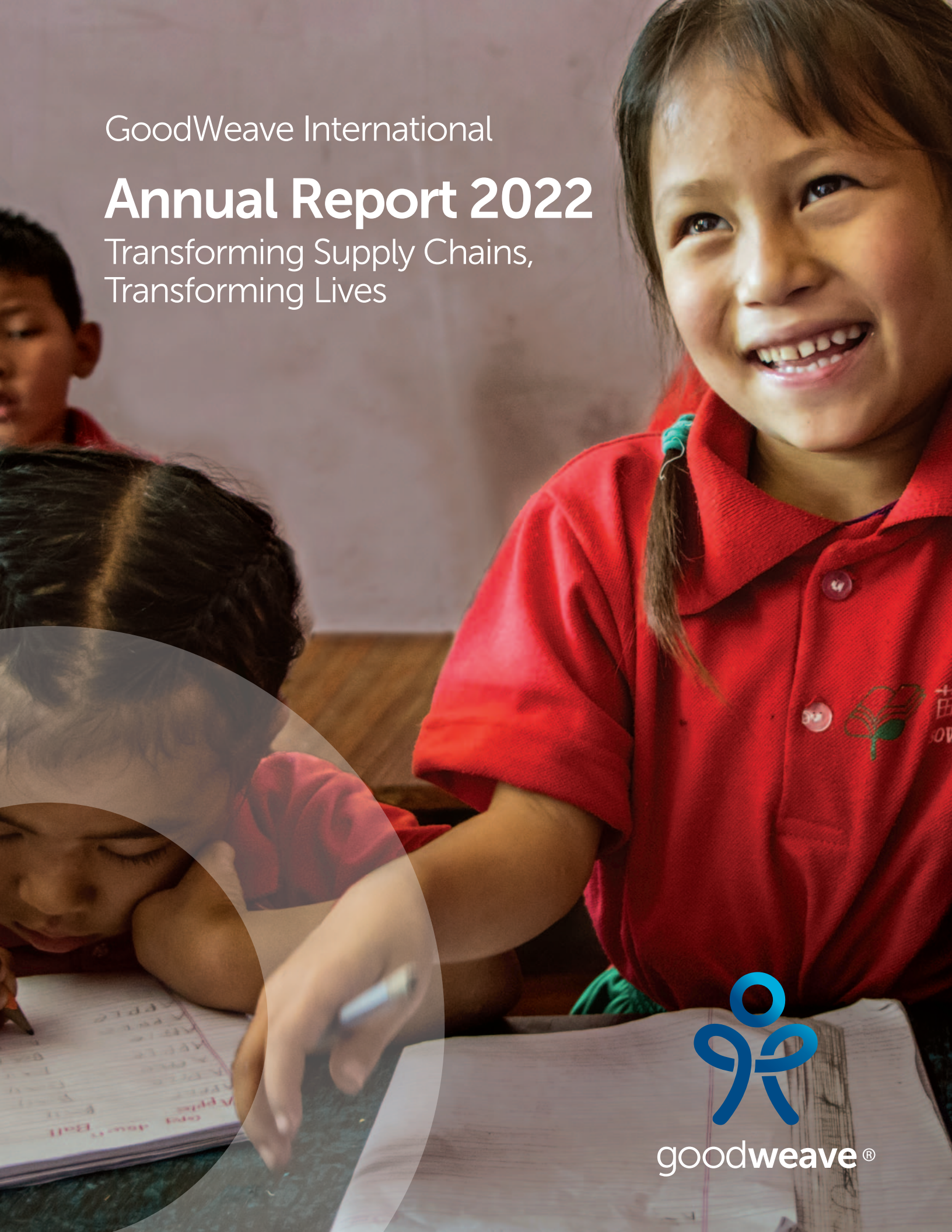


GoodWeave International

# Annual Report 2022

Transforming Supply Chains,  
Transforming Lives



goodweave®

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## Letter from the CEO

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As I reflect on GoodWeave's accomplishments in 2022, I'm moved by a sense of pride and gratitude for the collaboration with our front-line partners on the ground in South Asia. Together, we continued to advance our holistic worker-centered and community-based approach, despite two years of the COVID-19 pandemic causing supply chain disruptions and wreaking havoc on marginalized worker communities globally.

By mid-2022, all of our activities resumed: inspecting supply chains; freeing and rehabilitating children; and preventing recurrence of child and forced labor by ensuring at-risk children are in school and parents are earning a sustainable livelihood. Our advocacy and business staff began attending events in person once again to collaborate with the broader business and human rights community.



Despite the return to normal business operations, we stayed especially vigilant: The International Labor Organization and UNICEF warned in 2021 that progress in ending child labor had stalled for the first time in 20 years, and that the number of children in child labor had risen to 160 million worldwide across all industries. That number was based on 2020 data, and it is estimated to be even higher now as a result of the pandemic – a trend that mirrors our own data and observations coming out of the crisis.

With forecasts that climate change is becoming a multiplier factor for child labor across the globe, the need to protect vulnerable children and workers has never been more urgent – especially if we are to reverse upward trends in both child labor and modern slavery. Offering hope is a growing global legislative environment that incentivizes companies to address child labor and modern slavery, for example, through the U.S. forced labor ban and new mandatory human rights due diligence laws under development in the European Union and other regions. These regulatory developments represent a sea change in the fight against worker exploitation in global supply chains.

GoodWeave is poised to help companies comply with new legislation by achieving full visibility across high-risk production sites that are outside traditional audit oversight. This year alone, together with our business partners and community-based staff, GoodWeave ensured rights and protection for more than 140,000 children and workers within the supply chain regions covered by our programs. We continue to transform lives through our strong voluntary standards and supply chain inspections, remediation, rehabilitation, education and other prevention programs designed to stop child and forced labor. We've also continued to grow relationships with funders and expand into new sectors and regions with initiatives in the ready-made garment sector of Bangladesh and the sugar mills of Pakistan.

This year I had the good fortune to meet so many of GoodWeave's stakeholders around the world, including a young child labor survivor named Maya. Maya faced extreme hardship after her mother abandoned the family and her father could not care for her. She was just eight when the thekedar (labor broker) brought her from her village to a carpet factory in Kathmandu. Three years later, a GoodWeave inspector freed her, and now she is advancing her studies with our support. "I can be [an] activist for child and women's rights," she shared when I asked about the role her education plays in her life. Maya exemplifies how we can reverse the negative trends and transform lives and the systems that perpetuate child labor. You will also have the opportunity to meet Maya in the pages of this report and learn about our key accomplishments and learnings from 2022.

This extraordinary life-changing work is only made possible through partnership with our many business partners, funders and supporters. On behalf of GoodWeave, and the beneficiaries and survivors we serve, thank you for your ongoing support.

A handwritten signature in black ink that reads "Nina Smith". The signature is fluid and cursive, with the first name being more prominent.

Nina Smith  
CEO, GoodWeave International



## About GoodWeave

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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 2022, GoodWeave partnered with 431 companies in 22 countries including major retailers and brands, as well as boutique shops and exporters. The GoodWeave® certification label offers the best assurance no child, forced or bonded labor was used in the making of a product.

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 9,739 children and directly provided educational opportunities to 87,915 children. In 2022 alone, 93,293 workers were protected under the GoodWeave International Generic Standard (GoodWeave 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.

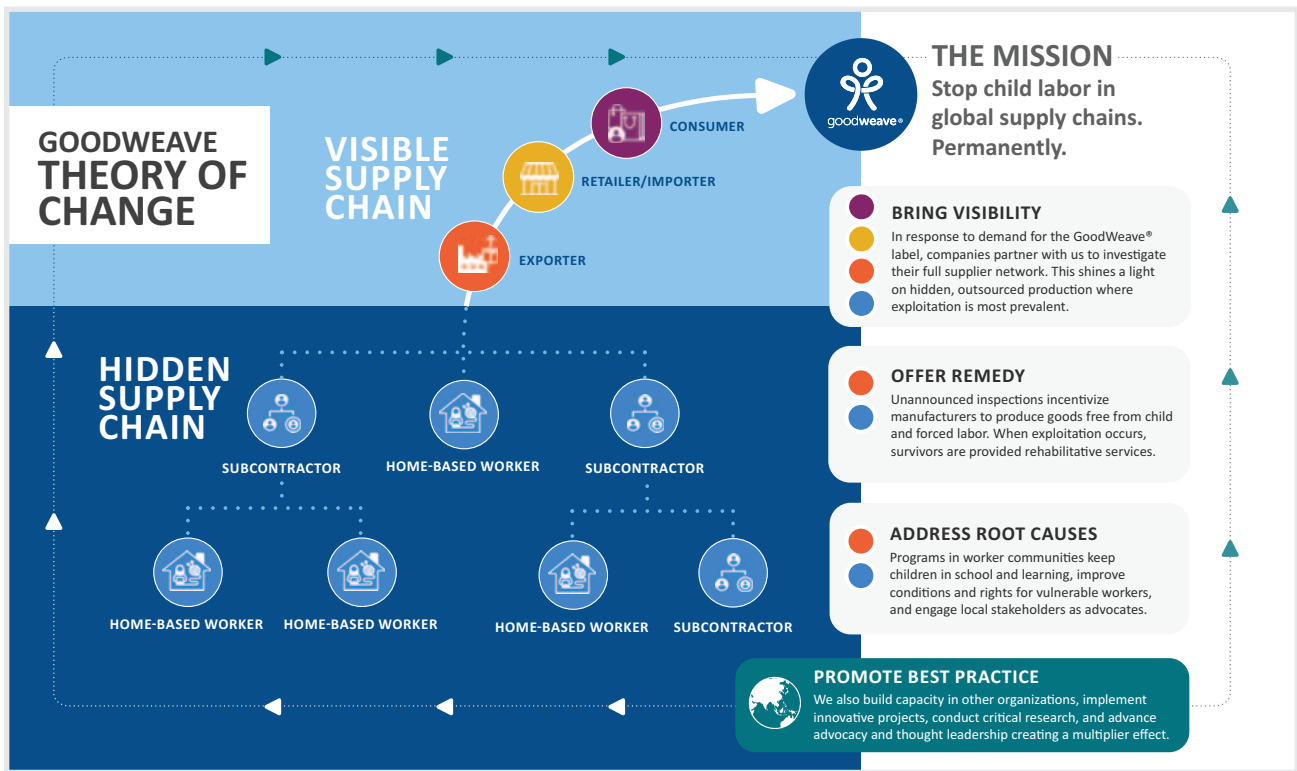
### VALUES

The people that make up the GoodWeave International organization hold closely a set of shared values that underpin our strategy and culture. These values begin with **mission-centered**: everything we do is driven by the best interests of the children we serve. Our team is **all-in**, works in **proximity** to the stakeholders we serve, maintains the highest level of **integrity** in our program and actions, and seeks to be the very best at what we do and serve as **thought-leaders** in our field.

Photo credit: The Studio\_M – thestudiom.com



# Theory of Change



GoodWeave addresses child and forced labor where it is most prevalent – in hidden, outsourced supply chains beyond factory walls. Our theory of change is as follows:

- First, we **bring visibility** to hidden workers and children: In response to market demand for the GoodWeave® certification label, companies partner with us to investigate their primary and subcontracted supplier networks. This access shines a light on previously unmonitored, hidden production sites revealing child and adult laborers who lack rights and protection.
- Second, we **offer remedy**: Unannounced inspections carried out at primary factories, as well as subcontracted and home-based worksites incentivize manufacturers to produce goods free from child and forced labor. When exploitation does occur, we ensure individuals are provided rehabilitative services and interventions.
- Third, we **address root causes** to prevent recurrence: Social programs in worker communities keep children in school and learning, as well as improve conditions and rights for vulnerable workers. Local stakeholders are engaged to advocate for equality, rights, education and freedom.
- Finally, we **promote best practice** and build capacity in other organizations based on our model. We also implement innovative projects, conduct critical research, and advance advocacy and thought leadership to multiply and maximize our indirect impact.

**The GoodWeave System**

Supporting our Theory of Change, The GoodWeave System is our strategic approach to eliminating child and forced labor in global supply chains, and it encompasses five interrelated programmatic areas for breaking the cycle of poverty, illiteracy, child labor and slavery:

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

## GoodWeave by the Numbers

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**431** partner companies in 22 countries in 2022

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**9,739** children restored freedom

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**87,915** children directly provided educational opportunities

**93,293** workers protected under the GoodWeave Standard in 2022

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**36 million+** rug and home textile products certified

**90%** of expenditures support programs to end child and forced labor in 2022

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**290,628** audits and inspections conducted across all program areas



Photo credit: GoodWeave International



## Harness Market Forces: GoodWeave partnerships with business transform industry practices

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Our licensing and certification program combines the power of consumers and businesses to create long-lasting transformational change in local producer communities in India and Nepal. In partnership with companies, we're creating a market for goods made without child, forced or labor by bringing visibility to global supply chains, offering assurance that products are manufactured without worker exploitation, and distinguishing select products with the GoodWeave label.

In 2022, GoodWeave signed 14 new import and retail companies for a total of 190 in our licensing and certification program for rugs and home textiles. Additionally, 30 new licensed exporters in India and Nepal joined the program, increasing our reach into supply chains and our total number of business partners to 431 in 22 countries.



Photo credit: Nikki Thapa

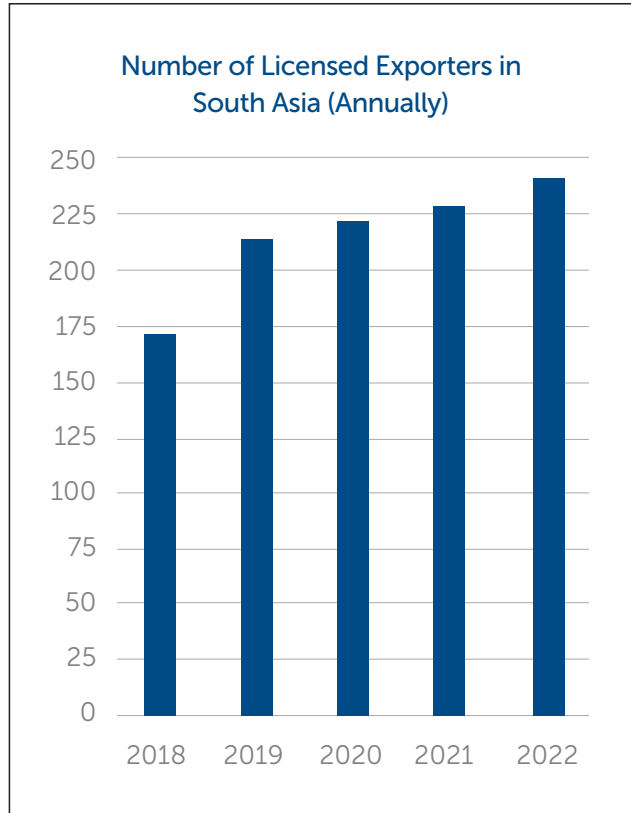
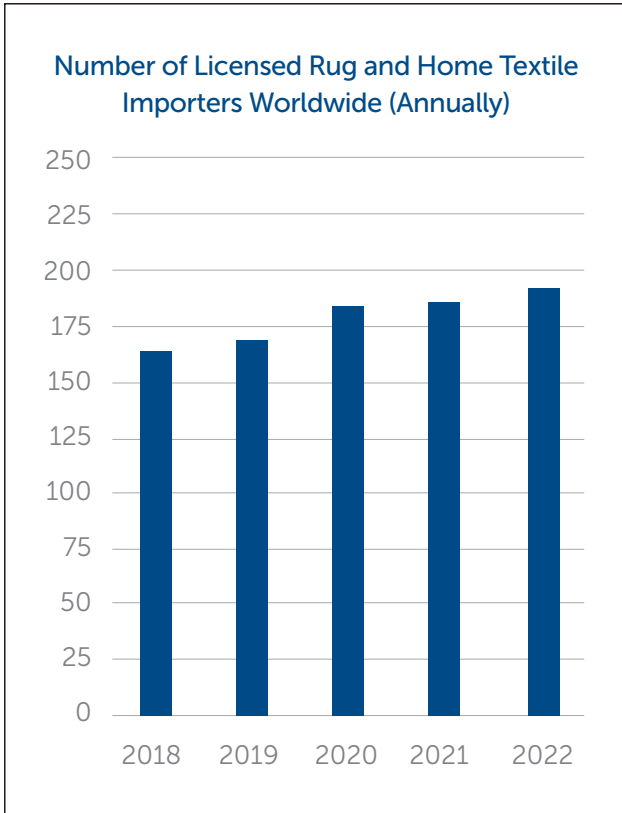
This year GoodWeave's apparel pilot project transitioned into our core licensing and certification program with apparel, fashion jewelry and accessories companies able to become licensees. Two apparel brands signed-up as licensees under the newly launched program in 2022.

GoodWeave also initiated a new project funded by the Netherlands Enterprise Agency's (RVO) Fund against Child Labor (FBK). The project entitled "Child Labor Free Supply Chains – Deep Due Diligence for Dutch Companies" supports GoodWeave's work to eliminate child labor in carpet supply chains in India and Nepal, as well as an expanded effort to grow GoodWeave's presence in the Dutch market.

**"GoodWeave's approach demonstrates that when industry stakeholders, NGOs and civil society join forces, elimination of child labor from the carpet industry in Nepal is within reach. I witnessed this work first-hand during my visit to Hamro Ghar, GoodWeave's transit home for former child laborers, and the Laboratory School in Nepal, and was impressed by the impact it was having on the children and the carpet-weaving communities."**

- Marloes Philippo, Program coordinator, Fund against Child Labour





**“The work that GoodWeave does for the rug weaving trade is hugely beneficial for the conscious consumer of today who appreciates good quality products for the home which are handmade with care and respect for humanity.”**

- David Heath, Company Director, Furtex Ltd, New Zealand

### Promoting GoodWeave at Tradeshows and Events

GoodWeave was pleased to be back at in-person events this year, sharing the benefits of our market-driven model. A highlight was exhibiting at the Decorex International 2022 show in London where we promoted how our transformational model contributes to sustainable interior design to thousands of members of the trade. We also connected with many GoodWeave licensees including A Rum Fellow, Bazaar Velvet, Edition Bougainville, Jacaranda, Matthew Wailes, Tania Johnson Design, The Romo Group, The Rug Company, and Wendy Morrison Design.

*GoodWeave’s Sonny Puryear (left) with Bazaar Velvet’s Christopher Mould and Finn Mould.*



Photo credit: GoodWeave International

## Establish Transparent and Clean Supply Chains: GoodWeave's frontline teams restore freedom

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Creating visibility into opaque supply chains, identifying cases of child and worker exploitation, and providing access to remedy are at the heart of GoodWeave's work, carried out by our front-line, affiliated partner organizations in South Asia. Our certification is the best assurance that products are manufactured without the use of child and forced labor. Assessments are conducted against the requirements of the Goodweave Standard, and inspections take place in both the visible and hidden supply chain – from primary factories – to outsourced units and home-based worksites.

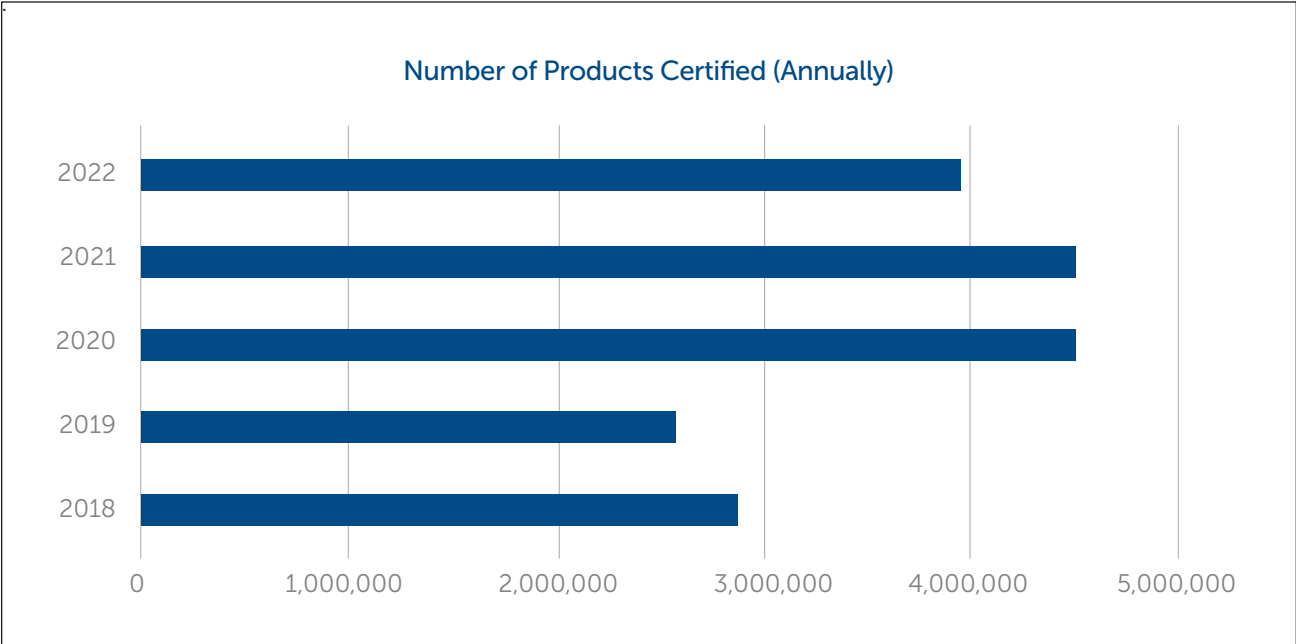


Photo credit: Nikki Thapa

*Bina Mishra (right) is one of our front-line inspectors in Kathmandu. Here she interviews a female carpet factory worker to understand issues like pay and working hours.*

In 2022, GoodWeave's community-based inspection teams in South Asia protected 93,293 workers through monitoring production facilities. More than 3.9 million rug and home textile products were certified, totaling more than 36 million products since GoodWeave's inception.

More importantly, our supply chain monitoring resulted in GoodWeave restoring freedom to 758 children across all program categories including carpets, home textiles, apparel, fashion jewelry and bricks. Each of these children is offered rehabilitation, counseling, schooling and other critical services, and is supported until grade 10 or age 18, whichever comes first. Fostering long-term improvements at the local level, unannounced inspections by GoodWeave have deterred hundreds of thousands of children from ever being exploited.



**“Being associated with GoodWeave gives our assurances of “No Child Labor” strong validation, which is impossible to achieve by any other means. The reputation and credibility of the GoodWeave label is evident when we attend international exhibitions or have meetings with our foreign buyers. The label signifies that we are socially responsible and working towards better working conditions for our workers.”**

- Rupesh Nagar, Senior Executive, J.R. Exports Pvt Ltd.

**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](http://isealalliance.org).



## Maya: Overcoming adversity and making a new life with GoodWeave's support

GoodWeave's holistic program to stop child labor in global supply chains integrates a unique focus on the rehabilitation of child labor survivors like Maya, now an ambitious 12th grader at the prestigious Laboratory (Lab) School in Kathmandu – one of GoodWeave's partner schools.

Born in a village in south eastern Nepal, Maya's childhood was not easy. She performed household chores and tended livestock from a very young age to help her family. Poverty and other family challenges led to Maya's mother abandoning the family, and her father was not able to care for Maya and her brother. Then more tragedy struck when her brother passed away, leaving Maya helpless and alone.

When Maya's father became sick, her only option was to work in a carpet factory in Kathmandu to earn money necessary for his treatment. She was only eight years old. Her uncle received an advance from a "thekedar" (contractor or broker) in exchange for bringing his young niece to a carpet factory. He kept all of the money and Maya was forced to work in debt bondage for three years. Maya remembers those days as the most bitter time in her life when she had no hope. Then a GoodWeave inspector identified Maya working at the carpet loom and offered her the opportunity to go to school and live at a very special place called Hamro Ghar (Our Home), GoodWeave's home for children who are freed from exploitation.

Children like Maya, who have been subjected to such extreme hardship and abuse, are treated with the utmost care and respect. In accordance with GoodWeave's policies, they are given time to heal and a voice in the development of their rehabilitation plan in cooperation with a GoodWeave counselor and their family or guardian. These survivor-informed policies give children a voice in shaping their rehabilitation plan and prioritize reuniting children with their families under our community-based rehabilitation program whenever possible. Ongoing support and counseling ensure survivors are in school and not working.

But some kids, like Maya, have nowhere safe to go. These children and their guardians may choose to enroll in center-based rehabilitation where they receive food, shelter, education and a home. Maya chose this option, and after an intensive period of schooling to achieve an age-appropriate learning level at Hamro Ghar, she was accepted into the Lab School in grade five. She continues to heal, learn and thrive, and hopes her next step is to pursue a degree in information technology. According to Maya, her education is central to her future in many ways. She recently shared, "I can be [an] activist for child and women's rights," in addition to pursuing work in the information technology field. We look forward to seeing Maya further blossom and pursue her dreams.



Photo credit: The Studio\_M – thestudiom.com

*Maya (second row, first on the right) at the Lab School with classmates also supported by GoodWeave.*

## Create Educational Opportunities for Children: From daycare to secondary school graduation, learning creates new possibilities

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GoodWeave's educational programs in local producer communities in India and Nepal are both rehabilitative and preventative. Our local community-based implementing partners are embedded in communities and undertake a variety of programs such as daycare and early childhood education; school enrollment; center-based rehabilitation and non-formal education; as well as establishing entire Child Friendly Communities (CFC). Programs are designed with input from survivors and those proximate to needs. In 2022, GoodWeave directly provided educational opportunities for 48,238 children.

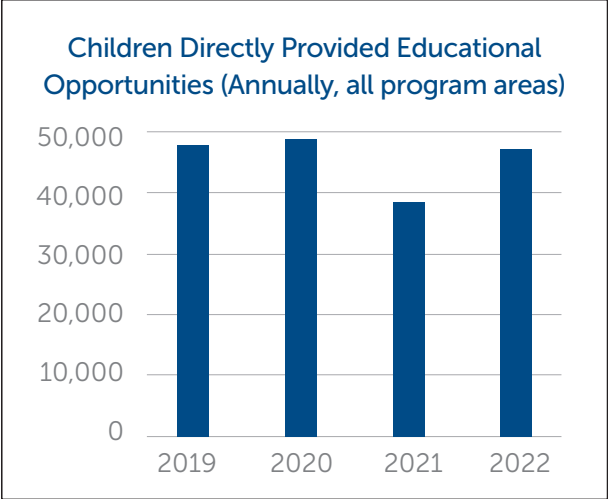


Photo credit: The Studio\_M – thestudiom.com

*A GoodWeave-supported Motivation and Learning Camp in Northern India.*

Importantly, GoodWeave's work produces meaningful impacts and positive change over time. For example, from 2019-2022, local facilitators in GoodWeave-supported CFC's across Northern India identified over 2,600 children who were not in school or had dropped out. They enrolled half of those children in school, and ensured their continued enrollment and attendance through weekly in-person monitoring. This achievement stands out further given that many of the children who did not enroll in school migrated out of these communities as their families searched for work. It is also a testament to the dedicated efforts of our field teams, who earn trust throughout the communities where we work, and often guide parents to overcome skepticism of education and recognize that it is the best choice for their children's futures.





“Generally, women weavers, left by their husbands and responsible for four to five children, struggle to educate their children but are eager to enroll them in school. For workers in such situations, GoodWeave has provided educational support. I am very grateful for this assistance and would like to express my heartfelt thanks to GoodWeave.”

– Dolma, carpet worker at a GoodWeave licensed exporter in Nepal

### Nepal Early Childhood Education Program

The Early Childhood Education Program is a key initiative GoodWeave supports in Nepal. Children, between the ages of two and six, attend preschool at one of our centers in Nayabasti, Kathmandu or Dakchindhoka, Kathmandu, where they learn through play in a nursery setting, supervised by trained play leaders. Carpet workers whose children participate in the program report many benefits, including that their little ones get onto an early track towards education, as well as increased wages linked to fewer distractions from children during the work day. This year, 220 children of carpet weavers attended these schools.



Photo credit: Nikki Thapa



## Improve Conditions for Workers: Protections, advocacy and service provision make needed changes for informal workers

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Ensuring that adult workers, especially informal workers, have access to decent work and critical social services is central to preventing child labor. The GoodWeave Standard, lays out six principles of decent work for companies to extend to adult supply chain workers, covering no forced or bonded labor; no discrimination; collective bargaining; health and safety; and working hours and wages. Through our annual audits and unannounced inspections, local teams verify compliance requirements related to these principles, educate workers about their rights, and engage producers about how to strengthen outcomes for workers.

In 2022, teams in India and Nepal protected 93,293 workers through the application of the GoodWeave Standard requirements, as well as through a range of social services such as obtaining residency and work documents, health services and literacy programs. Stakeholders across worker communities are engaged as part of this work in order to advocate for equality, rights, education and freedom. By engaging directly on these issues, we're improving the lives of workers while simultaneously helping businesses retain their employees, making industries like carpet weaving more sustainable.



Photo credit: The Studio\_M – thestudiom.com

*A skilled artisanal weaver at work in a GoodWeave licensed exporter's facility in Nepal.*

## Eye screenings address vision impairment and increase quality of life

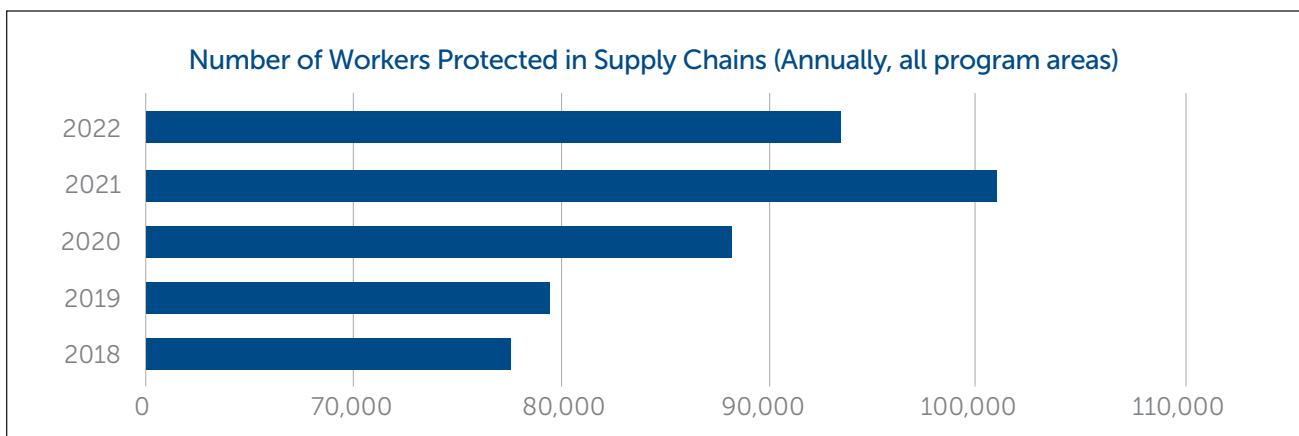
In June 2022, GoodWeave and our local partner, MSEMVS, offered free eye care to carpet weavers and families in carpet-making communities across Panipat, Haryana in India. Over 1,000 adults and 35 children received free eye testing and consultation. Beneficiaries diagnosed with vision impairment received free eyeglasses, while serious cases were referred to local hospitals. Carpet weaving can often lead to vision impairment, because of long hours spent working in poorly lit rooms working on intricate designs, and many workers cannot afford the cost of eye care or eye-glasses, especially migrant workers like those in Panipat. By offering this service, GoodWeave is helping impede further vision impairment and improve economic productivity and quality of life.



Photo credit: MSEMVS

**“Before I used to have headaches, but it is fine now since I’m using glasses. I wear glasses while doing needle work (stitching) in a factory. I have benefited a lot from the eye screening camp and the spectacles.”**

- Rima, a female carpet worker in India



## Empowering adult women to enter the “Open School” program in India

Sanjana, 27, lives in a GoodWeave Child Friendly Community in rural Rajasthan, India. She wanted to complete her education when she was younger, but early marriage, the birth of three children, and no support from her husband and in-laws shattered her dream.

She had given up on pursuing an education until one of our community-based facilitators, Aarti, convinced her to enroll in the “Open School” program, where women can complete their education at any age. Sanjana was so determined not to let anything get in the way of her education that she completed her studies while caring for her extended family and doing occasional work. “In terms of caliber and skills, I am no less than you. But it is all about the opportunities one gets in life,” shared Sanjana. “Before GoodWeave came to this village, my life was all about chores and cooking. Now I have a bigger scope in life. In every village you will find a story like mine. But these stories remain hidden.”



Photo credit: The Studio\_M + thestudiom.com

*Sanjana with women from her village.*



## Promote Best Practice: Capacity building, research, advocacy and thought-leadership multiply impact for children and workers

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Beyond programs we implement directly, GoodWeave also promotes best practice and builds capacity within other organizations based on our model. Additionally, we conduct research and serve as a thought-leader to help inform and educate companies, governments and other supply chain actors about how to address child labor and its root causes effectively.

In 2022, 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 or side events at conferences such as the Global Freedom from Slavery Forum, the ILO's 5th Global Conference on the Elimination of Child Labor, and the North America and Europe Regional Freedom from Slavery Forum 2022.



Photo credit: Free the Slaves

*GoodWeave CEO Nina Smith speaking at Free the Slaves' Global Freedom from Slavery Forum with John Richmond, former U.S. Ambassador-at-Large to Monitor and Combat Trafficking in Persons. Marrakesh, Morocco.*

## Ensuring a sustainable Better Brick Nepal program

In 2022, GoodWeave continued its longstanding collaboration with Humanity United and Global Fairness Initiative transferring our methodologies to the brickmaking sector in Nepal, where forced and child labor are prevalent. GoodWeave focused on building the capacity of local stakeholders to ensure good labor practices are demonstrated and shared throughout the brick industry, and that the positive impacts of the Better Brick Nepal program are sustained long-term beyond the close of the project in 2023.

GoodWeave teams in Nepal developed a training program and strengthened the capacity of 35 brick kiln owners, management and brick association members to understand, assess and address labor compliance issues within Nepali labor law. We also facilitated creation of a national council of brick industry stakeholders to coordinate advocacy efforts and a network of progressive kilns to promote peer-to-peer learning and collaboration to drive continued understanding and compliance improvement. Special guidelines were created and shared with relevant local municipal governments in capacity building sessions where they learned how to monitor businesses for child labor and other labor abuses.

Capacitating local child labor monitoring committees to observe risks for child labor on kilns will enable them to collaborate with the national labor inspectorate to ensure strengthened outcomes for children and workers.



Photo credit: The Studio\_M – thestudiom.com



## Netherlands Enterprise Agency (RVO) highlights GoodWeave partnership and expands support

In 2022, GoodWeave closed a three-year project funded by the Netherlands Enterprise Agency's Fund against Child Labor (FBK) entitled "Partnership to End Child Labor in Apparel Supply Chains" carried out in collaboration with Fair Wear Foundation.

The project addressed child labor in apparel and textile supply chains in Northern India, with a focus on activities surrounding subcontracting, embellishment and those carried out by home-based workers. Key project interventions and results included:

- Increased visibility into informal, hidden supply chain networks and understanding of child labor risk for two participating brands – C&A and Zeeman;
- Protected over 5,400 workers by verifying compliance with the GoodWeave Standard across supply chain worksites;
- Reached over 6,500 at-risk children (49% girls) in worker communities through preventative programming;
- Enrolled in school 69% of children identified as out-of-school at the beginning of the project (53% girls), despite schools being closed due to the pandemic for most of the project.

FBK also launched a [short film](#) featuring GoodWeave as a Fund ambassador. In the film, Silvia Mera, Director of Strategic Partnerships and Advocacy, discusses GoodWeave's experience working with FBK, C&A and Zeeman, as well as how the Fund helps Dutch companies strengthen their child labor due diligence.

In 2022, GoodWeave also initiated a [new four-year project funded by FBK](#) entitled "Child Labor in Subcontracted Ready-Made Garment Supply Chains in Bangladesh: From impact assessment to holistic due diligence." Partnering with apparel brands C&A and Delta Galil, as well as the Bangladesh Labour Foundation, the goal is to research the presence, risk and root causes of child labor in subcontracted ready-made-garment supply chains in Bangladesh.



# Initiatives and Partners by Country

GoodWeave’s impact is growing and our increased partnerships with other organizations demonstrates the multiplier effect our work is having in South Asia.

## INDIA

Program or Project	Implementing Partners
Inspection, Monitoring and Certification (IMC)	GoodWeave Certification Private Limited
Community-Based Rehabilitation	GoodWeave Certification Private Limited; MSEMVS
Child Friendly Communities (CFC)	MSEMVS
Motivation and Learning Camps (MLC)	MSEMVS
Life Skills Training for Young Women	MSEMVS
Adult Literacy	MSEMVS
Vision and Health Camps	MSEMVS
Partnership to End Child Labor in Apparel Supply Chains	GoodWeave Certification Private Limited; Fair Wear Foundation; MSEMVS
Child Labor Free Supply Chains – Deep Due Diligence for Dutch Companies	Cunera Vloerbedekking; GoodWeave Certification Private Limited; MSEMVS
Building Capacity to Address Human Trafficking in Indian Supply Chains	GoodWeave Certification Private Limited
Promoting Best Practice to Stop Child Labor in Global Supply Chains	GoodWeave Certification Private Limited

## NEPAL

Program or Project	Implementing Partners
Inspection, Monitoring and Certification (IMC)	GoodWeave Certification Nepal
Community-Based Rehabilitation	Nepal GoodWeave Foundation
Center-Based Rehabilitation (Hamro Ghar)	Nepal GoodWeave Foundation
School-Based Rehabilitation (Laboratory School)	Nepal GoodWeave Foundation
Sponsored Education Program	Nepal GoodWeave Foundation
Early Childhood Education Program	Nepal GoodWeave Foundation
Worker Rights Awareness Workshops	GoodWeave Certification Nepal
Mobile Medical Services – vision and health	GoodWeave Certification Nepal
Better Brick Nepal	GoodWeave Certification Nepal; Global Fairness Initiative
Child Labor Free Supply Chains – Deep Due Diligence for Dutch Companies	Cunera Vloerbedekking; GoodWeave Certification Nepal; Nepal GoodWeave Foundation

## BANGLADESH

Project	Implementing Partners
Child Labor in Subcontracted Ready-Made Garment Supply Chains in Bangladesh: From impact assessment to holistic due diligence	C&A; Delta Galil; Bangladesh Labour Foundation; Impactt Limited; Stitching Women Win



# Financials

## Statement of Activities

For the Year Ended 12/31/2022

<b>UNRESTRICTED REVENUE</b>	
Grants and Donations	\$1,958,625
In-Kind Contributions	\$537,339
Government Revenue	\$160,380
Industry Income	\$778,209
Interest and Other	\$463,230
<b>TOTAL UNRESTRICTED REVENUE</b>	<b>\$3,897,783</b>
<b>EXPENSES</b>	
<b>Program Services</b>	
Harness Market Forces	\$1,231,642
Clean up Supply Chains	\$1,036,081
Create Educational Opportunities	\$575,546
Improve Conditions for All Workers	\$174,711
Assess Impact and Learning	\$125,049
Promote Best Practice	\$364,222
<b>TOTAL PROGRAM SERVICES</b>	<b>\$3,507,251</b>
<b>Supporting Services</b>	
General and Administration	\$301,988
Fundraising	\$68,142
<b>TOTAL SUPPORTING SERVICES</b>	<b>\$370,130</b>
<b>TOTAL EXPENSES</b>	<b>\$3,877,381</b>
<b>CHANGE IN UNRESTRICTED NET ASSETS</b>	<b>\$20,402</b>
<b>DONOR RESTRICTED NET ASSETS</b>	
Grants and Contributions	\$725,891
Net Assets Released from Restrictions	\$(1,854,423)
<b>CHANGE IN DONOR RESTRICTED NET ASSETS</b>	<b>\$(1,128,532)</b>
<b>CHANGE IN NET ASSETS</b>	<b>\$(1,108,130)</b>
Net Assets at the Beginning of the Year	\$5,148,910
Net Assets at the End of the Year	\$4,040,780

## Statement of Financial Position

For the Year Ended 12/31/2022

<b>ASSETS</b>	
<b>CURRENT ASSETS</b>	
Cash and Equivalents	\$1,085,374
Investments	\$105,486
Accounts Receivable, net	\$361,635
Grants Receivable, current	\$983,283
Prepaid Expenses and Other Assets	\$26,712
<b>TOTAL CURRENT ASSETS</b>	<b>\$2,562,490</b>
Grants and Contributions Receivable, net	\$324,806
Security Deposit	\$5,686
Rights-of-use asset, operating lease	\$70,534
Property and Equipment, net	\$3,617
Intangible Assets, net	\$1,420,019
<b>TOTAL ASSETS</b>	<b>\$4,387,152</b>
<b>LIABILITIES AND NET ASSETS</b>	
<b>CURRENT LIABILITIES</b>	
Accounts Payable and Accrued Expenses	\$69,713
Grants Payable	\$85,166
License Fees Payable	\$113,830
Deferred Rent	\$-
Lease liability, operating lease	\$77,663
<b>TOTAL LIABILITIES</b>	<b>\$346,372</b>
<b>NET ASSETS</b>	
Without Donor Restrictions	\$2,328,775
With Donor Restrictions	\$1,712,005
<b>TOTAL NET ASSETS</b>	<b>\$4,040,780</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$4,387,152</b>

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

# Donors and Supporters

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We are grateful for the generous grants, donations and in-kind support from all of our investors in 2022. With their support, we are creating a world free of child labor.

## Institutional Donors

- Community Foundation
- Illuminate
- Humanity United
- ISEAL Alliance Innovation Fund
- Janet Wright Ketcham Foundation
- Laudes Foundation
- L Brands Foundation
- Netherlands Enterprise Agency, Fund  
Against Child Labor
- The Anbinder Family Foundation
- The Seamont Foundation
- The Walt Disney Company
- UBS Optimus Foundation
- U.S. Department of State, Office on  
Trafficking in Persons

## Individual Donors

Too numerous to list here, more than 220 individuals donated critical support in 2022.

## In-Kind Contributors

- Covington & Burling LLP
- Mayer Brown LLP
- Sunstein LLP

## Media Partners

- Floor Trends Magazine
- Rug Insider
- The Economist
- Vogue



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## Business Partners

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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

16TEN LIMITED	Deckers Tapijt	Kooches, LLC
4Favorites	Deirdre Dyson Carpets, Ltd.	Laguna Rugs
A Rum Fellow	Diane Paparo Studio	Land Rugs
A&G Rugs	EcoFiber Rugs	Landry & Arcari
Abstract Road, LLC	Edition Bougainville	Lapchi
Alicia D. Keshishian Carpets	Eeuwes Studio Design	Liaigre
Amigos de Hoy	Elson & Company	Lilla Studios
Amy Helfand	Emma Gardner Design, LLC	LiLu Interiors, Inc.
ANG Studios	Emma Mellor Handmade Rugs	Lindsey Lang Design, Ltd.
Anji Mountain	Endy Canada, Inc.	Liv Interior GmbH
Art Palace, Ltd.	Erik Lindstrom	Live Grund
Asha Carpets	eye heart hand	Liza Phillips Design
Ashtari Carpets	Fab Habitat Corporation	Loloi
Aussbond Pty, Ltd.	Flock-Living Limited	Loom Rugs
AYTM	Floor Story	Loominarea
Bashian Bros., Inc.	Granite Lane Homewares Pty, Ltd.	Lotus Collection
Baya	Guildcraft Carpets	Lucy Tupu
Bazaar Velvet	Heather Somers Home	Ma Wovens
BenSoleimani.com, Inc.	Heinrich Heine GmbH	Madeline Weinrib Atelier
Bespoke Tibet Carpets	Hem Design Studio	Magliocco Tappeti
Biyuu	Herman Miller	Maison Deux
BravinLee Editions	High Country Rugs, LLC	Makeda Rugs
Bremworth Carpets and Rugs, Ltd.	Holland Cassidy	Matteo Pala
By Henzel	home republic	Matthew Wailes
Cadrys Handwoven Rug Specialists	Indo Designer Rugs	Merida
Ca'lyah	Inigo Elizalde Rugs	Merinos
Casa Amarosa	Interior Resources	Miller Davis Group
Casasensi	J. S. Hurd Design	Modern Archive, LLC
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Change Space	James Lane	Momtaz Contemporary Rug Art
Charlene Mullen	Jensin Okunishi Studio	MOSSROOM
Classic Rug Collection, Inc.	Julia Toncology Pfeiffer	MyFelt.de
Clive Christian Interiors	Julie Dasher Rugs	Namaste UK, Ltd.
Cloak	Kaldhara	Natural Rugs Australia
Company C, Inc.	Khawachen / Innerasia	Neptune Europe, Ltd.
Crosby Street Studios	Kismet Fine Rugs	New Moon Rugs
Dadicos	Knothouse	NIBA Rug Collections
	Kolatech, Inc.	Niki Jones, Ltd.



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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  
 Pelican House  
 PupchaKilim  
 PuRo Lifestyle GmbH  
 Raya Rugs  
 RH (Restoration Hardware)  
 Rizzy Home  
 Robert Klingel  
 Robin Gray Design  
 Robyn Cosgrove  
 Rosemary Hallgarten  
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 Rugs for Good  
 Scott Group Studio

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 Christiane Millinger  
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 Fayette Showroom  
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 Rubicon Rugs  
 Rugs by Roo  
 The Rugs Warehouse

# Leadership and Staff

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Siddharth Kara (Vice Chair)

*Author, researcher and modern slavery and child labor activist*

Michelle Cross Fenty (Secretary)

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Marc Triaureau (Treasurer)

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*MV Foundation*

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*Mercy Investment Services, Inc.*

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*Former Assistant Secretary General of the United Nations; Former Deputy Executive Director of UNICEF*

Rev. Pharis Harvey

*Retired, International Labor Rights Forum*

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*Labor rights expert*

Kathleen Brenninkmeijer

*Win Win Strategies*

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*DevGiri*

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Caroline Kent

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*Nepal GoodWeave Foundation*

Biko Nagara

*Living Wage For US, Inc.*

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*GoodWeave UK Board (non-voting)*

Priyanka Ribhu

*General Secretary, Bachpan Bachao Andolan*

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*GoodWeave Certification Private Limited*

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*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*





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### **Child Protection Committee**

Jonathan Blagbrough  
*Children Unite*

Uddhav Raj Poudyal  
*Independent child labor expert*

### **GoodWeave International Staff**

Nina Smith  
*Chief Executive Officer*

Cyndi Janetzko  
*Chief Financial Officer*

Elisabeth Bystrom  
*Senior Director, Programs*

Daniel Cady  
*Assistant Controller*

Emily Crain  
*Manager, Standards and Certification*

Zoe Dranove  
*Business Development Manager*

Fay Handley  
*UK Representative*

Sandra Holmberg  
*Senior Manager, Capacity Building and Training*

Regatte Venkat Reddy  
*MV Foundation*

Mathew John  
*Director of Certification*

Dan Karlin  
*Monitoring, Evaluation and Learning Manager*

Gweneth Langdon  
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Sonny Puryear  
*Director, Business Engagement and Marketing*

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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