GoodWeave Annual Report 2013: Picturing an End to Child Labor
U. Roberto “Robin” Romano
(1956–2013)

We dedicate this Report to our dear friend and collaborator U. Roberto “Robin” Romano. Robin was a part of GoodWeave from its earliest days. In 1995, he risked his life to do an investigative film on the murder of Iqbal Masih, a young Pakistani carpet slave who had escaped his captors and became an international spokesperson. Iqbal had become a target because he put a human face on an otherwise hidden crime – and Robin was fiercely determined to show the world even more faces.

In 2000, 2007 and 2012, Robin traveled through the back alleys of Kathmandu, remote weaving villages of Uttar Pradesh and refugee communities in Afghanistan to document the “carpet kids” of Asia and the brave GoodWeave staff who worked tirelessly on their behalf. The photographs he took became a stirring compilation called Faces of Freedom, which has been exhibited in the Capitol Rotunda, the U.N. headquarters and Macy’s flagship store in the heart of Manhattan, among others.

As a supporter of GoodWeave, you have seen the world through his eyes. Every piece of organizational collateral and Annual Report – including this one – has prominently featured his work. We will miss the man as well as the lens by which he saw the world. Because of Robin, we can picture an end to child labor.

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:

• Growing Market Preference for Child-labor-free Carpets
• Increasing Child-labor-free Supply Chains
• Providing Alternative Opportunities for Children and Families in Weaving Communities
• Replicating the GoodWeave Model in New Manufacturing Sectors
“You were a life force, a light that burned too intensely...to get the photos that demonstrated the truths you saw—both in the awful exploitation of children and in their capacity for recovery and full life.”

- Reverend Pharis Harvey
A Letter from the Executive Director

Thirteen years ago, I was sitting at my desk, still relatively new to my position as executive director, when a man burst through the door insisting I take him to Asia to document the children toiling on looms. That bold and vivacious man was Robin Romano—award-winning photographer, photojournalist and filmmaker who dedicated all his art and energy to the plight of the world’s children working in mines, streets, fields and factories.

I eventually did go on that journey with Robin through the carpet belt of South Asia, and several more after that. This was more than simply snapping photos. This was about tracing a supply chain top to bottom, about revealing and naming the person behind the product, and about exposing a hidden crime that impacts 168 million children globally. Today, these tenets of traceability and transparency remain central to the organization.

Photographs serve as proof, enable us all to bear witness, and—especially the ones Robin took—act as profound catalysts for change. In the pages that follow, you’ll see powerful portraits of individuals from Kabul to Kathmandu touched by GoodWeave’s work and your support.

With the same determination that we raise awareness of the problem, we also shine a light on the solution offered by participating companies. Herein you will find some of the year’s most intricate and inspiring designs of certified rugs. Woven together, these images of the people and the product tell the story of GoodWeave in the last year and over time.

And finally, a note on what I picture ahead of us. In 2014, our Washington office will became GoodWeave International, guiding all affiliate offices toward the common goal of ending child labor in the rug industry. I’m also incredibly proud to share that for the first time, GoodWeave’s model will be replicated in a new industry—the brick kilns of Nepal. And that’s not the only expansion on the horizon. GoodWeave is growing its presence in India and Afghanistan, two of the most important carpet-making capitals, and also taking the first step to work in China.

Robin’s close friend and colleague Len Morris, editorial director of Media Voices for Children, said: “It’s not going to be sufficient to be sad and shocked at our terrible loss. Robin expects more of us, to fix what’s broken, and we need to get busy.” So with each page of this Report, we repair a piece of what’s broken and we reenergize our fight. Please join us.

Sincerely,

Nina Smith

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A Letter from Board Leadership

Hamro Ghar is a neatly organized rehabilitation center for children rescued from carpet factories. Run by GoodWeave Nepal, it is a home away from home for children taken out of the inhumane working conditions that no child should have to experience.

Watching the children of Hamro Ghar playing and learning, singing and dancing, like “normal” children, I imagined where they might have ended up if they had not been rescued – a brothel in India, trafficked overseas, or still toiling in the hazardous factories. But it was touching and uplifting to see the smiles on their faces, and the tender atmosphere where they had regained their childhood and were preparing to stand on their own feet.

Throughout my 35 years with the United Nations and UNICEF, the well-being of children has always been my primary focus. In the 1990s, I became increasingly concerned about the issue of child labor. But for all the world summits and ILO conventions, there was little practical action. Then in 1997, while serving as UNICEF Representative in India, I met Kailash Satyarthi and others from the Global March Against Child Labor who had recently started RugMark, now GoodWeave.

I was impressed and believed this could turn the tide against child labor for three reasons:

1. This was a multi-party partnership – with carpet manufacturers, exporters and importers sharing a table with child rights activists.
2. The program reached out to consumers in industrialized nations, encouraging them to be socially responsible.
3. This was not a charity model, rather an organization that was potentially a commercially viable model of public-private partnership.

I followed the organization’s progress as it grew to my home country of Nepal, and later Afghanistan. Then three years ago, I joined the GoodWeave Board because I believed its work important and urgent.

After impressive progress for about a decade, I was sad to witness the resurgence of child labor all around me in Kathmandu. The prolonged civil war and chaotic political transition in Nepal, as well as the economic crisis facing the carpet importing countries in Europe and North America, hurt the once booming rug industry and now it was reverting back to exploiting children.

In response, I’ve seen GoodWeave innovate and adapt its model in ways that I encourage others in the child protection and international development realm to observe. After listening to the needs of the local manufacturers and their overseas buyers, GoodWeave Nepal started a Weaving Training Center to replenish the workforce. The availability of skilled adults is a powerful disincentive to hiring children.

Now, GoodWeave is diversifying even more, and bringing its expertise and methodology to improve labor conditions in Nepal’s brick kilns.

After almost 20 years of seeing GoodWeave expand and evolve, I feel hope that soon many more children will be going to school, dancing, smiling, and standing on their own feet, and a day will come when exploitative child labor will only be found in history books.

Sincerely,

Kul Gautam
The Model

After conducting countless rescue raids yet continuing to see a revolving door of child laborers led by desperate parents or greedy traffickers, founder Kailash Satyarthi realized the situation called for a solution and not a stopgap. GoodWeave was born with a simple, yet profound idea, to engage the consumers and companies of the West.

Today, GoodWeave is disrupting the cycle of poverty, illiteracy and slavery by (1) educating consumers and partnering with businesses (2) inspecting every tier of supply chains of industry partners (3) creating alternative opportunities for children and families in weaving communities. And for every GoodWeave certified rug sold, a different cycle unfolds – one that fosters education, employment, and an ethical marketplace.
With its arsenal of images from the field, GoodWeave brings the face of children and artisans directly into showrooms and department stores. The idea is to create a connection between the producer and the consumer, the people who buy with the people who make, which in turn influences purchasing decisions, raises the market share of certified rugs, and drives new companies to join the certification program.

In 2013, GoodWeave’s One in a Million consumer awareness campaign reached over 60 million people through editorial outreach, public service advertising, social media, point-of-sale materials and online marketing. In addition, GoodWeave had a booth at every major tradeshow from DOMOTEX in Germany to Decorex in London.

**Sharafat**

This public service advertisement to run in design and shelter magazines features Sharafat, a six-year-old Afghan girl who Robin captured in a coy pose. She was part of the inaugural class at an early childhood education center GoodWeave founded in a village known as the “Burgh of the Weavers.”

**Akkas**

Robin first met Akkas back in 2007 shortly after he had been rescued. Akkas’s father earned a meager salary as a rickshaw driver but spent most of it on liquor. Akkas could not afford the school fees and was forced to drop out of his studies and, in his words, “drop his dream.”

Then one day, his parents borrowed money from a thekedar (debt broker) in exchange for Akkas who was taken to a carpet factory. He was only 12 years-old. Akkas was found a few months later when the American importer signed on with GoodWeave, enabling local inspectors to check their facilities.

Today, Akkas is renewing his dream of getting an education at one of Nepal’s most prestigious academic institutions.
“To enable socially and environmentally responsible consumption, it is vital that the consumer can identify where the raw materials for a product come from and under what conditions they were produced. Seals of approval such as GoodWeave... help customers to choose good, sustainable and straightforward products when shopping.”

—Andreas Streubig, Corporate Responsibility Division Manager, Otto Group
Increase Child-labor-free Supply Chains

**Inspection, Monitoring and Certification:** GoodWeave inspects the looms of participating manufacturers and importers. To be certified and thus eligible to display the GoodWeave label, they must agree to: (1) produce carpets free from child labor and adhere to the GoodWeave Standard; (2) register all looms with GoodWeave and allow surprise inspections; and (3) pay license fees that support child rehabilitation and education in India, Nepal and Afghanistan.

GoodWeave’s inspection system is unique, because it reaches all levels of the supply chain in an informal manufacturing sector, including home-based production. In 2013, GoodWeave earned full member status with the ISEAL Alliance joining just 15 other standard-setting organizations considered the leaders in their respective sectors. As part of the process, GoodWeave obtained ISO 65 accreditation, making it one of the most rigorous, independent and transparent certification systems anywhere in the world.

GoodWeave inspection teams in Asia reached 34,700 workers through monitoring visits to weaving facilities, and certified over 141,000 rugs as child-labor-free in 2013.
Standard Setting: In 2013, GoodWeave completed pilot audits against its new certification standard, which includes seven principles leading to decent and fair working conditions for adults, worker health and safety and environmental stewardship. This expanded approach will enable GoodWeave to address more of the root causes of child labor. The entire standard-setting process and draft standard document are available for view and comment at goodweave.org/standard/standard-development.

Workforce Development: GoodWeave introduced its new Weaving Opportunities program in Afghanistan and Nepal. With this initiative, women who are at-risk of trafficking or the sole income earners in their families are given training to become master carpet weavers, along with daycare for their children, rights awareness and psychological counseling. In 2013, there were 178 graduates of the program, all of whom were placed in jobs with GoodWeave members who agreed to long-term employment contracts.

“People are starting to realize the connection between improving working conditions and retaining weavers. By raising minimum wage, that’s how we’ll get workers back.”

—Bala Ram Gurung, Everest Looms, GoodWeave licensed exporter
The Tapish Weaving Center

In 2013, GoodWeave initiated *Tapish*, a one-of-a-kind training facility in Kabul, Afghanistan, staffed by women, managed by women.

“*Tapish* to me is the sweetest experience of eight years of working,” Masooma said. At 20 years old, Masooma is already a veteran weaver, having been put to work on a loom from a young age with no opportunity to study. In fact, before coming to *Tapish*, Masooma was like many Afghan women and barely left her home. “I wasn’t allowed to go outside the house, it was like a jail. Now, it feels like I am free.”

It wasn’t an easy transition at first—she had only been in public and around crowds of other people during wedding parties or funerals. But she overcame this stress for one single reason – she knew she was fighting not only for her own freedom, but to brighten the future of her younger sister.
Today, the benefits of weaving at the Tapish Center—including a good income, food and transportation—means that Masooma is able to contribute to her family’s income and support her sister to get an education. As for Masooma, the young woman who once could barely imagine the world outside her door, now daydreams about having her own global company: “My passion toward carpet weaving leads me to a point where I can dream of having a huge supply chain with international branches of my company in every part of the world...”

Masooma’s handiwork is already reaching every part of the world, including the premier tradeshows in Europe and North America. Tapish rugs certified by GoodWeave are now sold at Ariana Rugs and Lapchi showrooms.

Provide Alternative Opportunities for Children and Families in Weaving Communities

To truly end child labor, one must look at all sides of the picture, such as the economic condition of the parents or the accessibility of schooling in a child’s home village. While the goal to end child labor remains the same, the implementation model, scope and scale varies country to country, village to village. GoodWeave’s social initiatives either serve victims, address the root causes of child labor, or both. The three beneficiaries below, one from each country where GoodWeave operates, are in a program uniquely tailored to their context.

India: Child-friendly Community

GoodWeave provides educational opportunities to children in weaving communities—including girls who would otherwise be put to work or forced to marry to support their families.

One child helped this year is Sayishta. After her older sister died when she was in sixth grade, she dropped out of school to care for her young nieces and nephews. Like so many impoverished children, she was forced to take on the burdens of adulthood while still a child, instead of furthering her education.

Sayishta was discovered by GoodWeave and today, at age 17, she is working to make her dream of being a teacher come true. Through the Motivation and Learning Center near her village in Sajoi, India, she has already finished seventh and eighth grades and is committed to going even further so she can one day open her own education center. “I got the chance to shape my future,” Sayishta told us.

In 2013, GoodWeave created educational opportunities for 2,345 children, from home-schooling for girls in Afghan weaving communities to Motivation and Learning Centers in “child-friendly” communities in India’s carpet belt.

“Goodweave is one of the best-known examples of a program effectively addressing child labor in a sector where it was endemic...”

—Bama Athreya, Senior Specialist for Labor and Employment Rights, USAID
Nepal: Rehabilitation

“The peacock can open its feathers and doesn’t have to be held in. That’s freedom.”

These are the words 13-year-old Rahul used to describe the peacock he painted while healing in GoodWeave’s child rescue center in Nepal. The word “rehabilitate” often gets lost in between rescue and educate, but it’s a pivotal part of the story.

Rahul had never been to school before he was rescued from a local carpet factory last summer. He had been living as an orphan since his mother died, working brutal hours and eating garbage off the street to survive. As a result, he was suffering terrible intestinal worms when he was removed from the factory and brought to GoodWeave’s rescue center. While the doctors mended his body, an art therapy class mended his spirit—he loved sharing his experience on canvas.

Today, like the peacock he painted, Rahul is free to spread his wings and thrive.

GoodWeave rescued 45 children like Rahul in 2013 and helped give them the life all children deserve.

Afghanistan: Early Childhood Education

In Balkh province, GoodWeave runs a daycare center for kids who divide their time between basic lessons, meal time and play time. While this center cares for the immediate needs of these vulnerable children, there was always a bigger picture and intention here: to set a precedent for educating rather than employing children, especially girls.

And this is proving true—the children who “graduate” from the Center are thriving and continuing in their education. In a follow-up visit, one of the social workers spoke with the teacher of two girls from the Center who are now in elementary school. She spoke enthusiastically about their school work and described the students as “with a courage.”
“UNICEF puts children first, in thought, word, and deed. We believe that every child has the right to grow up in safety, health and dignity. In more than 190 countries and territories, UNICEF works with partners, like GoodWeave, who are committed to making these goals a reality. GoodWeave has shown tremendous leadership in helping to bring children out of exploitation, and return them to classrooms, where they can thrive. Though they have made significant progress, their work will continue until no child is engaged in labor in the handmade carpet industry.”

—Caryl Stern, President & CEO, US Fund for UNICEF and author, *I Believe in Zero: Learning From the World’s Children*

### Programs

**Nepal**
- Early childhood education centers, Kathmandu Valley
- Rehabilitation center, Hamro Ghar (Our Home), Kathmandu
- Long-term education or community-based rehabilitation for rescued children throughout Nepal
- School sponsorship for children at risk of exploitation, Kathmandu Valley
- *Weaving Opportunities*, workforce development program, Bhaktapur

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

**Afghanistan**
- Early childhood education / daycare for weaving mothers, Mazar-i-Sharif
- Community-based classes and homeschooling, Kabul Valley
- Vision care and eyeglass distribution, Kabul Valley
- *Weaving Opportunities/ Tapish*, workforce development program, Kabul Valley
The Impact

GoodWeave tracks a variety of qualitative and quantitative indicators across its core program areas. Some are in this chart, and in the spirit of transparency, GoodWeave makes all this information publicly available on its website.

<table>
<thead>
<tr>
<th>2013 Results</th>
<th>Cumulative Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consumers Reached</td>
<td>60 million</td>
</tr>
<tr>
<td>Companies Joined</td>
<td>14</td>
</tr>
<tr>
<td>Supply Chain Inspections Conducted</td>
<td>2,541</td>
</tr>
<tr>
<td>Children Rescued</td>
<td>45</td>
</tr>
<tr>
<td>Children Educated</td>
<td>2,324</td>
</tr>
<tr>
<td>Adult Workers Benefitted</td>
<td>34,700</td>
</tr>
<tr>
<td>Carpets Certified</td>
<td>141,000</td>
</tr>
<tr>
<td>Funds Generated for Weaving Communities from Sales of Certified Rugs</td>
<td>207,701</td>
</tr>
</tbody>
</table>

In 2013, GoodWeave introduced an additional, exciting method of impact measurement. Using mobile phone surveys, GoodWeave ‘virtually’ reached all the way to the remote corners of weaving villages to give workers a chance to report on conditions in a safe and anonymous way. The finding— in GoodWeave-inspected supply chains the presence of child labor was negligible or nil.

As a pioneer of the certification movement, GoodWeave has always dedicated time to share learning. Whether on panels at the Clinton Global Initiative or private presentations to the Nepalese government, GoodWeave leadership has shared key learnings about which levers to pull to truly disrupt the status quo.

That said, GoodWeave has often found itself in uncharted territory. There are questions which the organization will always strive to answer in more concrete and definitive ways. To hasten the end of child labor, GoodWeave must deepen its understanding of how market development influences vulnerable lives and ecosystems—and the answer to this question has implications for sister efforts working to sustain forests, to protect marine life, and to free slaves.

“Some may think GoodWeave is just about carpets. GoodWeave is in fact leading the path.”

—Jean Baderschneider, CEO, Global Fund to End Slavery
Paving the Way

2013 was a turning point for GoodWeave—for the first time, the organization began integrating its certification model into a new sector. The focus is in the brick kilns in Nepal, where more than 175,000 adults and children are enslaved. Despite efforts by international organizations and local NGOs, the problem remains entrenched and GoodWeave hopes to demonstrate the potential of its model to emancipate these workers through a pilot program in 2014. This is just the beginning of industry expansion to come.

“We are proud to stand with GoodWeave in the global fight against modern slavery. From the carpet sector to brick kilns, Humanity United has worked closely with their team to understand and address the systems that lead to the exploitation of adults and children in Nepal.”

—Randy Newcomb, President & CEO, Humanity United
The Numbers

STATEMENT OF FINANCIAL POSITION
For the Year Ended 12/31/2013

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Assets</td>
<td></td>
</tr>
<tr>
<td>Cash and Equivalents</td>
<td>$679,988</td>
</tr>
<tr>
<td>Investments</td>
<td>240,047</td>
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<tr>
<td>Licensing Fees Receivable</td>
<td>177,252</td>
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<tr>
<td>Unbilled Government Revenue</td>
<td>95,202</td>
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<tr>
<td>Grants Receivable, Net of Current Portion</td>
<td>291,874</td>
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<tr>
<td>Other Accounts Receivable</td>
<td>14,613</td>
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<tr>
<td>Prepaid Expenses and Other Assets</td>
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</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td><strong>1,514,459</strong></td>
</tr>
<tr>
<td>Property and Equipment, Net</td>
<td>45,604</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$1,560,063</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES AND NET ASSETS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Liabilities</td>
<td></td>
</tr>
<tr>
<td>Accounts Payable and Accrued Expenses</td>
<td>$57,371</td>
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<tr>
<td>License Fees Payable for Field Programs</td>
<td>163,151</td>
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<td>Funds Held as Fiscal Sponsor</td>
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<td>Subgrants Payable</td>
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<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>324,854</strong></td>
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<table>
<thead>
<tr>
<th>NET ASSETS</th>
<th></th>
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<tbody>
<tr>
<td>Temporarily Restricted</td>
<td>518,750</td>
</tr>
<tr>
<td>Unrestricted</td>
<td>716,459</td>
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<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>1,235,209</strong></td>
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<table>
<thead>
<tr>
<th>TOTAL LIABILITIES AND NET ASSETS</th>
<th></th>
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<tbody>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td><strong>$1,560,063</strong></td>
</tr>
</tbody>
</table>

2013 Financial Highlights

- 89 cents of every dollar donated to GoodWeave went directly to programmatic activities to end child labor while the remainder funded ongoing operational activities.
- Leading design magazines collectively donated $694,783 in advertising space enabling GoodWeave to reach to more than 60 million consumers.
- Licensing fees generated more than $207,000 to support programs for children and families in weaving communities.
- GoodWeave won competitive bids from the U.S. Department of State and U.S. Department of Labor to support its programs in Afghanistan.
### Statement of Activities
For the Year Ended 12/31/2013

#### Unrestricted Support and Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>2013</th>
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</thead>
<tbody>
<tr>
<td>Grants and Donations</td>
<td>$1,247,438</td>
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<tr>
<td>Government Revenue</td>
<td>422,108</td>
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<tr>
<td>Licensing Fees</td>
<td>367,850</td>
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<tr>
<td>Marketing Partnership Fees</td>
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<tr>
<td>Interest and Other</td>
<td>(1,001)</td>
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<tr>
<td>In-Kind Contributions</td>
<td>902,740</td>
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<tr>
<td><strong>Total Unrestricted Support and Revenue</strong></td>
<td><strong>$2,956,850</strong></td>
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</tbody>
</table>

#### Expenses

**Program Services**

- Grow Market Preference
  - North America: $1,107,644
  - Europe: $282,043
  - **Total: $1,389,687**

- Increase Child-Labor-Free Supply Chains
  - Standards Development and Oversight: $279,990
  - Central Inspections Division: $128,032
  - Afghanistan - IMC: $188,261
  - Geographic Expansion: $20,565
  - Weaving Training Programs: $392,908
  - **Total: $1,005,355**

- Provide Opportunities for Children
  - Field Program Grants from Licensing: $207,701
  - Afghanistan - Social Programs: $39,180
  - Program Administration: $26,953
  - **Total: $273,834**

- Promote Replication in New Industries
  - Better Brick Initiative: $11,007

- Assess Impact and Learning
  - Monitoring and Evaluation: $37,917

**Total Program Services**: $2,716,000

**Supporting Services**

- General and Administration: $283,456
- Fundraising: $183,937

**Total Supporting Services**: $467,393

**Total Expenses**: $3,183,393

#### Change in Unrestricted Net Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td><strong>Change in Unrestricted Net Assets</strong></td>
<td>$(226,543)</td>
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</table>

#### Temporarily Restricted Net Assets

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<tr>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Grants and Contributions</td>
<td>$523,290</td>
</tr>
<tr>
<td>Net Assets Released from Restrictions</td>
<td>$(949,579)</td>
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<tr>
<td><strong>Change in Temporarily Restricted Net Assets</strong></td>
<td>$(426,289)</td>
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#### Change in Net Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td><strong>Change in Net Assets</strong></td>
<td>$652,832</td>
</tr>
<tr>
<td>Net Assets at the Beginning of the Year</td>
<td>$1,888,041</td>
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<tr>
<td><strong>Net Assets at the End of the Year</strong></td>
<td><strong>$1,235,209</strong></td>
</tr>
</tbody>
</table>
The People

Board of Directors
Robin Broad
Claude Fontheim
Kul Chandra Gautam
Steve Graubart
Patricia Hambnick
Rev. Phans J. Harvey (Emeritus)
Barbara Hawthorn
Edward Millard
Aditi Mohapatra
Regatte Venkat Reddy
Marc Triaureau
Dan Viederman
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 Janetzko, Director of Operations
Kate Francis, Director of International Partnerships
Mathew John, Director of Central Inspection Division
Rebecca Shaloff, Director of Development
Biko Nagara, International Standards and Policy Officer
Maia Lee, Marketing and Media Associate
Becca Glas, Program Assistant

Standards Committee
The Standards Committee is responsible for developing and deciding on the content of GoodWeave standards.
Walter Chapin
David Hircock
Hajar Husaini
Dinesh Jain
Caroline Kent
Lobsang Lama
Gerard Oonk
Lee Swepston
Indu Tuladhar
Aziz Ur Rehman
Fazel Wasit
Scott Welker

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

Learn more about GoodWeave governance and other programmatic committees at goodweave.org/about/governance.
GoodWeave Supporters

In 2013, 73 percent of GoodWeave’s financial support came from institutional donors, including foundations, governments and corporations that supported our organizational strengthening, market building in North America and Europe, and programmatic work in India, Nepal and Afghanistan. In addition to providing critical financial support, these donors also play a critical role in spreading GoodWeave’s vision for a world free from child slavery.

Private Foundations and Government Funders, above $50,000
- Humanity United
- The Asia Foundation
- The Skoll Foundation
- Textile Recycling for Aid and International Development
- U.S. Department of Labor, Bureau of International Labor Affairs
- U.S. Department of State, Office to Monitor and Combat Trafficking in Persons
- U.S. Department of State, U.S. Embassy Kabul

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- The United Nations Voluntary Trust Fund on Contemporary Forms of Slavery
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Individual Donors
GoodWeave’s list of individual donors is long, comprising 8 percent of our financial support, including a third grade class who held a charity bake sale and parents who donated in honor of their son’s bar mitzvah. We are grateful for each and every gift.

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Other Partners
Clinton Global Initiative (CGI) convenes global leaders to create and implement innovative solutions to the world’s most pressing challenges. In 2013, GoodWeave announced its commitment to dramatically increase the market share for certified rugs.

ISEAL Alliance is the global membership organization for global sustainability standards. As a full member of ISEAL, GoodWeave has demonstrated full compliance with the organization’s Codes of Good Practice.
If you can make it possible I would like this money to go to getting more kids out of any industry. Thank you for spending your time to read this letter and good luck with ending Child labor.
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