



GoodWeave International

Strategic Plan 2026-2030

Our Mission

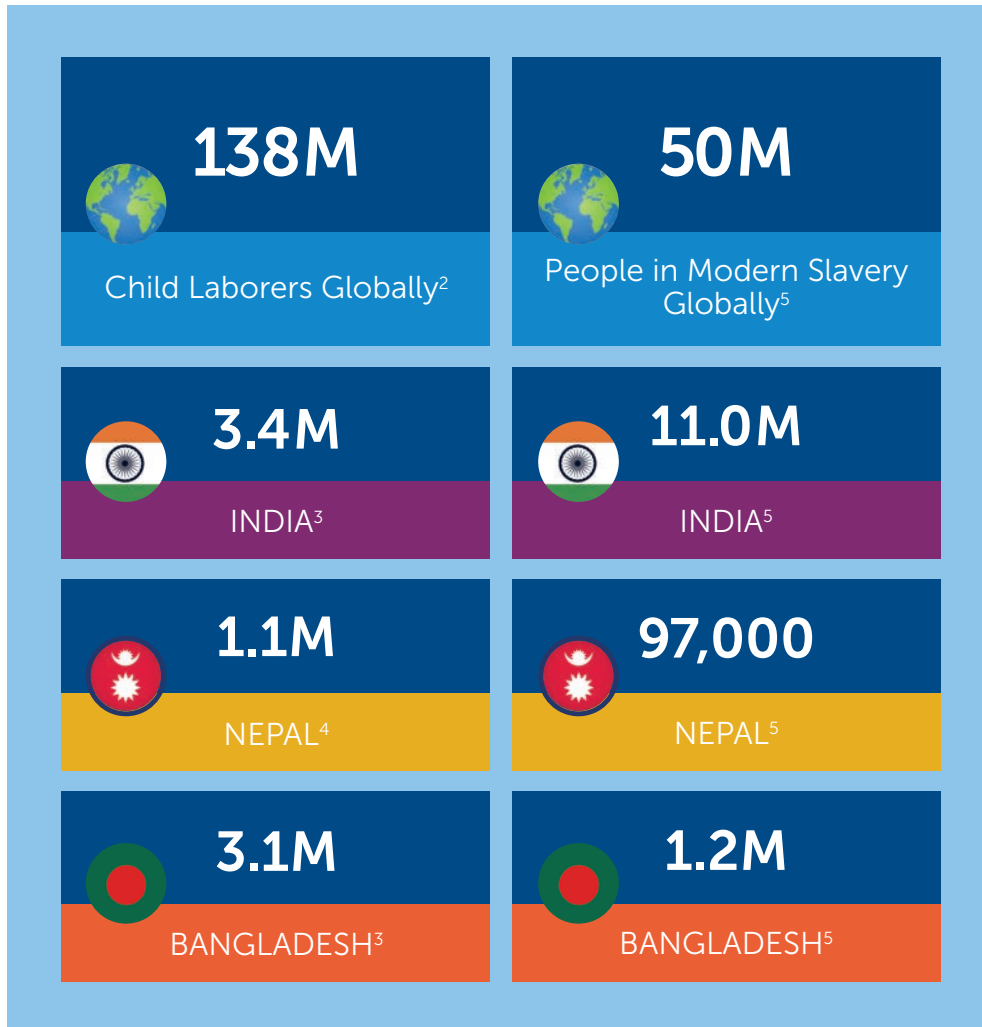
GoodWeave's mission is to stop child and forced labor in global supply chains. Permanently.

GoodWeave brings visibility to global supply chains; protects informal and marginalized workers; provides assurance that products are free of child, forced and bonded labor; and restores childhood to vulnerable children so they can laugh, learn and play.

GoodWeave was founded in 1994 by Nobel Peace Prize Laureate Kailash Satyarthi.



Our Challenge



Child and forced labor are documented by the U.S. Department of Labor in 204 products in 82 countries, including rugs, embellished textiles, fashion accessories, garments, leather goods and textiles.¹

There is widespread exploitation in outsourced supply chains, including in subcontracting facilities and home-based worksites.

In the rug industry, children sit at looms for up to 14 hours per day, often performing hazardous tasks, with no access to education. Some are trafficked – under threat of violence to work off a family debt that can never be repaid on meager wages.

Girls work with their mothers to meet ambitious apparel or fashion jewelry quotas for extremely low piece rate pay in home-based settings.

¹U.S. Department of Labor

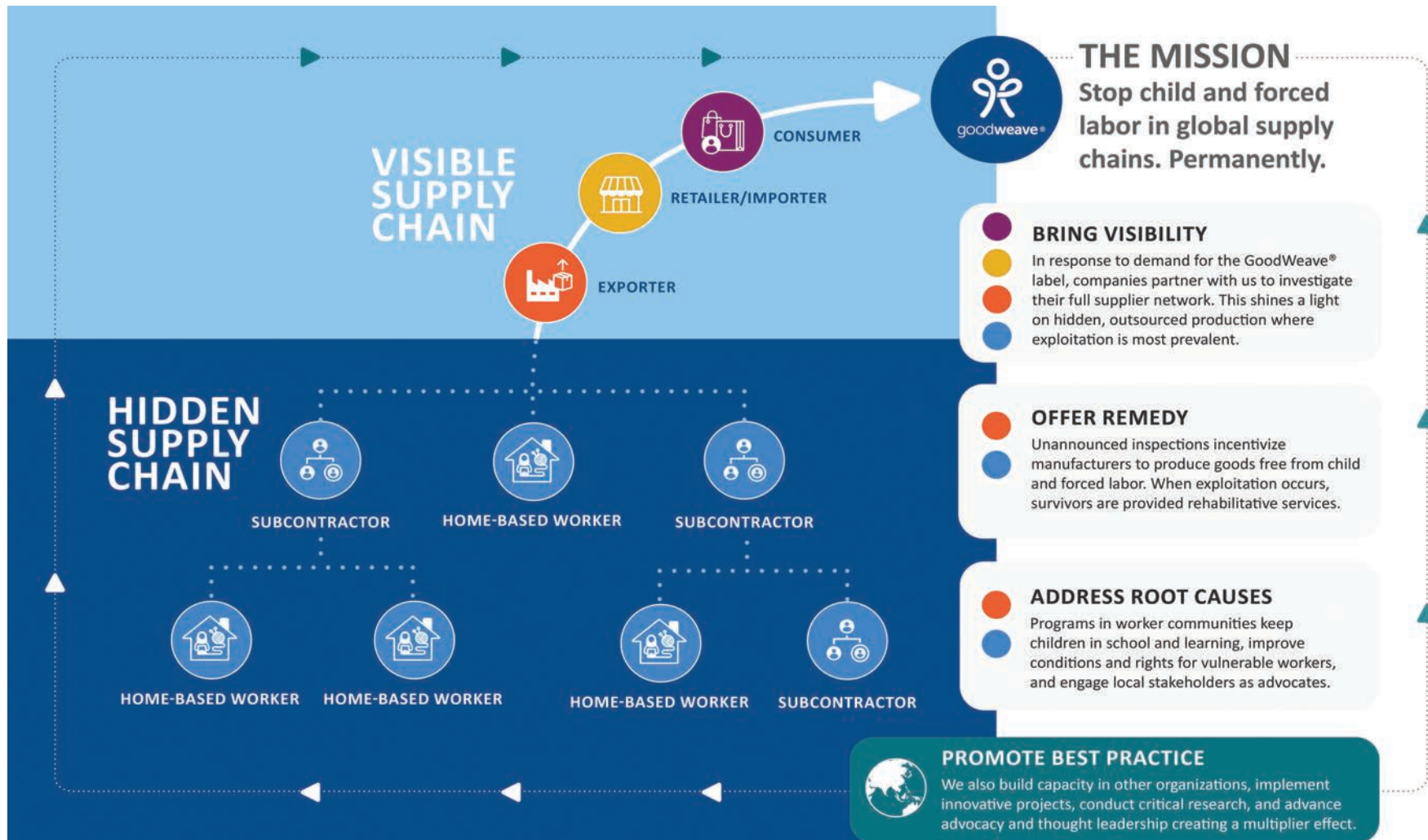
²ILO and UNICEF

³ILOSTAT Data Explorer

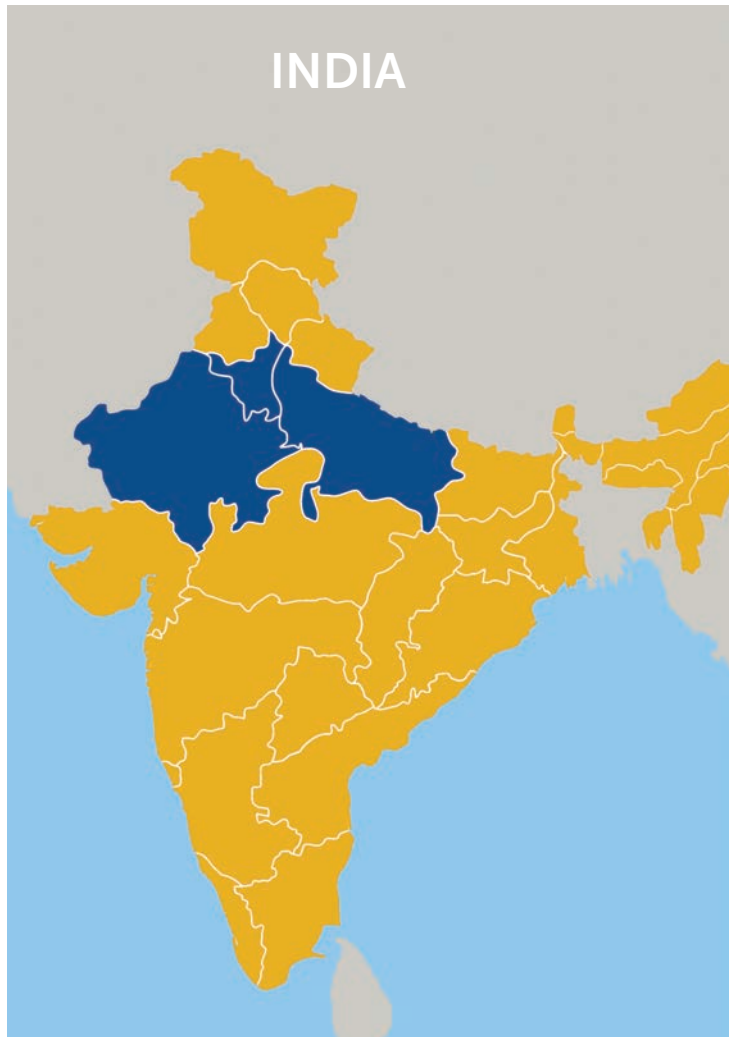
⁴ILO Child Labor Report

⁵Walk Free Global Slavery Index

GoodWeave Theory of Change



Our Footprint



GoodWeave runs programs in three sourcing countries:

India

- Carpets

Nepal

- Carpets
- Bricks

Bangladesh

- Apparel

Strategic Plan Goals

We will bring a deeper emphasis on preventative programs that tackle the root causes of child and forced labor



GoodWeave's 2026-2030 strategic planning process incorporated feedback from more than 50 internal and external consultations, including Goodweave board and staff members, as well as partners and allies with whom we are working tirelessly to stop child and forced labor worldwide.

1. Reflecting our actual practices in our programming, we have now also formally incorporated forced labor into our mission.
2. We will more systematically work to amplify and scale our impact through systems-change partnerships to tackle key structural drivers of child and forced labor within supply chains.
3. We will bring a deeper emphasis on preventative programs that tackle the root causes of child and forced labor.
4. We will continue to strengthen and streamline inspections, monitoring, and certification processes to ensure that companies conduct human rights due diligence more thoroughly.

Strategic Priority and Activities

1. Increased emphasis on systems-change partnerships

- a. Build on and pursue next-generation strategies
 - i. Community-based action research
 - ii. Capacity building demonstration projects
 - iii. Policy advocacy and human rights due diligence
- b. Deepen focus on child and forced labor issues with collaboration and partnerships
- c. Refine measurement of impact of advocacy, policy change, and capacity building

2. Social programs evolution

- a. We will prioritize prevention programs tackling root causes of child and forced labor
- b. We will expand on sustainable, cost-effective remediation with a focus on community-based rehabilitation
- c. We will conduct needs assessment for establishing more local NGO affiliates for even deeper proximity in communities

3. Inspection, monitoring, and certification evolution

- a. We will strengthen and streamline our Inspection Monitoring and Certification processes even further for deep human rights due diligence, including a market review of the GoodWeave Standard.

We set out to envision our activities and impact for the next five years — for how we will continue to make a large-scale reduction in child and forced labor and protect the rights, livelihoods, and dignity of vulnerable workers in global supply chains. Our unique expertise on child and forced labor, coupled with our proximity to worker communities, will enable deeper inquiry and action on labor rights issues.

4. Cross-cutting lenses and frames

- a. We will integrate climate resilience; gender equity; worker empowerment and human rights due diligence lenses across all GoodWeave programming

5. Innovations

- a. We will continue to develop strategic partnerships with businesses and ethical certifiers around GoodWeave expertise and presence in worker communities



Climate Resilience Lens



We will carry out with even greater intention our efforts to tackle structural drivers of child and forced labor such as climate impacts

We will carry out with even greater intention our efforts to tackle structural drivers of child and forced labor such as climate impacts as an added, worsening root cause of child and forced labor and as a barrier to healthy, safe working conditions for adult workers. Our climate resilience lens will:

1. Tackle climate impacts as a key driver of child and forced labor via research, advocacy, and community resilience efforts with local climate experts and partners
 - a. Research findings in Nepal on links between climate change and child and forced labor
2. Raise awareness of and help mobilize at-risk workers to strengthen workplace and community resilience to **heat stress** and **air pollution** and to drive a **Just Transition**
 - a. Workplace health/safety measures
 - b. Climate insurance partnership with Jan Sahas
 - c. Worker voice around climate issues
3. Develop partnerships and knowledge sharing to apply a climate resilience lens across all GoodWeave programming

Gender Equity Lens

Within our commitment to gender equity, we will continue to build on our long-standing work protecting girls and women at risk (of exploitation, violence, and discrimination)



Pillar 1: Women's decent work & income security

- Wage literacy, financial inclusion, SRHR, safe recruitment for women migrants
- Women's voice/leadership; access to grievance mechanisms; childcare and schooling with suppliers

Pillar 2: Changing norms/community empowerment

- Value of women's paid work; harm of child labor for girls; girls' empowerment on norms
- Engaging men and boys on shared caregiving and respectful workplaces

Pillar 3: Industry-facing advocacy

- Promote gender-responsive due diligence
- Encourage importers, exporters, and buyers to recognize gendered factors of child and forced labor

Pillar 4: Ethical supply chains, IMC & remediation

- Monitoring and remediation in lower-tier subcontracted/home-based units
- Designing women/girl-specific remediation outcomes

Worker Empowerment and Human Rights Due Diligence Lens

Within our worker empowerment and human rights due diligence lens we will expand our engagement with governments and companies to drive deep due diligence on child and forced labor and on the wider set of human rights, wages, and protections that women, migrant, informal, young, and other vulnerable workers need and demand.

1. Expand engagement with companies and governments to drive deep due diligence on child and forced labor – and the wider set of human rights, wages, and protections that women, migrant, informal, young, and other vulnerable workers need and demand
2. Explore collaboration on next-gen, worker-driven certification, bringing to bear unique expertise on child and forced labor and close proximity to worker communities



Within our worker empowerment and human rights due diligence lens we will expand our engagement with governments and companies to drive deep due diligence on child and forced labor

Business Development

We want to elevate GoodWeave labels importance and global usage for increased revenue and impact.

1. We will work with export markets to promote high quality and global luxury products while re-engaging with import markets to navigate the uncertainty with tariffs, position our certified products from responsible and ethical businesses.
2. We will continue to cultivate global leads to join the GoodWeave standard and promote businesses that are committed to eliminating child and forced labor in their supply chains.



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Consumer Awareness

We will develop campaigns to revive "insist on the GoodWeave label"



GoodWeave will elevate awareness of, restore interest in, and increase usage of GoodWeave Label.

1. We will develop campaigns to revive "insist on the GoodWeave label"
2. We will feature impact stories of gender leadership, women empowerment, and the accessibility of global luxury goods through GoodWeave.
3. We will modernize the GoodWeave label by digital technology and label re-design to further accessibility of GoodWeave's impact and social programs to a larger audience.



goodweave®

Creating a World Free of Child Labor

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