accountability.’ But we have given voice to many initiatives in the world. And some of the basic ingredients of GoodWeave are being used as great lessons by others. In the end, we can change the world in this way.”

— Kailash Satyarthi
In 1980, when Kailash Satyarthi began rescuing children from bondage, consumers were far from his mind. Then one day, Kailash returned a kidnapped child to his home village. Elated but exhausted, he went to board a train back to Delhi when he saw a sight that chilled him... dozens of children destined for looms in the hands of中间men.

Kailash realized he might rescue 200 children, but 200 times that number would soon replace them. The situation called for a larger solution. Consumers, at the other end of the supply chain, had to be educated.

In addition to exposing the ugly truth behind beautiful rugs, Kailash wanted to establish a certification system that would incentivize manufacturers to stop exploiting children as well as guide consumer purchases.

The consumer campaign began in the 1980's in Germany and Europe. Thus the RugMark label (now GoodWeave) was born. The first carpets with that certification were exported from India in 1995 to The Otto Group, the world's largest mail order company and currently one of the biggest e-commerce companies.
Stephanie Odegard’s mission to combat child labor in the carpet industry began nearly 25 years ago when she visited Nepal as a consultant for the World Bank, charged with helping build the country’s emerging rug sector. This led to the formation of the Stephanie Odegard Collection in 1987 against the backdrop of widespread reports of rampant child labor in carpet-making across South Asia.

She had heard that GoodWeave was launching a certification to address this, and while the initiative was at first shunned by many of her peers, Odegard decided to join forces with GoodWeave. This was a courageous and catalyzing moment for her company, GoodWeave and the corporate social responsibility movement which was just beginning to unfold.

Today, 112 companies globally have committed themselves to GoodWeave and to sourcing child-labor-free rugs, including 12 new members in 2012.
Ganten, designed by Stephanie Odegard, was inspired by her visits to old village churches in the countryside of Minas Gerais, Brazil. The design was taken from an altarpiece and interpreted into a flamboyant festival of colors, reminiscent of a sunrise in Bielo Horizonte, Brazil.

Handspun, hand dyed and hand knotted Himalayan wool, 100 knot count, Nepal
Sun, rain, wind, frost and snow has influenced and literally created several of the rugs in byHenzel’s Diamond Dust/Nordic Raw collection. For years, principal Calle Henzel has explored what happens to his design when the carpets are left for several months to the Nordic nature.

Nobu Nordic Wind Swept is hand knotted, 150 knot count, with silk and wool in Nepal
Through the hidden alleys of Kathmandu, GoodWeave’s 18-year veteran inspector Drona will go as far as it takes to end child labor. Drona was one of the very first inspectors hired when the organization launched in Nepal in 1996.

In 2012, GoodWeave’s Central Inspection Unit conducted 4,018 unannounced inspections at weaving locations that go down to third tier subcontractor sites, including those inside homes. This year, GoodWeave’s standards and certification protocol were rigorously evaluated by the ISEAL Alliance and underwent ISO-65 accreditation, internationally recognized systems, and found to be in full compliance and heralded as “the gold standard.”

“The First Inspector

“GoodWeave is a great model for how certification can be a trusted tool for raising awareness about an important global issue and providing businesses with a practical way to address it.” – ISEAL Alliance executive director Karin Kreider
The first rescue of 2012 was 11-year-old Sanju Maya, who was sold by her father to a labor broker for a promised $40 a month. Her courageous story and contagious smile will be the subject of an animated video short to debut in 2014 as part of “Stories of Change,” a collaboration between Sundance Film Institute and the Skoll Foundation.
Legendary graphic designer Milton Glaser of I ♥ NY fame teamed up with Lapchi to produce *Fruits of Labor* in 2012. Inspired by GoodWeave and its work to emancipate child laborers, this limited edition carpet was then donated to the organization for its annual raffle fundraiser.

*Handcrafted with pure Tibetan wool and 80% silk in Nepal.*
Inspiration for Company C's Pueblo and Serape rugs came from the American west. Christine Chapin and her design team created this collection using geometric motifs typically found in Native American textiles. These designs are a combination of earthy yarn colors, accented with teal and paprika, reflecting the vibrancy of Navajo weavings and the dynamic texture of the southwestern landscape.

*Hand tufted in India with wool fabric and viscose yarns.*
This Indian village never had a school until Project Muskan (meaning “smile”), our non-formal education program in remote weaving communities. For kids like 10-year-old Imtiyaz, it has been the difference between toiling full-time on a loom and a childhood he loves. His favorite subject is Urdu, and according to our social worker, “he doesn’t want to leave the school at any cost.”
Not too long ago, the idea of Fiza learning to read was unimaginable. The nearest government school was over two miles away—too far and too dangerous for six-year-old Fiza to walk. In 2012, she was one of 1,653 students who GoodWeave supported in her pursuit of an education.
“At Macy’s Inc., we believe that social responsibility is good business practice and the right thing to do for future generations… We also understand that our customers want to know that the company they’re doing business with is responsible locally, nationally and globally; therefore, in addition to being active in our local communities, we recognize our ability to create change on a larger scale… Last year, we began offering rugs that have been certified by GoodWeave…”

—Terry Lundgren, CEO, Chairman of the Board, President, and Director at Macy’s, Inc. as quoted in “Trade Not Aid,” Forbes magazine
Capistrano in turquoise, designed by John Kurtz, is one of New Moon’s most timeless transitional designs. Its structured Ottoman-inspired motif features varying tones of turquoise, cobalt blue, sea foam green and ebony.

100 knot count, Tibetan wool with Chinese silk design, Nepal
GoodWeave is segueing to its new certification standard, which builds off its core no child labor mandate, and includes seven principles addressing broader issues such as adult worker wages, health and safety.

In 2012, GoodWeave completed the first implementation stage, which included extensive stakeholder consultation, auditing protocol development, and inspector trainings. The next step is scheduling pilot testing.

Longer-term outcomes in weaving communities include: a reduction in child labor, increased access to children’s education, higher rates of school enrollment, more and better job opportunities for adults (regardless of gender, caste or ethnicity), the elimination of debt bondage, improved wages and benefits, the right of workers to organize, healthier and safer workplaces, and minimized environmental footprint.
The First Daycare

Homrya, Ma Ma Khal and Masooda smile with joy at the launch of GoodWeave’s early childhood education center in a village known as the “Burgh of the Weavers.”

Afghanistan’s rug industry employs some 2 million people, most of them women and girls who work hidden inside the home. A powerful prevention strategy to child labor, in 2012, GoodWeave provided daycare services to children who might otherwise be exposed to an unsafe environment, prematurely put on the loom, or even fed opium as a sedative while their parent works.

“The most important material in carpet making in Qalizal [Afghan village] is not wool, but hashish.”

—Afghanistan’s Carpet Loomers are Feeding their Kids Hashish, VICE
On November 28, 2012, the first certified child-labor-free carpet made in Afghanistan was ceremoniously labeled by the Minister of Commerce and Industry in Kabul. Produced by the sibling trio behind Ariana Rugs, this design is representative of their overall aesthetic—very muted, washed out, low-pile rugs that are now called “modern antique.” This will be the first of many. In late 2012, GoodWeave was awarded a grant from the U.S. Embassy in Kabul under its Marketing Afghanistan’s Traditional Arts for Economic Development Program. In partnership with Ariana Rugs, GoodWeave will open a new weaving training center for women called Tapish (“rhythm” in Dari) with a special line of rugs anticipated to hit the market in late 2013.

Unroll your carpets, and I shall see what is written in your heart.

Turkoman Proverb

— Turkoman Proverb quoted in *The World is a Carpet: Four Seasons in an Afghan Village* by Anna Badkhen
Every year, GoodWeave teams up with media sponsors who generously make space to promote the organization, its One in a Million consumer awareness campaign and its industry partners. One particular ad was a thrilling “first” for GoodWeave – Town & Country ran the full-page campaign PSA in its August issue. This placement alone reached over 1 million individuals who are the precise target audience of shoppers.
Social Programs and Results

This list represents GoodWeave’s portfolio of social programs carried out in producer countries by its local affiliates in Nepal, India and Afghanistan. These projects are in addition to the market development and supply chain monitoring efforts that enable these social programs to reach some of the most vulnerable populations in these countries.

Nepal
- Early childhood education centres, Kathmandu Valley
- Rehabilitation centre, Hamro Ghar (Our Home), Kathmandu
- School sponsorship for children at-risk of exploitation, Kathmandu Valley
- Long-term education for rescued children throughout Nepal

India
- Rehabilitation centre for bonded labourers, Mirzapur
- Village-based schools, Mirzapur and Bhadohi
- Community-based schools for children in labour colonies, Panipat
- Health awareness and mobile medical clinics, Panipat and Meerut
- Vision care and eyeglass distribution, Varanasi

Afghanistan
- Early childhood education centre, Bakh Province
- Homeschooling for girls, Kabul Valley
- Vision care and eyeglass distribution, Kabul Valley and Bakh Province

In addition to these ongoing programs, GoodWeave offers a range of services for workers and children to protect at-risk children and improve overall quality of life for weaving communities. Some are offered on a periodic basis, while others are longer-term and/or funding-dependent and include:

- Early childhood education/daycare for weaving mothers
- School sponsorship
- Non-formal education, community-based classes and homeschooling
- Literacy classes for adults
- Health check-ups and medical camps
- Vision screening and eyeglass fitting
- Worker health and safety awareness
- Solar lamp distribution
## Our 2012 Results

<table>
<thead>
<tr>
<th>Category</th>
<th>2012 Results</th>
<th>Cumulative Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consumers Reached</td>
<td>73 million</td>
<td>251 million</td>
</tr>
<tr>
<td>Companies Joined</td>
<td>12</td>
<td>112</td>
</tr>
<tr>
<td>Supply Chain Inspections Conducted</td>
<td>4,018</td>
<td>221,329</td>
</tr>
<tr>
<td>Children Rescued</td>
<td>41</td>
<td>3,414</td>
</tr>
<tr>
<td>Children Educated</td>
<td>1,653</td>
<td>11,454</td>
</tr>
<tr>
<td>Children Deterred from Exploitation</td>
<td>5,500</td>
<td>750,000</td>
</tr>
<tr>
<td>Carpets Certified</td>
<td>148,621</td>
<td>10,860,909</td>
</tr>
<tr>
<td>Dollars Generated from Carpet Sales for Social Programs</td>
<td>99,416</td>
<td>1,062,000</td>
</tr>
</tbody>
</table>
In 2012, GoodWeave received the ICON Award for Industry Contribution and Influence from AmericasMart Atlanta.
GoodWeave Licensees and Industry Sponsors

The companies listed here are first rate – they are leading the fight to end child labor and trafficking in the carpet industry. As licensees of GoodWeave, they commit to the highest standards of ethical production and to give back to the weaving communities with every single rug they sell.

Lead Sponsors

Drsccoll Robbins
floordesign
Interior Resources
Kush Handmade Rugs
SR Hughes

Industry Sponsors

Christiane Millinger Oriental Rugs and Textiles

All Licensees

Alicia D. Keshishian Carpets
Amy Helfand
Apeiron Design LLC
Ariana Rugs, Inc.
Artizen Rug Couture
Asha Carpets
Barbara Jacobs Color and Design
Bashian Bros. Inc.
Bennett Bean Studio
Bev Hisey
BravinLee Programs LLC
Bronzino Handmade Inc.
by Henzel
Caccese Collection
Cadrys Handwoven Rug Specialists
CalVRugs
Carini Lang
Christina Ruhaak LLC
Classic Rug Collection, Inc.
Company C, Inc.
Custom Cool
Danielle David Art and Design LLC
Décor Tibet (dba Bespoke

Tibet Carpets)
Delinear
Diane Paparo Studio
Doug & Gene Meyer Studio
é Bella Designs
EcoFiber Rugs
Elson & Company
emma gardner design, LLC
Fusion Trading Company
Gallery la Musa
Gary Cruz Studio
Guildcraft Carpets
I+I srl
Indo Designer Rugs
Inigo Elizaide Rugs
Interior Resources
Joan Weissman Studio
Judy Ross Textiles
Julie Dashier Rugs
Kenneth L. Mink & Sons, Inc.
Khaden Fine Tibetan Carpets
Khawachen/ Innerasia
Kim Parker Home
Kooches, LLC
Kumari Rugs & Himalayan Handcrafted Rugs
Landry & Arcari
Lapchi
Layne Goldsmith Studios
Lindstrom Rugs
Liz Gamberg Studio
Liza Phillips Design
M&M Design International, Inc.
Modeline Weinrib Atelier
Magdalena York Collection
malene B
Messenger Rugs
Mia Muratori and Co
Miller Davis Group
Modern Archive, LLC
Molana Inc.
Nepal Rugs & Carpets
New Moon
NIBA Rug Collections
NOA LLC
Nordic Home
notNeutral
Nying Zerno
Organic Weave
Paramount Rugs
Pedro Lima Interiors
Proper Design
Ramri Rugs
Robin Gray Design
Rosemary Hallgarten
Rug Art
Rug Studio
Rugguy Galleriez Inc.
Sacco
Satia Floor and Art
Seraser
SHIVHON
So’mace Design
Squarefoot Commercio E Decoracao Ltd.
Stephanie Odégar Collection
Stile BK
Tania Johnson Design
The Rug Company
Tibetan Karma Carpets (DBA Karma Carpets)
Timberlake Textiles
Vaheed Taheri LLC
Warp & Weft
Zoe Luyendijk Studio

“The industry needs much improvement, the communities need help and better conditions, but it’s not something one company can do on its own. GoodWeave has the commitment, model, capacity and presence on the ground.”

—Walter Chapin, Company C
STATEMENT OF FINANCIAL POSITION
For the Year Ended 12/31/2012 with Comparative Totals for 2011

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and Equivalents</td>
<td>$999,469</td>
<td>$2,003,698</td>
</tr>
<tr>
<td>Investments</td>
<td>636,513</td>
<td>221,620</td>
</tr>
<tr>
<td>Licensing Fees Receivable</td>
<td>142,911</td>
<td>221,620</td>
</tr>
<tr>
<td>Unbilled Government Revenue</td>
<td>10,590</td>
<td>68,472</td>
</tr>
<tr>
<td>Grants Receivable, Net of Current Portion</td>
<td>208,756</td>
<td>11,306</td>
</tr>
<tr>
<td>Other Accounts Receivable</td>
<td>10,390</td>
<td>1,347</td>
</tr>
<tr>
<td>Prepaid Expenses and Other Assets</td>
<td>11,142</td>
<td>39,441</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td>$2,019,571</td>
<td>$2,432,517</td>
</tr>
<tr>
<td>Property and Equipment, Net</td>
<td>48,480</td>
<td>18,679</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$2,068,051</td>
<td>$2,451,196</td>
</tr>
</tbody>
</table>

| LIABILITIES AND NET ASSETS    |      |            |
| Current Liabilities           |      |            |
| Accounts Payable and Accrued Expenses | $93,683 | $42,721   |
| License Fees Payable for Field Programs | 81,170  | 66,458    |
| Funds Held as Fiscal Sponsor  | 957   | 1,347      |
| Deferred Revenue              | 4,200  | 4,755      |
| **TOTAL LIABILITIES**         | 180,010 | 115,234    |

| NET ASSETS                    |      |            |
| Temporarily Restricted        | 945,039 | 1,580,000  |
| Unrestricted                  | 943,022 | 955,962    |
| **TOTAL NET ASSETS**          | 1,888,061 | 2,535,962  |

| TOTAL LIABILITIES AND NET ASSETS | $2,068,051 | $2,451,196 |

2012 Financial Highlights

- ISEAL Alliance recognized GoodWeave as a full member, joining only 12 other standard-setting organizations to be considered the leader of its sector. The vetting process for this included rigorous review of governance and accounting systems, both in the Washington and field offices.
- Executive Director Nina Smith was presented the 2012 EXCEL Award recognizing the best nonprofit leaders in the Washington DC area. Sponsored by Gelman, Rosenberg & Freedman CPAs, the winner is chosen by weighing many attributes of the executive including “ethical integrity.”
- Leading design magazines collectively donated $600,000 in ad space
- 89 cents of every dollar donated goes to support program and the remainder funds the ongoing operation of the organization
- Licensing fees from certified rug sales generated $99,416 to return to impoverished weaving communities

GoodWeave was audited by Cocchiaro & Associates LLC, Certified Public Accountants of Alexandria, Virginia. Full audited financial statements are available upon request.
## STATEMENT OF ACTIVITIES
For the Year Ended 12/31/2012 with Comparative Totals for 2011

### UNRESTRICTED SUPPORT AND REVENUE

<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundation Grants</td>
<td>$142,138</td>
<td>$188,886</td>
</tr>
<tr>
<td>Government Revenue</td>
<td>186,826</td>
<td>294,266</td>
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<tr>
<td>Licensing Fees</td>
<td>223,285</td>
<td>212,193</td>
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<tr>
<td>Marketing Partnership Fees</td>
<td>9,020</td>
<td>16,880</td>
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<tr>
<td>Contributions from Individuals</td>
<td>129,967</td>
<td>105,117</td>
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<tr>
<td>Interest and Other</td>
<td>29,021</td>
<td>30,767</td>
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<tr>
<td>In-Kind Contributions</td>
<td>763,137</td>
<td>661,085</td>
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<tr>
<td>Net Assets Released from Restrictions</td>
<td>1,071,379</td>
<td>609,500</td>
</tr>
<tr>
<td><strong>TOTAL UNRESTRICTED SUPPORT AND REVENUE</strong></td>
<td><strong>2,554,773</strong></td>
<td><strong>2,116,694</strong></td>
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</table>

### EXPENSES

#### Program Services

<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consumer Campaign</td>
<td>914,093</td>
<td>667,872</td>
</tr>
<tr>
<td>Carpet Trade Outreach</td>
<td>361,899</td>
<td>416,938</td>
</tr>
<tr>
<td>International Programs</td>
<td>1,015,969</td>
<td>587,211</td>
</tr>
<tr>
<td><strong>TOTAL PROGRAM SERVICES</strong></td>
<td><strong>2,289,961</strong></td>
<td><strong>1,672,021</strong></td>
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#### Supporting Services

<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
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</thead>
<tbody>
<tr>
<td>General and Administration</td>
<td>83,253</td>
<td>84,926</td>
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<tr>
<td>Fundraising</td>
<td>194,519</td>
<td>249,127</td>
</tr>
<tr>
<td><strong>TOTAL SUPPORTING SERVICES</strong></td>
<td><strong>277,772</strong></td>
<td><strong>334,053</strong></td>
</tr>
</tbody>
</table>

**TOTAL EXPENSES**

<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2,567,733</td>
<td>2,006,074</td>
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</table>

### CHANGE IN UNRESTRICTED NET ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants and Contributions</td>
<td>636,418</td>
<td>1,387,000</td>
</tr>
<tr>
<td>Net Assets Released from Restrictions</td>
<td>1,071,379</td>
<td>609,500</td>
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<tr>
<td><strong>CHANGE IN TEMPORARILY RESTRICTED NET ASSETS</strong></td>
<td><strong>(434,961)</strong></td>
<td><strong>777,500</strong></td>
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### CHANGE IN NET ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Assets at the Beginning of the Year</td>
<td>2,335,962</td>
<td>1,447,842</td>
</tr>
<tr>
<td><strong>NET ASSETS AT THE END OF THE YEAR</strong></td>
<td><strong>$1,888,041</strong></td>
<td><strong>$2,335,962</strong></td>
</tr>
</tbody>
</table>

#### 2012 TOTAL REVENUE

- 48% Foundation Grants
- 30% In-Kind Services
- 9% Industry Revenue
- 7% Government Revenue
- 5% Individual Contributions
- 1% Other Income

#### 2012 CASH REVENUE

- 68% Foundation Grants
- 10% Government Revenue
- 13% Industry Revenue
- 7% Individual Contributions
- 2% Other Income

#### 2012 EXPENSES

- 89% Program Services
- 5% General & Administration
- 8% Fundraising
Leadership and Staff

Board of Directors
Michela O’Connor Abrams
Robin Broad
Claude Fontheim
Kul Chandra Gautam
Steve Graubart
Patricia Hambrick
Rev. Pharis J. Harvey
Barbara Hawthorn
Edward Millard
Aditi Mohapatra
Regatte Venkat Reddy
Marc Triaureau
Don Viedermon
Nancy Wilson
Pat Zerega

Board of Advisors
Doug Cahn
Senator Tom Harkin
Charles Lyons
Stephanie Odegard
Maureen Orth
David Parker
Charles Porter
Caroline Ramsay Merriam
Betty Wasserman

International Management Team and Staff
Nina Smith, Executive Director
Beth Gottschling Huber, Deputy Director
Fazel Wasit, Country Director Afghanistan
Manoj Bhatt, Country Director India
Lubha Raj Neupane, Country Director Nepal
Scott Welker, Director of Business Development
Cyndi Janetko, Director of Operations
Kate Francis, Director of International Partnerships
Mathew John, Director of Central Inspection Unit
Rebecca Shaloff, Director of Development and Partnerships
Biko Nagara, International Standards and Policy Officer
Maia Lee, Marketing and Media Associate
Jennifer Dann-Fenwick, Program Assistant

Standards Committee
The Standards Committee is responsible for developing and deciding on the content of GoodWeave standards.
Lee Swee斯顿 (Chair)
Gerard Oonk
Indu Tuladhar
David Hircock
Hajar Husaini
Lobsang Lama (Vice-chair)
Dinesh Jain
Caroline Kent
Walter Chapin
Fazel Wasit
Scott Welker
Rituparna Majumdar
Venkat Reddy
Uddhav Raj Poudyal

Certification Committee
The Certification Committee is responsible for decision-making on licensing and certification.
Narayan Bhattarai
Shawn MacDonald (Vice Chair)
David Ould (Chair)
Mathew Sebastian