



GoodWeave International

# Impact Report 2023-2025

Advancing Protection for At-Risk Children  
and Workers in Global Supply Chains



goodweave®

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## Letter from the CEO

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As I reflect on GoodWeave's outsized impact over the past three years, I am filled with gratitude and pride at how far our small yet mighty team has come. This period has not been without challenges, from financial and structural pressures to broader shifts that have threatened to upend the very nature of global development work. Yet these challenges have not slowed our work. GoodWeave has continued to expand its reach and deepen its efforts to stop child and forced labor in global supply chains - permanently.



When I stepped into the CEO role in the autumn of 2023, I did so with a strong sense of responsibility and possibility. Born from the vision of Nobel Peace Prize laureate and our founder Kailash Satyarthi, GoodWeave became a globally recognized leader in the fight to end child labor in supply chains under Nina Smith's remarkable leadership for more than two decades. I have been immensely grateful to carry the torch forward alongside such committed teammates and partners. Since celebrating 30 years of impact in late 2024, I continue to be inspired by their drive and determination as we double down on delivering GoodWeave's crucial mission.

Our sense of purpose has continued to propel our work forward in the last few years. We have signed new business partners, increased the number of certified products in the marketplace, and carried out thousands of inspections across our program areas. We have supported children through rehabilitation and education, strengthened prevention efforts in worker communities, and expanded services that help workers and families meet immediate needs while building greater stability over time. We also advanced important research, tools, and advocacy to address risks and build resilience in the hidden tiers of global supply chains and shape more effective responses.

I am thrilled to share that GoodWeave recently set in motion our new Board-approved strategic plan for the next five years (2026-2030), striving for an even larger-scale reduction of child and forced labor in global supply chains. We aspire to carry forward the mission by protecting the rights, livelihoods, and dignity of many more vulnerable children and workers.

We will amplify and scale our contribution to the grassroots-to-global fight to eradicate child and forced labor through systems-change partnerships to tackle key structural drivers of child and forced labor within supply chains. We will place deeper emphasis on prevention programs that tackle the root causes of what makes children and workers vulnerable to exploitation. We will strengthen and streamline our inspection, monitoring, and certification processes to ensure that companies conduct human rights due diligence more thoroughly. We will continue to apply the intersectional lenses of climate resilience, gender equity, and human rights due diligence across our programs.

Even as we face the myriad uncertainties of 2026, we look forward to forging new strategic partnerships and charting new frontiers together with you in our generational fight for rights and dignity in the workplace and in the global economy. I really hope that you will reach out to us to take this crucial collaboration forward.

With gratitude,

A handwritten signature in black ink that reads "Jon Jacoby". The signature is written in a cursive, flowing style.

Jon Jacoby  
CEO, GoodWeave International

## About GoodWeave

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Photo credit: Selvaprakash Lakshmanan

GoodWeave International — founded in 1994 by Nobel laureate Kailash Satyarthi — is a leading non-profit organization working to stop child and forced labor in global supply chains permanently. In partnership with companies and producer communities, we bring visibility to hidden, outsourced tiers of textile and other supply chains; provide assurance that certified products are free of child, forced, and bonded labor; offer remedy to survivors when exploitation occurs; address root causes of vulnerability through preventative social programs in at-risk worker communities; and engage in research, advocacy, and capacity building informed by community leaders.

### **GoodWeave's Rights-based, Market-driven Solutions**

For over 30 years, GoodWeave has protected and empowered vulnerable groups such as children, women and girls, migrants, informal workers, members of scheduled castes, and indigenous and religious minorities. Our model catalyzes private sector partnerships to safeguard the rights of workers and children, providing assurance to companies and consumers that their goods are made without exploitation. We create measurable and tangible change by reaching children and workers in carpet, apparel, and other high-risk supply chains across India, Nepal, and Bangladesh, where labor exploitation is endemic.

Together with our locally led and governed affiliate organizations in India and Nepal, GoodWeave International implements our rigorous Goodweave standard to address child and forced labor in supply chains and the structural drivers that enable them. We influence and support our 450+ partners – importer and retailer brands in 20 countries globally and 3 exporting countries in South Asia – to embed measurable human rights commitments in their supply chains, anchored in stakeholder engagement and shared responsibility.

## GoodWeave by the Numbers



Photo credit: Selvaprakash Lakshmanan

Photo credit: Selvaprakash Lakshmanan

**11,250** children freed, including 1,511 between 2023–2025

**110,000+** children provided educational opportunities

**587,000** additional children benefiting from programs serving their families or communities

**138,260** workers reached in GoodWeave supply chains in 2025

**11,505** workers provided supplementary services, including eye care, other health care, and financial literacy training (2023–2025)

**36,463** audits and inspections conducted (2023–2025)

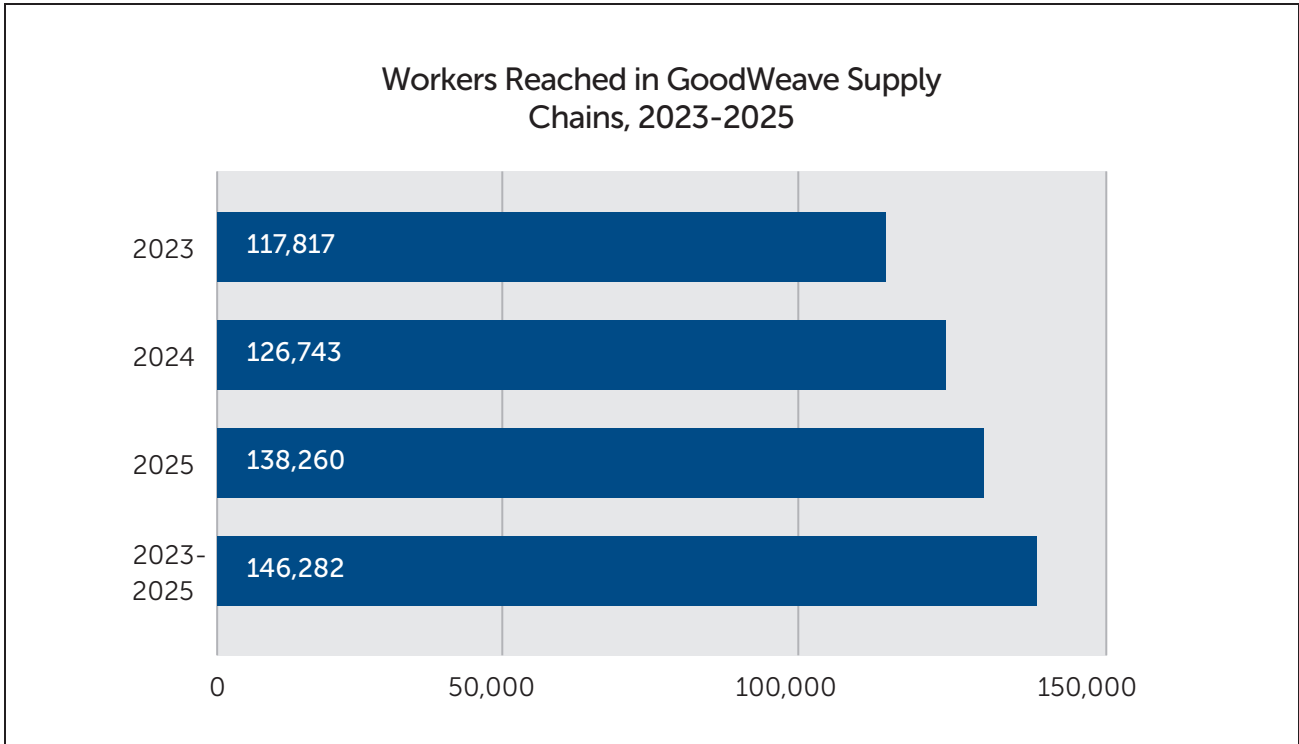
**40,000,000+** products certified

**24%** estimated share of the global handmade carpet market represented by GoodWeave-certified carpets

**44** new importers and business partners (2023–2025)

179 total licensed importers  
165 licensed India exporters  
53 licensed Nepal exporters

**23 countries** represented by partner carpet, apparel, and home textile companies

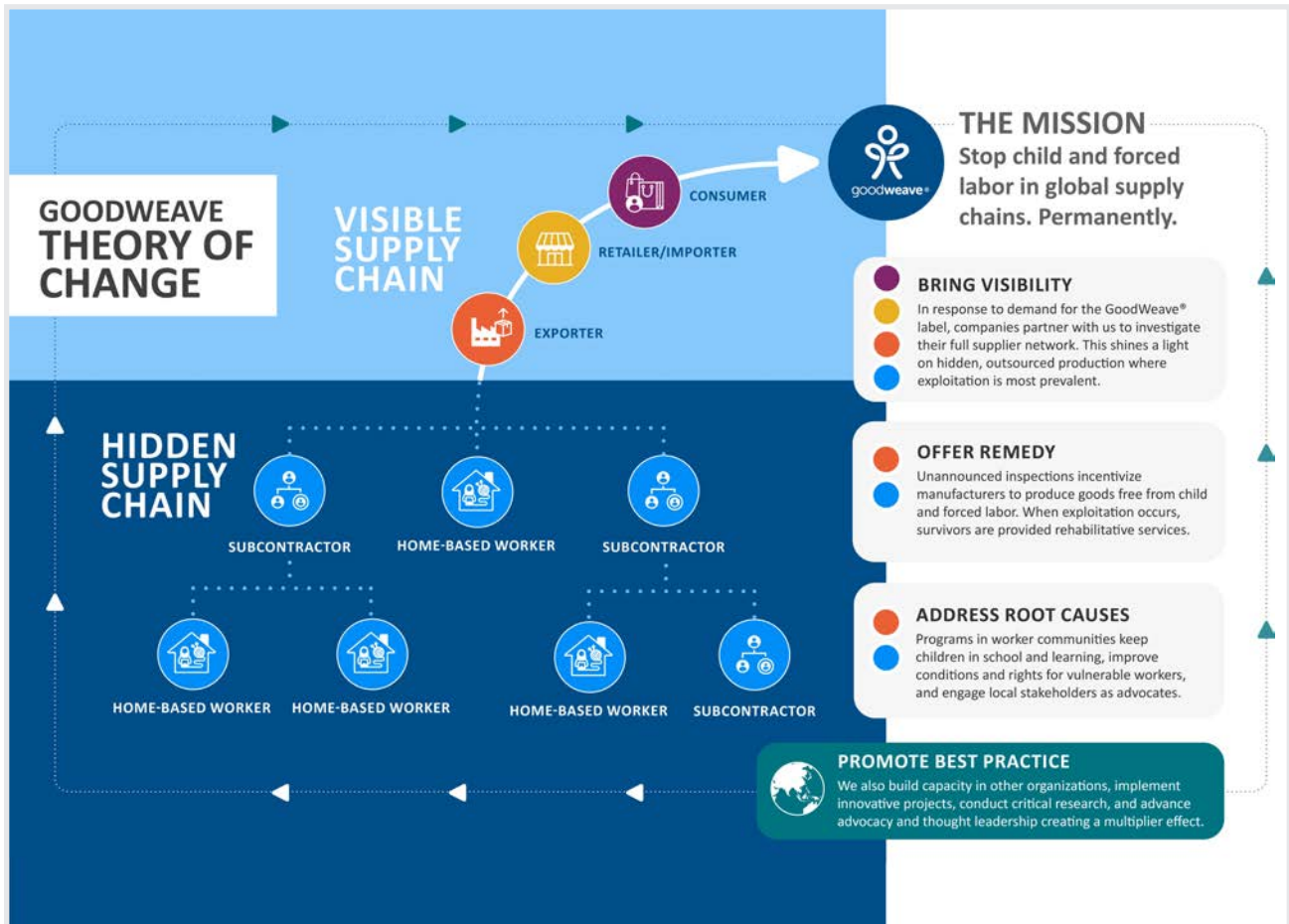


Year	Number of active workers	Number of audits and inspections
2023	10,773	11,262
2024	13,099	14,158
2025	12,576	11,043

*"We are proud to mark ten years of partnership with GoodWeave. Over the past decade, they have shown how sustained, values driven leadership can drive real progress in the fight against child labour. By strengthening responsible supply chains and advancing transparency and accountability, GoodWeave has helped protect children's rights while supporting communities to lead lasting change. We are honoured to stand alongside them."*

- Carole Muriithi, Senior Program Manager, Pathy Family Foundation

## Theory of Change



## GoodWeave by Program Impact

### GoodWeave Brings Visibility to Hidden Tiers of the Supply Chain

GoodWeave addresses child and forced labor where it is most prevalent—in hidden, outsourced supply chains beyond factory walls. As a first step, GoodWeave partners with companies to map and monitor their primary and subcontracted supplier networks, bringing visibility to previously unmonitored production sites where child labor may be present, and adult workers may lack protections.

GoodWeave partners with rug and home textile designers, importers, and retailers to create a market for products made without child and forced labor. Through its licensing, certification, and labeling program, GoodWeave engages both businesses and consumers to drive change in producer communities. The organization also conducts research, analysis, and worker consultations to bring attention to some of the most marginalized and vulnerable workers in supply chains.

## Harnessing Market Forces

Year	Number of Carpet & Home Textile Importers
2021	188
2022	190
2023	199
2024	189
2025	179

In 2023 and 2024, GoodWeave signed **31 new importer companies, followed by 10 more in 2025, bringing the total number of brands importing certified rugs and home textiles to 179 in 20 countries.** In 2025, India and Nepal added 29 new licensed exporters, expanding our reach within supply chains. In total, GoodWeave partnered with 399 businesses in 22 countries under its licensing and certification program in 2025

*"As CEO of The Rug Company, I am proud that we are part of the GoodWeave® organization, a global leader in ending child, forced, and bonded labor in supply chains. The Rug Company is renowned for exceptional craftsmanship and distinctive design, creating rugs of striking beauty and lasting quality. Each piece is made to the highest standards, pushing creative boundaries while ensuring it is produced responsibly and ethically. During my last visit to Nepal, I was deeply moved when I met 31 students whose lives had been transformed through GoodWeave – children who had escaped hardship and are now thriving, well-educated, and full of promise. The GoodWeave label on our products gives our clients the confidence that they are investing in exceptional design while helping to build brighter futures for weaving communities."*

- Jan Vingerhoets, CEO, The Rug Company

## Innovative Tool to Assess and Address Forced Labor Risks

Between September 2023 and March 2024, with support from the ISEAL Innovations Fund, GoodWeave developed a risk-based assessment methodology to improve forced labor detection at all supply chain levels. This approach increases the efficiency and effectiveness of social audits by incorporating input gathered directly from individuals with lived experience in their communities, helping to reduce interference from their employers, and to better identify actual risks at the sector, local, and site levels. A data-informed assessment system is used to identify, investigate, and mitigate high-risk regions and sectors in which businesses operate.

The methodology was piloted in the ready-made garment sector in Bangladesh, where it helped confirm forced labor risk factors and inform high-risk supply chain assessments. The tool is now being expanded in GoodWeave's supply chains in India and Nepal, with positive feedback from workers and stakeholders.

## Tackling Risks and Offering Remedy through Unannounced Inspections and Rehabilitation

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 is identified, GoodWeave supports remediation, including rehabilitation and reintegration.

## Safeguarding At-Risk Children and Workers in Carpet Supply Chains

Between 2023 and 2025, GoodWeave Inspection and Monitoring teams in South Asia **reached 146,282 workers by conducting 36,463 audits and inspections** in production sites. **More than 4.6 million rugs and home textiles were certified during this period, contributing to over 40 million products certified** since GoodWeave's founding.

GoodWeave takes a holistic approach to addressing labor abuses across its supply chains. This work extends beyond children and workers to include the broader community through outreach, advocacy, and interventions. **In 2025 alone, 138,620 workers were protected under the GoodWeave Standard.** Additionally, **11,505** workers received supplementary services between 2023 and 2025, including health and vision care, rights awareness, and financial literacy training.

*"Working with GoodWeave reassures us that the factories we work with have regular unannounced inspections and therefore adhere to fair working conditions for all. It is imperative to Jacaranda that no child, forced or bonded labor takes place in the making of our carpets and rugs and that everyone is treated with respect. We also recognize the importance of local initiatives that offer support and change to these weaving communities."*

- Erica Burton, Marketing Director, Jacaranda Carpets & Rugs

## Expanding Access to Eye Care for Carpet Workers

Carpet workers often develop vision problems from long hours of detailed work in poor lighting. Without access to early screening and eye care, these issues can worsen over time, affecting their ability to work and carry out daily activities.



*Bhim receives eye care during an eye screening camp organized by GoodWeave in partnership with the Tilganga Institute of Ophthalmology in Nepal.*  
Photo credit: GoodWeave Nepal

In 2024, GoodWeave partnered with the Tilganga Institute of Ophthalmology in Nepal to provide workers with access to eye care services near their workplace, which facilitates early diagnosis, proper treatment, and improved long-term vision.

Bhim Bahadur Tamang, a 40-year-old carpet weaver, has experienced both hardship and determination throughout his life. A child labor survivor, Bhim stayed at GoodWeave's rehabilitation center, where he attended classes to reach grade level. After graduating, he began working in the carpet industry, weaving for a GoodWeave-licensed exporter.

For many years, Bhim struggled with his eyesight but did not receive proper treatment, even though he occasionally had check-ups. His vision gradually worsened without regular care. In 2025, Bhim attended an eye screening camp organized by GoodWeave, where doctors referred him to the Tilganga Eye Hospital. There, he was diagnosed with cataracts and underwent a successful surgery. His vision improved, allowing him to work with greater ease and carry out daily tasks more comfortably.

## Addressing Root Causes through Community-Based Prevention, Awareness-raising, and Resilience-building

GoodWeave addresses root causes to help prevent child and forced labor. The social programs embedded in worker communities help keep children in school while also improving working conditions and supporting the rights of vulnerable workers. These efforts are reinforced by engaging local stakeholders to advocate for equality, access to education, and stronger safeguards for workers and children.

### Preventing Child and Forced Labor through Education of At-Risk Girls and Boys

Preventing child and forced labor is a cornerstone of GoodWeave's model. Through our community-based partnerships, we implement programs, including daycares and early childhood education centers, school enrollment drives, center-based rehabilitation, and non-formal education services, as well as Child Friendly Communities (CFCs) in India to help keep children in school and out of labor. GoodWeave incorporates a multi-stakeholder approach, engaging with community members in both the design and delivery of programs, as facilitators of the work. Between 2023 and 2025, GoodWeave provided educational opportunities for more than **63,000** children.

One of GoodWeave's key preventative efforts is the Early Childhood Education Program. Children between the ages of two and six attend preschool at one of our centers in Kathmandu, Nepal, where they learn through play in a nursery setting under the supervision of trained caregivers. Carpet workers report a range of benefits when their children participate in the program, including getting their children on a path to education early on. Between 2023 and 2025, GoodWeave supported **302** children in accessing early childhood education through its daycare centers.

*"When I talk to reporters about solutions to child labor, GoodWeave is usually the first group I tell them about. GoodWeave accomplished a long-held dream of child labor advocates by developing a scalable model to eradicate child and forced labor from supply chains through its product-labeling system for the carpet industry, certifying child-labor free carpets."*

- Reid Maki, Director of child labor advocacy for the Child Labor Coalition and the National Consumers League

## Supporting Child Friendly Communities (CFCs) in Global Supply Chains

GoodWeave has restored freedom to **11,250** children and helped deter thousands more from entering child labor. Since 2012, an additional **587,000** children have benefited from programs that directly support their families and communities.

## Empowering Adolescent Girls in India through Girls' Groups



Girls participate in a Girls' Group session at a GoodWeave-supported Child Friendly Community in Panipat, India.  
Photo credit: Selvaprakash Lakshmanan

In rural textile communities in India, many adolescent girls face barriers that limit their access to education, health and rights information, and the ability to make decisions about their own futures. Some girls come from marginalized communities, where their voices are often overlooked within families and society. Cultural taboos can further limit awareness of reproductive health, menstrual hygiene, gender equality, and protection from harassment. To address these challenges, Girls Empowerment Groups were formed to provide a safe space where girls can build their confidence, learn, and speak openly with their peers.

A total of 49 Girls' Groups operate in GoodWeave-supported Child Friendly Communities in India, offering a peer network where girls can discuss topics such as reproductive health, nutrition, hygiene, and child marriage. **GoodWeave's Girls Empowerment Groups reached 1,740 adolescent girls directly, with an additional 5,000 girls and women benefiting through shared learning and peer engagement.** Eighty-five percent of participants come from marginalized groups. Girls participating in life skills sessions report feeling more confident, better informed, and equipped to navigate challenges at home and in their communities.

### Sanjana helps break barriers in her community



Sanjana, a Girl's Group participant at a GoodWeave-supported Child Friendly Community in Uttar Pradesh, India.  
Photo credit: GoodWeave India

At 16, Sanjana lives in a rural village in Uttar Pradesh, where social norms and discrimination based on caste and skin color can influence how girls are treated and whether they can attend school, leave their homes freely, or speak up for themselves. Before joining a Girls Empowerment Group, she had little understanding of her rights or the broader issues affecting her and other girls in her community.

She shared that even while pursuing her education, prevailing norms and superstitions influenced how she saw herself and her role within her family and community. Life skills sessions introduced topics such as self-worth, social equality, and decision-making. Over time, Sanjana began to better understand her rights and build confidence to question harmful practices.

*She shares, "Each session focused on different aspects of life that impact our daily routine. These sessions gave me the confidence to speak up, think critically, and recognize harmful societal practices."*

Sanjana is one of ten girls in her household. After each Girls' Group session, she gathers her sisters to share what she learned. This peer-sharing model has made her an important link between the Girls' Group and her community. She now aims to challenge cultural taboos that contribute to discrimination and encourage other girls in her community to speak up and understand their rights.

## Innovative Approach to Determine Minimum and Living Wage Compliance



*A carpet worker weaving in a large loom in a worksite in Nepal. Photo credit: The Studio\_M – thestudiom.com*

Between October and December 2024, GoodWeave piloted an innovative wage data collection tool developed with expert consultants and in collaboration with teams in India and Nepal. **The tool collected wage data from nearly 4,000 workers—3,466 in India and 500 in Nepal—during audits and inspections in GoodWeave supply chains.**

Designed to determine whether minimum wages are paid at all levels of the supply chain, it covers all payment types, including daily, weekly, and monthly-paid workers, as well as piece-rate and unit-rate workers. Additionally, it converts different pay rates into an hourly amount, to allow direct comparison against the local legal minimum wage. For example, some workers are paid per meter or square inch of a piece, while the minimum wage is published as a minimum monthly total pay. The carpet industry, which pays workers in a variety of time and unit rates, would benefit from this unique tool's ability to standardize and compare different rates of pay.

The data collected from the pilot was also analyzed against internationally recognized Living Wage benchmarks. Findings show that workers in lower tiers of the supply chain are less likely to receive minimum

wage, and that living wages are not common across all tiers. These results provide clear data on wage discrepancies across payment types and supply chain levels.

Understanding and aligning different rates of pay in supply chains can help companies identify wage gaps and advance human rights due diligence in their corporate policies. Following the pilot, exporters in Nepal have advised suppliers to ensure all workers receive at least the minimum wage, leading to wage increases in parts of the supply chain. GoodWeave will continue to use insights from this tool to inform policy and sourcing discussions, encourage licensed businesses to identify and address wage gaps, and inform future revisions to the GoodWeave Standard.

### **Promoting Best Practices through Systems-Change Partnerships for Research, Capacity Building, Advocacy, and Advisory**

GoodWeave **promotes best practices** and builds capacity in other organizations based on its model. We also implement innovative projects, conduct research, and advance advocacy and thought leadership to expand impact across sectors.

GoodWeave brings a holistic, intersectional approach to addressing the drivers of child and forced labor globally. We recognize that factors such as climate impacts and gender inequality increase communities' vulnerability to labor exploitation. GoodWeave works in partnership with grassroots and global organizations to conduct research, implement innovative approaches, share knowledge, and apply climate, gender, worker empowerment, and other lenses across all of our programming to foster even greater impact.

*"As a valued member of the Fair Labor Association (FLA), GoodWeave brings deep expertise to our collective efforts to eliminate child labor from global supply chains. Their engagement with FLA and longstanding leadership on child labor issues strengthens our ability to identify and address hidden risks in complex settings. Our recent collaboration, a joint webinar highlighting GoodWeave's report on child labor risks in the hidden tiers of the ready-made garment sector in Bangladesh, supports FLA member companies and their supply chain partners by sharing emerging research and practical insights to help companies better understand child labor risks and address them effectively."*

- Jeff Vockrodt, CEO, Fair Labor Association

## Sustainable Solutions to Worker and Child Exploitation in Bangladesh's Garment Sector



Garment workers at sewing stations in a ready-made garment factory in Bangladesh. Photo credit: GoodWeave International

Published in February 2025, the report, *"Forced Labour and Child Labour in Bangladesh's Garment Sector: Documenting Risks and Informing Solutions"*, was developed by GoodWeave and the University of Nottingham's Rights Lab, in collaboration with the Bangladesh Labour Foundation, with funding from UK International Development from the UK government.

The research draws on surveys and focus group discussions with more than 2,000 adult and minor workers across 20 industrial clusters in Dhaka and Chattogram, Bangladesh's key ready-made garment production hubs. Findings highlight risks of child labor, forced labor, low wages, excessive working hours, and abuse, particularly within subcontracted and less visible tiers of the supply chain.

Through the report's findings, GoodWeave provided concrete recommendations for the Government of Bangladesh, international buyers, local garment suppliers, non-governmental organizations, and trade unions. These include improving supply chain transparency, conducting risk-based human rights due diligence, ensuring adequate compensation, mitigating child and forced labor, and establishing effective grievance mechanisms in Bangladesh's ready-made garment sector.

*"We're very pleased to count GoodWeave as one of our active NGO members. Their research, including reports highlighting the risks of child and forced labour in lower tiers, shines a light on issues that are too often hidden from view and strengthens the evidence base for effective human rights due diligence. We value GoodWeave's expertise and collaborative approach as an ETI member, working with companies, civil society and other stakeholders to drive practical solutions beyond the first tier of supply chains."*

- Laurent Arnone, Senior Advisor, Apparel & Textiles, Ethical Trade Initiative

## Climate Change as a Key Driver of Child and Forced Labor



Children in a Nepali village where GoodWeave, with support from Walk Free, conducted research on climate change and labor risks. Photo credit: GoodWeave International

In 2024 and 2025, GoodWeave, together with local partner New Era, a Nepali nonprofit research organization, surveyed workers in Nepal's carpet and brick sector to assess how climate change is contributing to child and forced labor. The study combines 30 years of climate trend analysis with interviews and group discussions with over 1,000 participants.

Findings are presented in the report, *"From Risk to Resilience: How Climate Change is Deepening Child and Forced Labor in Nepal, and what to do about it,"* funded by Mindereroo Foundation's Walk Free initiative. The report is the first of its kind to document how climate change is intensifying risks for vulnerable groups and examines how workers and communities are coping with these pressures.

The recommendations for public and private sector leaders, includes: designing and implementing targeted protections for climate-vulnerable children and adult workers in high-risk sectors by strengthening education, safeguarding, and climate awareness; strengthening agricultural resilience and land access while enhancing income-generating opportunities and livelihood diversification; enhancing climate change adaptation and disaster risk reduction; and expanding existing labor and social protection frameworks in Nepali law to ensure adequate safety of children.

*"I continue to see in today's rural communities the same cycle I experienced as a child. When families face hardship from failed harvests or loss of income, they often feel they have no choice but to send their children to work. This report makes those connections clear and provides a roadmap. If we act on its recommendations, we can protect children and give families a way forward."*

- Hem Moktan, Senior Program Manager, GoodWeave Foundation Nepal

## Expanded Access to Social Protections for At-Risk Workers in India's Carpet Supply Chain



*An awareness session at a worker community organized by GoodWeave and Jan Sahas in India.*  
Photo credit: Jan Sahas

In 2025, GoodWeave International partnered with Jan Sahas on the Migrant Resilience Collaborative (MRC), a six-month pilot that aimed to unlock government-sponsored social security schemes for migrant worker communities and promote decent work standards in the carpet industry in the Jaipur and Agra districts of Rajasthan and Uttar Pradesh. Benefits ranged from cash transfers and livelihood programs to insurance and educational opportunities for workers and their families.

In Agra and Jaipur, the MRC team met with approximately 1,700 workers in GoodWeave supply chains, supporting them in applying for eligible schemes and holding orientations at worksites and in communities. These efforts were complemented by ongoing promotion of the MRC national helpline number, ensuring workers had a reliable channel for further guidance. By the close of the pilot in October 2025, GoodWeave and Jan Sahas had supported **719 worker households** in registering on the Jan Sathi tech platform and assisted **1,372 workers** with social security applications.

GoodWeave and Jan Sahas continue their collaboration by expanding this pilot program to reach more workers, tackling climate change through parametric insurance schemes.

## Policy Advocacy to Drive Change and Promote Large-Scale Reduction of Child and Forced Labor

GoodWeave builds capacity and raises awareness on the root causes of forced labor by engaging a range of stakeholders, including governments, businesses, and consumers. Through thought leadership, advocacy, partnerships, and survivor leadership, GoodWeave works to drive change at global, policy, and community levels.

Between 2023 and 2025, Goodweave participated in national and international forums to promote a large-scale reduction in child and forced labor in global supply chains. This included advancing practices such as supply chain mapping, human rights due diligence, effective implementation of business codes of conduct, and adoption of best practices. These efforts also elevated the voices of child labor survivors and survivor leaders, ensuring lived experience informs and guides future actions.

*"Humanity United's partnership with GoodWeave reflects everything we believe about how lasting change is made. It's not through isolated effort, but through deep collaboration with organizations that have the expertise, the relationships, and the moral clarity to transform broken systems from the inside out. GoodWeave's work at the intersection of supply chain accountability and worker dignity aligns with our conviction that a more just and free world is not only possible, but achievable"*

- Vijay Simhan, Senior Portfolio Director, Humanity United



In November 2023, the film "Hem Moktan: He Made It," was screened during the United Nations' Business and Human Rights Forum, followed by Q&A session with GoodWeave's Silvia Mera, reflecting and discussing how businesses, governments, and NGOs can provide effective, sustainable remediation to child laborers, in Nepal and globally.  
Photo credit: GoodWeave International



GoodWeave CEO Jon Jacoby participated in the ISEAL Alliance Global Symposium in Switzerland in June 2024, where he spoke on the future of sustainability assurance systems in an evolving regulatory landscape. Joining leaders from other voluntary sustainability systems, he contributed to discussions on shared challenges, priorities, and approaches to advancing more inclusive and collaborative sustainability efforts. Jon also shared insights on GoodWeave's work and the broader role of sustainability systems in strengthening protections for workers, communities, and the environment. Photo credit: ISEAL



Survivor leader and GoodWeave Nepal Program Officer, Hem Moktan, was invited to participate in a Just Transition side event, part of the United Nations Forum on Business and Human Rights in Geneva in November 2024. Drawing on his lived experiences as a child labor survivor and member of the Tamang indigenous community, Hem shared his observations on the critical links between the climate crisis, forced labor, and child exploitation. Hem also spoke at the Indigenous Peoples Caucus and contributed to a UN Working Group video appeal, encouraging more representatives from the Asia-Pacific region to attend the next iteration of the forum. Supported by the Freedom Fund's Inclusive Convening initiative, this trip marked Hem's first visit to Europe. More importantly, it provided a platform to share his story and advocate for greater business accountability in tackling social and environmental challenges that disproportionately impact vulnerable children, workers, and indigenous communities.  
**Photo credit:** GoodWeave International



In August 2024, child labor survivor and human rights advocate Sumitra Basnet spoke at the Nepal Youth Summit at the United Nations House in Kathmandu. The summit is designed to amplify young voices and address issues such as education, mental health, gender equality, and decent work – areas where youth perspectives are often overlooked. It also addresses gender imbalance by placing young women like Sumitra at the center of dialogue and solution-building.  
**Photo credit:** Hoste Hainse



Sumitra Basnet and Krishna Shah, Executive Director of the United Nations Global Compact Nepal and Board Member of GoodWeave Certification Nepal, traveled to Iceland in January 2025 to speak at the Festa Center for Sustainability conference, one of the country's largest annual sustainability events. Sumitra, who was previously under GoodWeave's care, shared her lived experience and spoke about the urgent need to eliminate child labor in global supply chains. Krishna brought attention to the importance of responsible business conduct and shared insights on promoting sustainable practices in Nepal and beyond.  
**Photo credit:** Festa



Shreejana, a child labor survivor and student at GoodWeave's Laboratory Higher Secondary School in Kathmandu, is now using her voice to advocate for children's rights. In 2025, she served as a child guest and speaker at Nepal's Child Rights Learning Conference, organized by the Children as Zones of Peace National Campaign (CZOP). Addressing government and civil society stakeholders, she called for stronger protections for children still working in labor sectors and highlighted the needs of visually impaired children, street-connected children, and those from marginalized communities.  
**Photo credit:** GoodWeave Nepal Foundation



GoodWeave facilitated a multi-stakeholder engagement in July 2025 in collaboration with the University of Nottingham's Rights Lab and the Bangladesh Labour Foundation to address child and forced labor in the hidden tiers of supply chains. The event was held in Dhaka, and included a presentation of findings from the report, *Modern Slavery and Child Labour in Bangladesh's Garment Sector: Documenting Risks and Informing Solutions*. This was followed by a discussion on recommendations from the report and the Bangladesh Labour Law Reform Commission, along with working group sessions to prioritize action. The convening was led by GoodWeave's Senior Director of Programs Anne-Laure Henry-Gréard, Program Officer for South Asia Vinti Singal, and Director of Advocacy and Communications Sadikshya Nepal, who facilitated discussions and contributed to the sessions.

Photo credit: GoodWeave International



In September and October 2025, Sadikshya Nepal, Director of Advocacy and Communications, met with partners, government representatives, and other stakeholders in Nepal to share findings from GoodWeave's report, *From Risk to Resilience: How Climate Change is Deepening Child and Forced Labor in Nepal*, and *What to Do About It*, developed in collaboration with New ERA. The report documents how climate shocks are contributing to child and forced labor in Nepal's carpet and brick sectors and outlines recommendations to strengthen protections for vulnerable children and workers. Sadikshya met with Interim Minister Hon. Arun Kumar Sinha, as well as representatives from the National Child Rights Council, UNICEF, and the ILO, to discuss how the report's recommendations can inform policy and practice. These engagements generated strong interest, including calls for more intersectional research on climate change and labor. (From left: GoodWeave's Samjhana Pradhan and Sadikshya Nepal, with ILO representatives Narayan Prasad Bhattarai and Govinda Thapa in Nepal) Photo credit: GoodWeave International

## Policy Advocacy to Tackle Adverse Impacts of US Tariffs on Imports from India

In early 2026, GoodWeave's business partners in the U.S. and in India faced a new challenge following the imposition of U.S. import tariffs. Recognizing the significant impact of the 50% tariffs on goods from India, GoodWeave issued an open letter to U.S. policymakers calling for tariff accommodations for ethically produced rugs. The letter was featured in three trade publications, including *Home Textiles Today*.

GoodWeave's leadership, including CEO Jon Jacoby, Director of Advocacy and Communications Sadikshya Nepal, and South Asia Program Officer Vinti Singal, held meetings in Washington, D.C. with several U.S. officials. These included U.S. Representatives Jim Himes (D-CT) and Mark Pocan (D-WI), as well as a senior official from the Office of the U.S. Trade Representative. These discussions provided an opportunity to raise concerns from business partners directly with policymakers and advocate for solutions that support the continued viability of ethical supply chains.

## Removing Barriers to Education for Migrant Children in Haryana

For migrant children in Panipat, Haryana, the absence of identification (ID) or Aadhaar cards (India's national identity system) can be a major barrier to schooling. GoodWeave's advocacy in the state has contributed to a broader movement that allows schools to issue solution cards, which help children enroll. In response to our collective advocacy efforts, in 2023 the state government of Haryana issued a directive allowing schools to create temporary ID cards for children without a national identity or Aadhaar card. **As a result, up to 61,000 children from migrant families in Panipat were able to access schooling from this directive.** GoodWeave continues to work with migrant families in carpet-producing regions where it operates to help ensure children can enroll and stay in school through its GoodWeave-supported Child Friendly Community programs.

## 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 2023 through 2025. With their support, we are creating a world free of child labor.

### Institutional Donors

The Anbinder Family Foundation  
Dorothea Haus Ross Foundation  
Illuminate  
Freedom Fund  
Google Ad Grants  
Humanity United  
ISEAL Innovations Fund  
Janet Wright Ketcham Foundation  
Laudes Foundation  
Made in a Free World  
The Mulchand & Parpati Thadhani Foundation  
Netherlands Enterprise Agency  
Fund Against Child Labor

Open Society Foundations  
Pathy Family Foundation  
Skoll Foundation  
Traid  
UBS Optimus Foundation  
The United Kingdom Modern  
Slavery Innovation Fund  
Minderoo Foundation / Walk Free  
The Walt Disney Company  
The West Foundation

### Individual Donors

Too numerous to list here, more than 400 individuals donated critical support between 2023-2025.

### In-Kind Contributors

Michelle Cross Fenty  
Merchant and Gould P.C.  
The Rug Company  
Warp & Weft

### Media Partners

COVER Magazine  
Rug Insider  
Google  
The Economist



Photo credit: Selvaprakash Lakshmanan

## Financials

<b>Statement of Activities</b>		
For the Years Ended 12/31/2024 and 12/31/2023		
	2024	2023
<b>UNRESTRICTED REVENUE</b>		
Grants and Donations	\$1,108,431	\$1,497,130
In-Kind Contributions	1,306,064	1,003,922
U.S. and Foreign Federal Grants	467,549	409,355
Industry Income	778,277	813,151
Interest and Other	112,448	235,702
<b>TOTAL UNRESTRICTED REVENUE</b>	<b>\$3,772,769</b>	<b>\$3,959,260</b>
<b>EXPENSES</b>		
<b>Program Services</b>		
Harness Market Forces	\$1,717,878	\$1,686,953
Clean up Supply Chains	493,492	639,242
Create Educational Opportunities	718,119	667,141
Improve Conditions for All Workers	114,728	111,110
Assess Impact and Learning	32,244	35,784
New Program Development and Geographic Expansion	433,078	448,983
Promote Best Practice	146,607	189,466
<b>TOTAL PROGRAM SERVICES</b>	<b>\$3,656,596</b>	<b>\$3,778,319</b>
<b>Supporting Services</b>		
General and Administration	\$415,025	\$396,645
Fundraising	259,799	196,216
<b>TOTAL SUPPORTING SERVICES</b>	<b>\$674,804</b>	<b>\$592,861</b>
<b>TOTAL EXPENSES</b>	<b>\$4,331,400</b>	<b>\$4,371,180</b>
<b>CHANGE IN UNRESTRICTED NET ASSETS</b>	<b>\$(558,631)</b>	<b>\$(411,920)</b>
<b>DONOR RESTRICTED NET ASSETS</b>		
Grants and Contributions	\$1,310,782	\$239,960
Net Assets Released from Restrictions	(966,358)	(1,325,176)
<b>CHANGE IN DONOR RESTRICTED NET ASSETS</b>	<b>\$344,424</b>	<b>\$(1,085,216)</b>
<b>CHANGE IN NET ASSETS</b>	<b>\$(214,207)</b>	<b>\$(1,479,136)</b>
Net Assets at the Beginning of the Year	\$2,543,644	\$4,040,780
Net Assets at the End of the Year	<b>\$2,329,437</b>	<b>\$2,543,644</b>

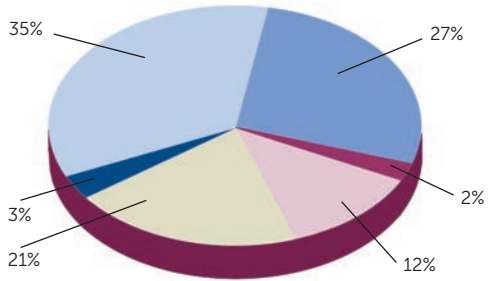
## Statement of Financial Position

For the Years Ended 12/31/2024 and 12/31/2023

ASSETS	2024	2023
<b>CURRENT ASSETS</b>		
Cash and Equivalents	\$284,179	\$307,779
Investments	188,999	281,459
Accounts Receivable, net	446,045	482,949
Grants Receivable, current	355,531	353,772
Prepaid Expenses and Other Assets	16,877	23,727
<b>TOTAL CURRENT ASSETS</b>	<b>\$1,291,631</b>	<b>\$1,449,486</b>
Grants and Contributions Receivable, net	\$44,007	\$102,855
Security Deposit	3,000	5,686
Rights-of-use asset, operating lease	38,525	5,426
Property and Equipment, net	6,154	6,963
Intangible Assets, net	1,344,379	1,379,116
<b>TOTAL ASSETS</b>	<b>\$2,727,696</b>	<b>\$2,949,532</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT LIABILITIES</b>		
Accounts Payable and Accrued Expenses	\$118,222	\$153,701
Grants Payable	162,827	170,338
License Fees Payable	78,272	75,864
Lease liability, operating lease	38,938	5,985
<b>TOTAL LIABILITIES</b>	<b>\$398,259</b>	<b>\$405,888</b>
<b>NET ASSETS</b>		
Without Donor Restrictions	\$1,358,224	\$1,916,855
With Donor Restrictions	971,213	626,789
<b>TOTAL NET ASSETS</b>	<b>\$2,329,437</b>	<b>\$2,543,644</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$2,727,696</b>	<b>\$2,949,532</b>

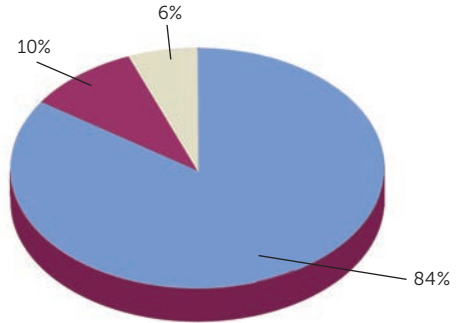
GoodWeave International was audited by Rogers & Company PLLC. Full audited financial statements are available upon request.

### 2024 Total Revenue



- Private Grants and Donations
- Individual Giving
- Government Revenue
- Industry Revenue
- Other Income
- In-Kind Services

### 2024 Total Expense



- Program Services
- General and Administration
- Fundraising

## Business Partners

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Photo credit: Selvaprasadh Lakshmanan

### Licensed Importers

16TEN LIMITED

4Favorites

A Rum Fellow

Alicia D. Keshishian Carpets

Amy Helfand

Anji Mountain

Area Rug Co.

Art Palace Ltd.

Ascawo

Asha Carpets

Ashtari Carpets

Aussbond Pty Ltd

AYTM

BAYA

Bashian Bros. Inc.

Bazaar Velvet

BenSoleimani.com, Inc.

Bespoke Tibet Carpets

Biyuu

BravinLee Editions

Brink & Campman

Cadrys Handwoven Rug Specialists

Californian Living

Castlery

Charlene Mullen Citta Ltd

Classic Collection

Cloak

Company C, Inc.

Coral + Hive

Crosby Street Studios

Dadicos

Deckers Tapijt

Deirdre Dyson Carpets Ltd

DGD Rugs LLC

Diane Paparo Studio

Doing Goods B.V.

EcoFiber Rugs

Edition 169

Elle Funny Carpets BV en

Carpet Creations BV

Ellison Studios

Elson & Company

Emma Gardner Design, LLC

Emma Mellor Handmade Rugs

Erik Lindstrom

eye heart hand

Fab Habitat Corporation

Flock-Living Limited

Ganapatee Fairtrades

Gordian Rugs

Granite Lane Homewares

Pty Ltd

HAUS ÜGER

Heal's (1810) Ltd

Heather Somers Home

Heinrich Heine GmbH

Heinrich Steffensmeier GmbH

& Co.KG

Hem Design Studio

Henzel Studio

Herman Miller  
High Country Rugs LLC  
Holland Cassidy  
House of Bohi Pty Ltd  
House of Rugs  
INDIRUGS Ltd.  
Indo Designer Rugs  
Industville Ltd.  
Inigo Elizalde Rugs  
Interior Resources  
J. S. Hurd Design  
Jacaranda Carpets  
James Lane  
Jagkris Home Australia  
Jensin Okunishi Studio  
Jonmar  
Julia Toncology Pfeiffer  
Khawachen/ Innerasia  
Kismet Fine Rugs  
Knothouse  
Kolatech Inc.  
Kooches, LLC  
Kuatro Carpets  
Landry & Arcari  
Lapchi  
Layered Interior  
Liaigre  
Lilla Studios  
LiLu Interiors Inc.  
Live Grund  
Loloi  
Loom Rugs  
Loominarea  
Lotus Collection  
Lucy Tupu  
Ma Wovens  
Madeline Weinrib Atelier  
Magliocco Tappeti  
Maison Deux  
Makeda Rugs  
Matteo Pala  
MANSOUR – MANSOUR  
MODERN  
Matthew Wailes  
Miller Davis Group  
Molana Inc.  
Momtaz contemporary rug art  
MOSSROOM

MyFelt.de  
Namaste UK Ltd  
Nasiri Carpets  
Nathalie Dougé Tapis  
Natural Rugs Australia  
New Moon Rugs  
NIBA Designs  
Niki Jones Ltd.  
NOA LLC  
Nordic Knots  
O'C Carpet Inc.  
Odegard Carpets  
Oh Happy Home  
Organic Weave  
Organic Rugs Europe  
Otto GmbH & Co. KG  
Paramount Rugs  
Pasang  
RADNOR  
Raya Rugs  
REACHMEDIA  
RH (Restoration Hardware)  
RITA RUGS HOME  
Rizzy Home  
Robin Gray Design  
Robyn Cosgrove  
Rosemary Hallgarten  
Rug Artisan  
Rug.com.au  
RuggleUp Inc  
Rugmaker.com Ltd  
Rugs for Good  
Scott Group Studio  
Second Nature Online Ltd  
Serapi Oriental Rug Gallery  
Sirecom Tappeti  
Slow Tiger  
Solum Studio Pty Ltd  
Sonya Winner Rugs  
Squarefoot Commercio E  
Decoracao Ltd.  
Stanton Carpet  
Stark Carpet  
Stephanie Odegard Co., Ltd.  
Strandz London Ltd  
Studio Knot  
Sundays Company Ltd  
Susan D'Arcy Design LLC

Tailor-Made Textiles  
Talis Teppiche GmbH  
Tania Johnson Design  
Tashi Murik  
Textures Atelier  
The Fine Rug Gallery at Macy's  
The Colour Flooring Company  
The Romo Group  
The Rug Company  
The Rug Tailor Ltd.  
Tigmi Trading  
Toulemonde Bochart  
Tranquillo  
Trans-Ocean  
tysk-design.com  
Unique USA  
Unitex International Pty Ltd  
Upcycle Studio  
URBAN FABRIC RUGS  
Urban Rug Co  
Vaheed Taheri  
Vista Home Fashions  
Vossberg Versand  
Warp & Weft  
Wayfair  
Wecon Home  
Woven Treasures Inc.

## **Industry Insiders**

### *Ambassador*

Interior Resources  
Joon Loloi  
Kush  
Rubicon Rugs

### *Influencer*

Azadi  
Christiane Millinger  
Fayette Studio  
Rugs by Roo

## Leadership and Governance

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Between 2023 and 2025, GoodWeave International underwent an important leadership transition while bolstering its board and senior management to support the organization's continued growth and impact.

These appointments signal GoodWeave's continued growth and evolution to promote responsible business practices, safeguard childhoods and livelihoods, and protect workers' rights in global supply chains at the speed and scale required.

### Staff Leadership

In 2023, Nina Smith, GoodWeave's founding Chief Executive Officer (CEO), announced that she would step down after 24 years of service, having established GoodWeave as a leader in the movement to end child and forced labor. This transition marked a significant moment for GoodWeave as it entered its next phase of growth. Jon Jacoby began as GoodWeave International's new CEO in September 2023, bringing extensive experience in responsible business, workers' and human rights, and inclusive development, all areas central to the organization's mission.

In 2025, GoodWeave expanded its senior leadership team with the appointments of Anne-Laure Henry-Gréard as Senior Director of Programs, Sadikshya Nepal as Director of Advocacy and Communications, and Manoli Strecker as Senior Director of Development. Collectively, they bring more than five decades of experience in child and forced labor prevention, human rights, development, and ethical supply chains.

### Board of Directors

In 2023, Shilpa Nadhan and Shamarukh Mohiuddin joined GoodWeave International's Board of Directors, strengthening the organization's expertise in South Asia and other regions where child and forced labor are prevalent, as well as in areas central to GoodWeave's work, including human migration and trafficking, labor rights, women's empowerment, supply chains, social impact, and international development.

In 2024, GoodWeave International welcomed Samir Goswami, Chavi Keeney Nana, and Dr. Kalpana Sankar to its board, adding leadership experience in child labor and poverty reduction, human rights law, women's empowerment, and financial management.

In 2025, Kimberlee Cornett, Amantia Muhedini, and Dr. Elizabeth Frantz joined the GoodWeave International board, bringing decades of experience in responsible business and supply chains, worker rights and dignity, and non-profit governance.

GoodWeave is also immensely grateful for the distinguished and dedicated service of long-time Board members Michelle Cross Fenty (Co-chair), Edward Millard (Co-chair), Siddharth Kara (Co-chair), and Marc Triaureau (Treasurer) who departed the Board in 2024 and 2025.

## GoodWeave International Board of Directors

Shamarukh Mohiuddin (Co-Chair)  
*Principal, Nathan Associates, Cadmus; Director of Social Impact, University Press Limited*

Charles Lyons (Board Co-Chair)  
*Director, Equity Group Foundation; Non-Executive Director, Equity Bank Group Foundation*

Samir Goswami (Treasurer)  
*Director of Forced Labor Program, Global Rights Compliance*

Shilpa Nadhan (Secretary)  
*Director of Human Rights Policy, The Walt Disney Company*

Chavi Keeney Nana (Governance Chair)  
*Director of Equitable Global Supply Chain Program, Interfaith Center on Corporate Responsibility; Professor of Practice, University of Michigan Law School*

Dr. Kalpana Sankar  
*Chairperson and Co-Founder, Hand in Hand India; Managing Director, Belstar; Nuclear Physicist; Author; Social Entrepreneur*

Kimberlee Cornett  
*Director of Impact Investments, Robert Wood Johnson Foundation*

Amantia Muhedini  
*Head of Sustainable & Impact Investing for CIO Investment Management Americas, UBS Global Wealth Management*

Dr. Elizabeth Frantz  
*Global Programme Manager, PROSPECTS Partnership, International Labor Organization (ILO)*

Rev. Pharis J. Harvey (Emeritus)  
*Retired, International Labor Rights Fund*

## Standards Committee

Priyanka Ribhu  
*General Secretary, Bachpan Bachao Andolan*

Biko Nagara  
*Living Wage For US, Inc.*

Obie Paul Byrum  
*Loloi Rugs*

Saurabh Gupta  
*DevGiri*

Raj Kumar Lama  
*Lama Carpet and Handicraft*

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

Vinti Singal  
*GoodWeave International*

Hem Bahadur Moktan  
*Nepal GoodWeave Foundation*

David Ould  
*GoodWeave UK Board (non-voting)*

## Certification Committee

Mathew John, Chair  
*GoodWeave International*

David Ould  
*GoodWeave United Kingdom*

Dr. Divya Jyoti  
*Lancaster University*

Dr. Shawn MacDonald  
*Verité*



Photo credit: *Selvaprakash Lakshmanan*

### **Child Protection Committee**

Jonathan Blagbrough  
*Children Unite*

Uddhav Raj Poudyal  
*International Labour Organization / UNICEF*

Venkat Reddy  
*MV Foundation*

### **GoodWeave International Staff**

Jon Jacoby  
*Chief Executive Officer*

Cyndi Janetzko  
*Chief Financial Officer*

Anne-Laure Henry-Gréard  
*Senior Director of Programs*

Elisabeth Bystrom  
*Senior Advisor of Programs*

Manoli Strecker  
*Senior Development Director*

Sadikshya Nepal  
*Director of Advocacy and Communications*

Sonny Puryear  
*Director of Business Engagement and Marketing*

Vinti Singal  
*Program Officer, South Asia*

Dan Karlin  
*Senior Monitoring, Evaluation, Research and Learning Manager*

Emily Crain  
*Human Rights and Assurance Advisor*

John Chanda Pillai  
*Senior Manager, Certification Division*

Md. Shahinur Rahman  
*Country Representative, Bangladesh*

Daniel Cady  
*Senior Finance and Accounting Consultant*

Jamir Munayco  
*Digital Communications and Fundraising Manager*

Zoe Dranove  
*Business Development and Marketing Manager*



Photo credit: Nikki Thapa



goodweave®

Creating a World Free of Child and Forced Labor

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[www.GoodWeave.org](http://www.GoodWeave.org)