

# GoodWeave International Annual Report

**2021 Year in Review**

Creating Resiliency for Children  
and Workers



goodweave®

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Dear Friends,

2021's International Year for the Elimination of Child Labor was an opportunity to highlight the critical cause we at GoodWeave fight for every day, and I want to take a moment to reflect on all that was accomplished toward our mission of ending child labor in global supply chains.

It was another challenging year as the world grappled with the ongoing pandemic, but together with our partners, we pressed on towards our goal of freeing 30 million children from labor by 2025.

Together, we continued to transform consumer and business practices in the marketplace, while ensuring that children's rights are valued more than their labor to produce the goods we buy every day. We supported vulnerable worker communities in Nepal, India and Bangladesh, facilitating resiliency for them in the face of economic and social disruption caused by the pandemic. And, we're finding new ways to expand our footprint across regions and industries.

Some specific highlights include partnering with 16 new businesses, releasing a new short film entitled "Fashion's Hidden Supply Chain," launching our "Best Practice Series for the Elimination of Child Labor," and carrying out the Hidden Supply Chains in Bangladesh pilot project.

As we head into 2022, we remain committed to rights and protection for children and workers around the world. Thank you for joining with us and for your continued support!



Nina Smith  
CEO  
GoodWeave International



## Muskaan's story: short film shines spotlight on child labor in hidden apparel supply chains

In honor of World Day Against Child Labor and International Year for the Elimination of Child Labor in 2021, GoodWeave released a new short film entitled "Fashion's Hidden Supply Chain." The film is featured in the Fashion for Good museum in Amsterdam, Netherlands as part of their permanent collection.

Muskaan's story resembles that of many other young girls in vulnerable worker communities in India before she became involved with the GoodWeave program. She was found helping her mother with beadwork during a surprise inspection at her home by a GoodWeave team member. The team learned she was under 14 years-old and not going to school. Her father was not comfortable with her attending classes in their conservative community. Eventually, GoodWeave's community facilitators and Muskaan's mother helped convince her father to support Muskaan's wish to pursue an education.

Because of the intervention, Muskaan is now studying English, Hindi and math, and is no longer part of the hidden apparel supply chain. She will be the first literate person in her family.

[Watch her story here.](#)





Photo Credit: The Studio\_M – thestudiom.com

## ABOUT GOODWEAVE

GoodWeave — a nonprofit organization founded in 1994 by Nobel Peace Prize laureate Kailash Satyarthi — is the leading international institution working to stop child labor in global supply chains through a market-based system and holistic approach. We partner with companies and local producer communities to bring visibility to hidden supply chains; protect workers' rights; provide assurance that products are free of child, forced and bonded labor; and restore childhoods. In 2021, GoodWeave partnered with over 400 companies in more than 20 countries including major retailers and brands, as well as boutique shops and exporters. The GoodWeave® certification label offers the best assurance that no child labor was used.

GoodWeave and our frontline partners are embedded within the communities where we serve. This proximity ensures our programs are worker-centered, survivor-informed and results-oriented. Since its inception, GoodWeave has restored freedom to nearly 9,000 children and provided direct educational opportunities to more than 44,400 children. In 2021 alone, more than 101,100 workers were protected under the GoodWeave International Generic Standard.

Since GoodWeave began operating in 1994, South Asia's handmade carpet sector has been transformed, and we now seek to repeat this success in home textile, apparel, fashion jewelry, bricks and other sectors, where 160 million children await their freedom.

**MISSION** Stop child labor in global supply chains. Permanently.

**VISION** A world free of child labor.

**CREDIBILITY** GoodWeave is ISEAL Code Compliant. Our system has been independently evaluated against ISEAL's Codes of Good Practice – a globally-recognized framework for effective, credible sustainability systems. More information is available at [isealalliance.org](https://isealalliance.org).



Photo credit: The Studio\_M – thestudiom.com

## THEORY OF CHANGE

The GoodWeave System is our primary tool for disrupting the cycle of child labor, slavery, illiteracy and poverty. It comprises the following interrelated strategies:

- Harness Market Forces
- Establish Transparent and Clean Supply Chains
- Create Educational Opportunities for Children
- Improve Conditions for Workers
- Promote Best Practices

The GoodWeave System eliminates the disconnect between problem and resources that has allowed child labor in supply chains to go unchecked:

**First, we bring visibility to hidden workers and victims:** Companies partner with GoodWeave to grant full access to their supplier network and production sites, revealing child and adult laborers who are otherwise unaccounted for. Then, we stop the abuse. Frequent, unannounced inspections create a market incentive to stop exploiting children. And when we do find victims, we provide a suite of rehabilitative services and interventions.

**Second, we prevent recurrence by addressing root causes:** Whole communities are engaged to advocate for access, rights, education and freedom. This ensures that all children are in school and learning, and improves working conditions for parents.

**Finally, we develop best practice capacities and methodologies in other organizations:** This work is based on The GoodWeave System and we engage in research, thought leadership and advocacy to multiply our impact.

## GOODWEAVE BY THE NUMBERS

**400+**

partner companies  
in more than 20  
countries

**8,981**

children restored  
freedom

**44,400+**

children directly  
provided educational  
opportunities

**101,100+**

workers protected  
under the  
GoodWeave  
Standard in 2021

**32  
million +**

rug and home textile  
products certified  
as child labor free

**173,000+**

individuals  
provided COVID-19  
relief and support  
through 2021

**89%**

of expenditures  
support programs  
to end child and  
forced labor

**86%**

of respondents  
from GoodWeave's  
Partner Survey  
said partnering with  
GoodWeave has  
enhanced  
their company's  
reputation

"We are proud to be in partnership with GoodWeave. It has opened so many doors and has given us the confidence to grow and promote the ethical values of our business."

- Karen Riddick, Founder of Second Nature Online Limited

"Celebrating handcraft and skill is at the heart of what we do. GoodWeave has enabled us to communicate this story to our customers whilst reassuring them that we are producing our products under responsible conditions. In the retail world, there are many who claim to work closely with their makers and source responsibly, but GoodWeave allows us to claim this with authenticity and integrity."

- Niki Jones, Creative Director of Niki Jones Ltd.





Photo credit: Tania Johnson Design

## HARNESS MARKET FORCES

From the garment factories of Bangladesh to the cocoa fields of the Ivory Coast, there are 160 million child laborers today. GoodWeave's market-driven model offers consumers, businesses and worker communities an avenue to put a stop to this exploitation.

In 2021, GoodWeave signed 16 new importer and retail companies into its licensing and certification program for rugs and home textiles, bringing the total number of importer licensees to 188 and resulting in more than 33% share of the total handmade rug market globally.

**TELL THEM I MADE IT**

Born in a Himalayan village, Sanjay's father sent her to Kathmandu to weave carpets when she was just 10 years old to help pay off the family's debt. She worked day and night in a carpet factory, yet was never paid. Then a company partnered with GoodWeave. GoodWeave rescued Sanjay, provided her an education, and a safe place to live. Now she is a high school graduate and the first educated person in her family.

Sanjay made it. You can help other children make it too. Look for the GoodWeave® label on carpet and home textile products — your best assurance no child labor was used.

Image: Shutterstock  
Photo: © J. S. S. S. S.

**goodweave®**  
goodweave.org

GoodWeave also expanded our *"Tell Them I Made It"* awareness campaign by launching several new Public Service Advertisements (PSAs) to shine the light on the voices of child survivors and adult artisans whose stories of freedom are woven into the products licensed and certified by GoodWeave. In 2021, GoodWeave PSA's were featured in magazines such as *Architectural Digest*, *Dwell*, *Interior Design*, and *The New Yorker*.





## ESTABLISH TRANSPARENT AND CLEAN SUPPLY CHAINS

GoodWeave certification offers the best assurance that rugs and textiles are made without the use of child and forced labor. GoodWeave's inspection system is unique as it reaches all levels of the supply chain – from primary factories – to outsourced units and home-based workers. Assessments are conducted against the requirements of the GoodWeave International Generic Standard. In 2021, GoodWeave's frontline teams in South Asia reached more than 101,100 workers through monitoring and inspections of facilities. More than 4.5 million rug and home textile products were certified as child labor free this year.

Every child removed from labor is offered rehabilitation, counseling, schooling and other critical services. In 2021, 1,075 children were removed from exploitative labor across all program categories including carpets, home textiles, apparel, fashion jewelry and bricks. These children were provided with educational support and rehabilitation. Whenever possible, child labor survivors are reunited with their families and offered a



home when not. Rehabilitation can take years and includes psychological counseling in addition to health care and education. Freed children are supported until grade 10 or age 18, whichever comes first. In addition – and this is the most powerful point of impact – unannounced, random inspections prevent thousands of children from ever being exploited.



### Kabir: The GoodWeave System at work

Kabir was excited about going to the big city. At first he thought he was going to go to school. But instead, unbeknownst to Kabir, his stepfather took an advance of 20,000 NPR, approximately 170 US dollars, in exchange for Kabir's labor. Kabir worked for over a year in a factory to repay the advance his stepfather had taken.

When Nepal reopened after the COVID-19 related shut down, Kabir's uncle brought him to another carpet factory to live, where he worked from five in the morning to eight in the evening. Fortunately for Kabir, this carpet factory was part of a GoodWeave supply chain. GoodWeave auditors discovered Kabir during a routine inspection. When a child laborer like Kabir is found in a factory, GoodWeave works with the business owner to ensure they will not allow children to work in the future. GoodWeave will make certain this factory remains child-labor-free in the future by conducting frequent unannounced inspections.

Kabir is now living in the GoodWeave transit home for freed child laborers, Hamro Ghar, and is back in school. He wants to join the army and serve his country. He is grateful to GoodWeave for providing him with hope and a happy life at Hamro Ghar.



Photo credit: The Studio\_M – thestudiom.com

## CREATE EDUCATIONAL OPPORTUNITIES FOR CHILDREN

In 2021, GoodWeave provided direct access to education for 18,950 children with another 20,888 indirectly benefiting from schooling initiatives. Programs include daycare and early childhood education; school enrollment; center-based rehabilitation and non-formal education; as well as establishing entire "child-friendly" communities. Programs are designed with input from survivors and those proximate to needs, serving child trafficking survivors and addressing the root causes.

Due to the closure of local government funded schools during the COVID-19 pandemic, some of GoodWeave's programs relied upon e-learning that supplied educational materials to students at home via WhatsApp.



Photo credit: GoodWeave International

### Mahak stays on track with education through GoodWeave supported e-learning

Mahak, a nine-year-old girl from a rural village in Uttar Pradesh, India confidently writes her name in both Hindi and English. Once she accomplishes the task, she smiles proudly.

Mahak is happy that her learning level has not dropped while her school was closed during the pandemic. In fact, she advanced, thanks to the GoodWeave community facilitators, who sent Mahak daily homework through WhatsApp and checked on her frequently. As of December 2021, GoodWeave's Digital Learning Group activity has helped 11,238 children in India.

Now that her school is open again, Mahak proudly helps her classmates with their homework, and dreams of becoming a teacher or lawyer one day.





## IMPROVE CONDITIONS FOR WORKERS

In 2021, GoodWeave extended rights and a range of other services, such as health and financial literacy through its programming in supply chains to more than 101,100 workers.

After the COVID-19 pandemic struck the world in March 2020, GoodWeave quickly pivoted its work in order to protect staff and beneficiary communities, and adjust to newly evolving market realities. This involved establishing remote audit, inspection and safety protocols, as well as delivering humanitarian aid to vulnerable workers and families in South Asian supply chains where GoodWeave operates who had no safety nets.

GoodWeave's grassroots presence ensured services such as urgent food aid; personal protective equipment and COVID-19 awareness; hygiene kits; special protections for freed children; access to e-learning for children; banking support, and access to vaccination for more than 173,000 individuals through 2021.



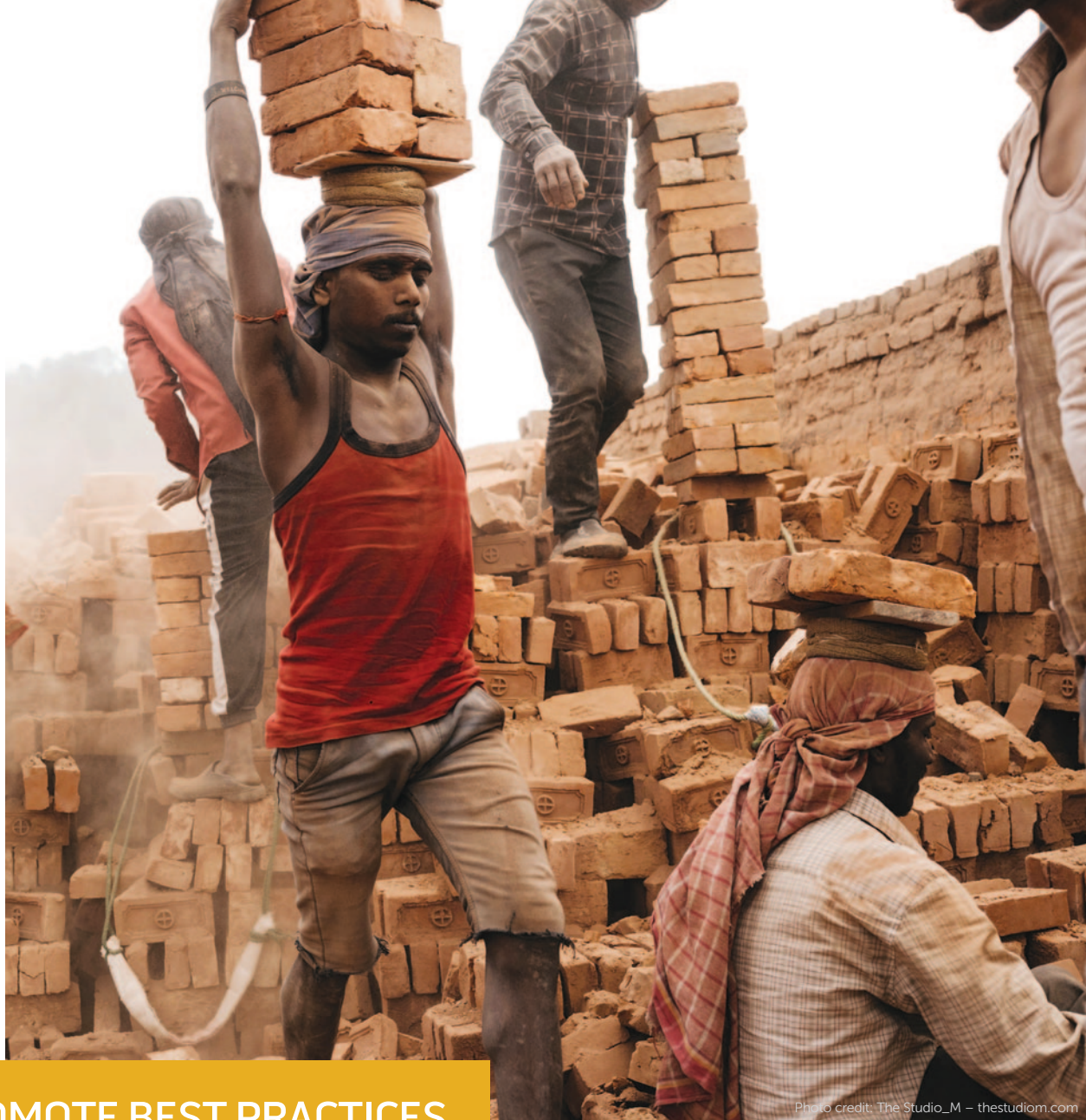
## Hidden Supply Chains in Bangladesh pilot project

From August 2020 to July 2021, GoodWeave and Awaj Foundation implemented the Hidden Supply Chains in Bangladesh pilot project. The project expanded research on undisclosed production, child labor and forced labor in informal ready-made garment (RMG) supply chains, as well as associated remediation and mitigation, in the context of the COVID-19 pandemic's impact on RMG workers. The project also supported vulnerable RMG workers by providing emergency food distribution, rights awareness and COVID-19 safety information during the pandemic.

The project was funded by the Vulnerable Supply Chains Facility (VSCF), a rapid COVID-19 response fund set up by the UK Foreign, Commonwealth and Development Office (FCDO) as part of the Business Partnership for Global Goals (BP4GG) program, and managed by Mott MacDonald Ltd. [Watch a short project film here.](#)







## PROMOTE BEST PRACTICES

Beyond the programs implemented directly, GoodWeave also seeks to improve conditions for all workers, to build the capacity of other organizations, and serve as a thought-leader and advocate raising the bar for companies, governments and other supply chain actors tackling child labor and its root causes.

In 2021, GoodWeave participated in numerous high-level events and advocacy platforms to promote the importance of ending child labor and modern slavery through deep due diligence practices that include full supply chain mapping, application of strong human rights standards, ensuring remedy to rights holders and addressing root causes. These included speaking roles at events such as the OECD Forum on Due Diligence in the Garment and Footwear Sectors, the Center for Responsible Business' India and Sustainability Standards Conference, the 13th annual Engaging Business Forum on Business and Human Rights, and the UN Global Compact Leaders' Summit - South Asia Regional event.

In 2021, GoodWeave continued a longstanding collaboration with Humanity United and Global Fairness Initiative transferring our methodologies to the brickmaking sector in Nepal, where the rate of forced and child labor is staggering. Forty work sites participated in the Better Brick Nepal program, bringing 6,850 workers under protection with a special focus on helping to release workers from debt bondage.

## Best Practice Series to Eliminate Child Labor in Global Supply Chains

As a resource for International Year for the Elimination of Child Labor and beyond, the GoodWeave team created and launched its new “Best Practice Series to Eliminate Child Labor in Global Supply Chains”. Based on our proven model, the five-part series describes how companies and nongovernmental organizations can combat child labor in supply chains and sectors where they work.





# FINANCIALS

## Statement of Activities

For the Year Ended 12/31/2021

### UNRESTRICTED REVENUE

Grants and Donations	\$1,866,588
In-Kind Contributions	\$327,488
Government Revenue	\$1,078,865
Industry Income	\$877,145
Interest and Other	\$(121,081)

**TOTAL UNRESTRICTED REVENUE \$4,029,005**

### EXPENSES

#### Program Services

Harness Market Forces	\$996,832
Clean up Supply Chains	\$809,966
Create Educational Opportunities	\$642,589
Improve Conditions for All Workers	\$447,275
Assess Impact and Learning	\$230,411
Promote Best Practice	\$201,683

**TOTAL PROGRAM SERVICES \$3,328,756**

#### Supporting Services

General and Administration	\$372,930
Fundraising	\$55,058

**TOTAL SUPPORTING SERVICES \$427,988**

**TOTAL EXPENSES \$3,756,744**

**CHANGE IN UNRESTRICTED NET ASSETS \$272,261**

### DONOR RESTRICTED NET ASSETS

Grants and Contributions	\$850,437
Net Assets Released from Restrictions	\$(1,620,121)

**CHANGE IN DONOR RESTRICTED NET ASSETS \$(769,684)**

**CHANGE IN NET ASSETS \$(497,423)**

Net Assets at the Beginning of the Year	\$5,646,333
Net Assets at the End of the Year	\$5,148,910

## Statement of Financial Position

For the Year Ended 12/31/2021

### ASSETS

#### CURRENT ASSETS

Cash and Equivalents	\$2,178,513
Investments	\$114,941
Accounts Receivable, net	\$507,892
Grants Receivable, current	\$1,006,289
Prepaid Expenses and Other Assets	\$9,091

**TOTAL CURRENT ASSETS \$3,816,726**

Grants and Contributions Receivable, net	\$726,109
Security Deposit	\$5,686
Property and Equipment, net	\$9,218
Intangible Assets, net	\$1,455,472

**TOTAL ASSETS \$6,013,211**

### LIABILITIES AND NET ASSETS

#### CURRENT LIABILITIES

Accounts Payable and Accrued Expenses	\$114,833
Grants Payable	\$138,174
Refundable Advances	\$-
License Fees Payable	\$609,659
Deferred Rent	\$1,635

**TOTAL LIABILITIES \$864,301**

#### NET ASSETS

Without Donor Restrictions	\$2,308,373
With Donor Restrictions	\$2,840,537

**TOTAL NET ASSETS \$5,148,910**

**TOTAL LIABILITIES AND NET ASSETS \$6,013,211**

*GoodWeave International was audited by Rogers & Company PLLC. Full audited financial statements are available upon request.*



Photo credit: The Studio\_M – thestudiom.com

## DONORS AND SUPPORTERS

We are grateful for the generous grants, donations and in-kind support from all of our investors in 2021. With their support, we are creating a world free of child labor.

### Institutional Donors

Community Foundation  
Global Giving  
Humanity United  
ISEAL Alliance Innovation Fund  
Janet Wright Ketcham Foundation  
Laudes Foundation  
L Brands Foundation  
Monsoon Trust  
New Hampshire Charitable Foundation  
Skoll Foundation  
The Anbinder Family Foundation  
The Freedom Fund  
The Seamont Foundation  
The Walt Disney Company  
UBS Optimus Foundation  
US Department of State, Office on  
Trafficking in Persons  
UK Foreign, Commonwealth &  
Development Office

### Individual Donors

More than 250 individuals donated critical support in 2021.

### In-kind Contributors

Covington & Burling LLP  
Mayer Brown LLP  
Sunstein LLP

### Media Partners

Allure  
Architectural Digest  
Dwell  
Elle Décor  
InStyle  
Interior Design  
Organic Spa  
Rug Insider  
The New Yorker  
Veranda  
Wired



## BUSINESS PARTNERS

GoodWeave partners with rug and home textile designers, importers and retailers to create a market for products that are made without child, forced or bonded labor. Licensed importer companies adhere to the GoodWeave Standard, which assures their products are sourced from exporter companies adhering to the same best labor practices.

### Licensed Importers

4Favorites	Classic Rug Collection, Inc.	Herman Miller
A Rum Fellow	Clive Christian Interiors	High Country Rugs, LLC
A&G Rugs	Cloak	Holland Cassidy
Abstract Road, LLC	Company C, Inc.	Home Republic
Alicia D. Keshishian Carpets	Crosby Street Studios	Indo Designer Rugs
Amigos de Hoy	Dadicos	Inigo Elizalde Rugs
Amy Helfand	Deckers Tapijt	Interior Resources
ANG Studios	Deirdre Dyson	J. S. Hurd Design
Anji Mountain	Diane Paparo Studio	Jacaranda Carpets
Ariana Rugs, Inc.	EcoFiber Rugs	Jensin Okunishi Studio
Art Palace, Ltd.	Edition Bougainville	Joseph Carini Carpets
Asha Carpets	Eeuwes Studio Design	Julia Toncology Pfeiffer
Ashtari Carpets	Elle Funny Carpets	Julie Dasher Rugs
Aussbond Pty, Ltd.	Elson & Company	Kaja Gam Design
Bashian Brothers	Emma Gardner Design, LLC	Kaldhara
Bazaar Velvet	Emma Mellor Handmade	Khawachen / Innerasia
BenSoleimani.com, Inc.	Rugs	Kim Parker
Bespoke Tibet Carpets	Endy Canada Inc.	Kismet Fine Rugs
Biyuu	Equator Production	K-Mail Order GmbH & Co.
BravinLee Programs, LLC	Erik Lindstrom	KG
Bremworth	eye heart hand	Knot Collective
By Henzel	Fab Habitat Corporation	Knothouse
Cadrys Handwoven Rug	Flock-Living Limited	Kolatech, Inc.
Specialists	Floor Story	Kooches, LLC
Californian Living	Freedom	Laguna Rugs
Ca'lyah	Furtex Limited	Land Rugs
Casa Amarosa	GRAN Living ApS	Landry & Arcari
Catherine Bertulli	Granite Lane Homewares	Lapchi
Change Space	Pty, Ltd.	Leah Singh
Charlene Mullen	Grund America, LLC	Lilla Studios
Christian Liaigre	Guildcraft Carpets	LiLu Interiors, Inc.
	Heinrich Heine GmbH	Lindsey Lang Design, Ltd.

Liv Interior GmbH  
Liza Phillips Design  
Loloi  
Loom Rugs  
Lotus Collection  
Lucy Tupu  
Ma Wovens  
Madeline Weinrib Atelier  
Magliocco Tappeti  
Maison Deux  
Makeda Rugs  
Matteo Pala  
Matthew Wailes  
Merida  
Merinos  
Messenger Rugs  
Miller Davis Group  
Modern Archive, LLC  
Molana, Inc.  
Momtaz Contemporary  
Rug Art  
MOSSROOM  
MyFelt.de  
Namaste UK, Ltd.  
Nasiri Carpets  
Natural Floors PTY, Ltd.  
Neptune Europe, Ltd.  
New Moon  
NIBA Rug Collections  
Niki Jones, Ltd.  
NOA LLC  
Nodi Handmade Rugs, Ltd.  
Nordic Knots  
O'C Carpet, Inc.  
Odegard Carpets  
Oh Happy Home  
Organic Weave  
Otto GmbH & Co. KG  
Pad Home Design Concept  
GmbH  
Paramount Rugs  
Pasang

Pehr Designs  
PupchaKilim  
PuRo Lifestyle GmbH  
Raya Rugs  
RH (Restoration Hardware)  
Rimo  
Rizzy Home  
Robin Gray Design  
Robyn Cosgrove  
Rosemary Hallgarten  
Rug Art  
Rug Artisan  
Rug Star  
Rugmaker.com, Ltd.  
Rugs for Good  
Ruthie L. Designs Australia  
PTY, Ltd.  
Scott Group Studio  
Second Nature Online, Ltd.  
Serapi Oriental Rug Gallery  
Sirecom Tappeti  
Sleeping Giant PTY, Ltd.  
Sonya Winner Rugs  
Squarefoot Commercio  
E Decoracao, Ltd.  
Sri Diamond Collection  
Stanton Carpet  
Stark Carpet  
Stella Esvara  
Stephanie Odegard Co.,  
Ltd.  
Strandz London, Ltd.  
Studio Berk  
Susan D'Arcy Design, LLC  
Tailor-Made Textiles  
Talis Vertriebs GmbH  
Tania Johnson Design  
Target Corporation  
Tashi Murik  
Textures Atelier  
The Fine Rug Gallery at  
Macy's

The Romo Group  
The Rug Company  
The Rug Tailor, Ltd.  
Tigmi Trading  
Tranquillo  
Trans-Ocean  
Tysk-design.com  
Unique USA  
Upcycle Studio  
Vaheed Taheri  
Vista Home Fashions  
Vossberg Versand  
Warp & Weft  
Wayfair  
Wecon Home  
Wendy Morrison Design  
Willie Weston  
Woven Floors  
Woven Treasures, Inc.  
Zoe Luyendijk Studio

### **Lead Sponsors**

Interior Resources  
Kush

### **Industry Supporters**

Azadi  
Christiane Millinger  
Fayette Showroom  
Hagopian/Ghiordes Knot  
Rubicon Rugs  
Rugs by Roo  
Rugs By Zhaleh  
The Rug Seller  
The Rugs Warehouse



## LEADERSHIP AND STAFF

### GoodWeave International Board of Directors

Claude Fontheim (Chair)  
*Fontheim International LLC*

Edward Millard (Vice Chair)  
*Rainforest Alliance*

Michelle Cross Fenty (Secretary)  
*Parsan Cross LLC*

Marc Triaureau (Treasurer)  
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*Barbara Hawthorn Interiors*

Siddharth Kara  
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and child labor activist*

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*MV Foundation*

Dan Viederman  
*Working Capital Fund*

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### Emeritus Members:

Kul Chandra Gautam  
*Former Assistant Secretary General  
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Rev. Pharis Harvey  
*Retired, International Labor Rights Forum*

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Lobsang Lama (Vice Chair)  
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Walter Chapin  
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Aseem Grover  
*Grover International*

Rev. Pharis Harvey  
*Retired, International Labor Rights Forum*

Caroline Kent  
*The Rug Company*

Ivanka Mamic  
*Target*

Gerard Oonk  
*India Committee of the Netherlands*

Indu Tuladahr  
*Independent child labor expert*

Harish Vashistha  
*Credibility Alliance*

Scott Welker  
*GoodWeave International*

### **Certification Committee**

David Ould (Chair)  
*GoodWeave UK Board*

Narayan Bhattarai  
*International Labor Organization*

Mathew John  
*GoodWeave International (non-voting)*

Dr. Divya Joyti  
*Scholar and practitioner in sustainable value chains*

Shawn MacDonald  
*Verite*

### **GoodWeave International Staff**

Nina Smith  
*Chief Executive Officer*

Cyndi Janetzko  
*Chief Financial Officer*

Elisabeth Bystrom  
*Senior Director, Programs*

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*Assistant Controller*

Emily Crain  
*Manager, Standards and Certification*

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Fay Handley  
*UK Representative*

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*Senior Manager, Capacity Building and Training*

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Uddhav Raj Poudyal  
*Independent child labor expert*

Regatte Venkat Reddy  
*MV Foundation*

Mathew John  
*Director of Certification*

Dan Karlin  
*Monitoring, Evaluation and Learning Officer*

Silvia Mera  
*Director, Strategic Partnerships and Advocacy*

Natalie Tate  
*Communications and Program Associate*

Micaela Vivero  
*Vice President, Communications*





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goodweave®

Creating a World Free of Child Labor

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