Thank you for your interest in signing the Uzbek Cotton Pledge. Over 250 industry brands and retailers have signed the Uzbek Cotton Pledge, committing to end the practice of forced labor in the cotton sector in Uzbekistan.

We have assembled a packet of resources for companies interested in or have recently signed the Uzbek Cotton Pledge. The following is a list of the documents in the Introduction Packet.

1. **Overview Letter** – outlines what your company achieves by signing the Uzbek Cotton Pledge as well as what RSN asks of your company when you sign the Uzbek Cotton Pledge;

2. **Social Media Doc** – provides hashtags and handles for social media Uzbek Cotton Pledge efforts;

3. **Logo Slide** – an example of a slide with company logos that RSN uses in presentations;

4. **Next Steps** – this document highlights the next steps companies are expected to take to fully implement the Uzbek Cotton Pledge;

5. **References** – provides links to our partners’ websites, which provide information on the state of cotton production in Uzbekistan; and

6. **Sample Letters to Suppliers** – example letters leading retailers and brands have sent to their suppliers or mills communicating their Uzbek cotton policies.


For questions, contact info@sourcingnetwork.org or call the RSN office at (510) 735-8145.

Welcome to the Responsible Sourcing Network (RSN) Uzbek Cotton Pledge. We commend your company for being a leader in corporate social responsibility and taking specific steps to ensure cotton picked with forced labor is not embedded in your products. When your company signs the Uzbek Cotton Pledge, it agrees to:

1. Not knowingly source Uzbek cotton for the manufacturing of any of its products, until the Uzbek Government ends the practice of forced labor in its cotton sector, and the elimination of this practice is independently verified by the International Labor Organization (ILO);

2. Communicate this commitment to your suppliers and put policies and procedures in place to ensure that your suppliers fulfill upon this commitment (see Next Steps below for details);

3. Publicly state its firm opposition to the use of government-orchestrated forced labor happening annually in the cotton sector in Uzbekistan;

4. Join over 250 industry brands, retailers, and manufacturers to commit to bring an end to the practice of forced labor in Uzbekistan’s cotton sector;

5. Put global pressure on the Government of Uzbekistan to end its practice of forced labor; and

6. Encourage other companies in your sector to take a stand against forced labor in Uzbekistan.

When your company signs the Uzbek Cotton Pledge, RSN asks your company to:

1. Let your customers know your company has signed the Uzbek Cotton Pledge;

2. Promote the Uzbek Cotton Pledge in your social media efforts to build awareness and encourage other companies to sign and implement the Uzbek Cotton Pledge;

3. Join RSN’s Cotton Multi-Stakeholder Network (Cotton MSN); which meets quarterly - via conference call - to share updates on the status of Uzbek cotton production, ILO efforts in Uzbekistan, traceability initiatives, new research, diplomatic activities, mill engagement, and related media;

4. Share and promote RSN research, surveys, reports, and other resources to assist companies in achieving supply chain transparency and accountability; and

5. Educate the public and the fashion industry about the problem of forced labor in Uzbekistan’s cotton sector.

We appreciate your leadership and commend your actions to eliminate forced labor in global sourcing of apparel and home goods.

Sincerely, the Team at Responsible Sourcing Network
Social Media and Uzbek Cotton Pledge Promotion

Social Media
Responsible Sourcing Network (RSN) promotes the signatories to the Uzbek Cotton Pledge itself with social media on Twitter, LinkedIn, and Facebook. Please promote the effort by:

1. Providing RSN with your Twitter handle/s and Facebook page URLs; Following RSN on Twitter @SourcingNetwork and Cotton Campaign @CottonCampaign;
2. Liking RSN’s Facebook page https://www.facebook.com/SourcingNetwork; and
3. Engaging in the conversation using the following hash tags:
   
   #cottonpledge
   #uzbekcotton
   #forcedlabor
   #childlabor
   #modernslavery
   #cottoncrimes

Speaking Engagements
RSN promotes the Uzbek Cotton Pledge at speaking engagements throughout the year (see slide of logos on next page). RSN’s director would like the option of using your company logo on a slide that reflects all of the signatories to the Uzbek Cotton Pledge. If acceptable by your company, kindly send to RSN a copy of your logo (jpg or gif) and a signed Uzbek Cotton Pledge Logo Use Agreement.

Partners
RSN welcomes partnering with other organizations, companies, and individuals to promote the Uzbek Cotton Pledge. Please do the following:

1. Tell your customers about your pledge commitment;
2. Encourage other companies to sign the Uzbek Cotton Pledge.
3. If you are an individual that does not see your favorite brand on signatory list, please encourage it to sign on via Twitter and Facebook or with a direct email or letter.
Uzbek Cotton Pledge Company Commitments: The Next Steps

1. Align Business Practices with the Commitment

Once the public declaration is made, it should be communicated clearly to all employees and suppliers and implemented into daily business practices via contracts, supplier meetings, trainings, or educational materials. The ban on use of cotton from Uzbekistan—while it is produced with forced labor—should be incorporated into agreements and orders with suppliers and contractors. The brand and its suppliers should ensure sub-suppliers and other entities in the brand’s supply chains incorporate the ban into their agreements with business partners contributing to the brand’s products. Companies that refuse to avoid forced-labor produced cotton should be disqualified from participation in the brand’s supply chain, and the brand should verify implementation of the ban by requiring documentary evidence from its suppliers and sub-suppliers. Brands need to report publicly the steps being taken to ensure that company policies on Uzbek cotton are communicated, monitored, and adhered to by garment manufacturers, fabric mills, and yarn spinners throughout the company’s entire value chain.

2. Endorse YESS - Yarn Ethically & Sustainably Sourced

YESS is a new industry-wide due diligence system for yarn spinners and vertically-integrated textile mills to identify and eliminate forced labor from the apparel and home goods value chain. Utilizing the OECD risk-based due diligence approach, the intended long-term impact of YESS is to improve the lives of cotton workers by avoiding cotton produced with forced labor and increasing the use of ethical and sustainable cotton. The company can endorse the YESS Statement of Support to demonstrate its support for an industry-wide due diligence system.

3. Involve Yarn and Textile Mills

The company can assess risks by identifying the location of strategic mills, and then comparing locations to the country information contained in RSN’s *From the Field* and *To the Spinner* reports. Brands should send a strong message on this issue to their sourcing agents, first-tier manufacturers, and textile suppliers, and then work with them to identify and engage spinning mills deeper in the chain. Brands should communicate to the mills that it is unacceptable to have any Uzbek cotton inside the same facilities where yarn or textiles are being manufactured for the brand. Periodic unannounced audits should confirm the mill is not purchasing Uzbek cotton.

4. Join RSN’s Responsible Cotton Multi-Stakeholder Network (Cotton MSN)

The group meets a few times a year via conference call to share updates on traceability initiatives, new research, mill engagement, related media, and diplomatic engagement with the Uzbek government and other international institutions. These conference calls are an excellent way to gain insight into peer experiences in implementing cotton due diligence. To join this group, please contact info (at) sourcingnetwork.org.
5. Engage the Uzbek Government

Since 2008, RSN along with a number of corporations, NGOs, and investors, have met with numerous representatives from the U.S. State Department, the International Labour Organization (ILO), and the Uzbek government. Since it is extremely impactful to have corporate representation at these meetings, companies should actively communicate their concerns by signing letters or having representatives at diplomatic meetings when requested to do so by RSN or the Cotton Campaign.

Being at the forefront of changing how an entire industry sources its raw materials is not an easy feat. Only through shared expertise and active collaboration where each company and stakeholder lends its name and its voice can we bring about much needed reforms in Uzbekistan. Fortunately for the cotton pickers, there is a dedicated group of individuals committed to implementing solutions. Thank you for joining this effort.
Uzbekistan References

For more information on Uzbekistan cotton production, please visit the following websites:
http://uzbekgermanforum.org
To all Contractors and Suppliers:

JAG is aware of the ongoing concerns regarding the use of alleged government-sponsored forced labor and forced child labor in the harvesting of cotton in Uzbekistan. We realize that child labor is a complex issue with many causes. However, the use of alleged state-sponsored forced labor is in violation of our Standards, and until there is proof that these alleged practices are being proactively addressed we cannot support the use of Uzbek cotton in our products.

In October 2008 we began asking for Country of Origin information for all raw materials in many of our apparel products. We are now asking for origin information for raw materials for all of our apparel products. Furthermore, while we understand that cotton is an internationally traded commodity with difficult traceability, we would like to now communicate our expectation that our vendors will not knowingly source textiles from mills sourcing their cotton from Uzbekistan.

We therefore trust that you will adopt appropriate procedures, if you have not already done so, to insure that you are not knowingly sourcing Uzbek cotton.

Thank you for your continued support of JAG’s Standards.

Dear Supplier:

I am writing to inform you, as a valued supplier to Phillips-Van Heusen Corporation (PVH), of our new policy prohibiting the use of cotton and products sourced from Uzbekistan.

As you know, PVH is firmly committed to sourcing in countries respectful of human and worker
rights. In fact, this commitment is embedded in our comprehensive sourcing guidelines that were established to help us source in countries and with business partners that follow workplace standards and business practices consistent with our company's values.

Consistent with our commitment to ensure that the people making our products are treated with dignity and respect and work in safe and healthy conditions, PVH will not knowingly use cotton sourced from Uzbekistan in the production of our products until there is clear evidence that action is being taken to eliminate the use of forced child labor in the Uzbek cotton industry. We are also prohibiting the sourcing of any apparel made in Uzbekistan for PVH.

**PVH prohibits the use of cotton sourced from Uzbekistan and textiles produced using Uzbek cotton. We also prohibit the sourcing of any product from Uzbekistan.**

We will be sharing this position with other industry leaders, the U.S. Government, and nongovernmental organizations who have approached us with concerns about forced child labor in cotton production in Uzbekistan.

We value your partnership and look forward to continued success for both of our companies.