



Yarn
Ethically &
Sustainably
Sourced

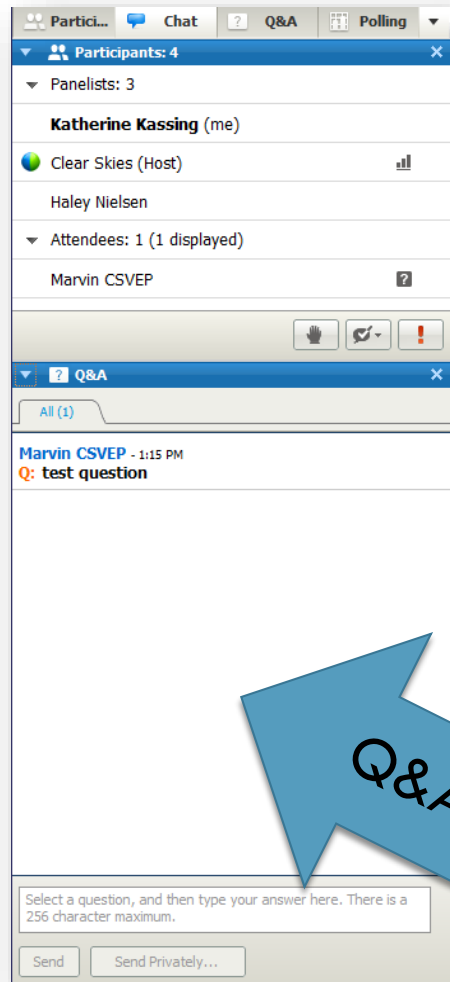
YESS Program Announcement



October 17, 2023

Logistics

2



- Webinar is being recorded
- The recording and slides will be posted to the [RSN website](#) and will be emailed to you
- Use the Q&A window to send us your questions, speakers will type or answer questions at the end
- Click on the “Raise Your Hand” icon and we will unmute you so you can ask your question live
- Remember to check out our [YESS FAQs page](#)

Today's Presenters

3



[Patricia Jurewicz](#)

CEO at Responsible Sourcing Network (RSN)
and Founder of YESS



[Emilie S Jakobsen](#)

Stakeholder Engagement Coordinator
(RSN/YESS)



[Roslyn Kauffman](#)

Operations Manager
(RSN/YESS)

Agenda

4

- ❑ Forced Labor and Due Diligence
- ❑ YESS Mission and Approach
- ❑ Accomplishments 2021 - 2023
- ❑ 3-year Rollout Plan
- ❑ Transition to a Membership-based Multi-stakeholder Initiative
- ❑ Questions

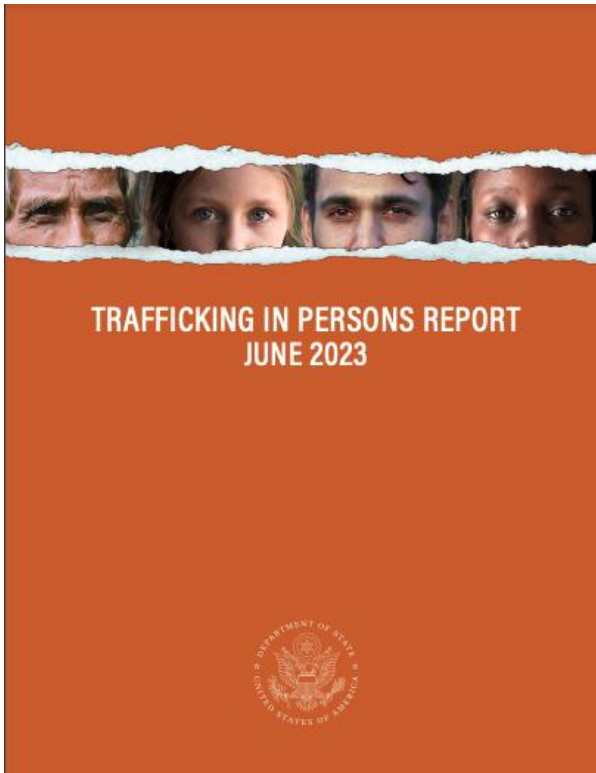


THE CHALLENGE

There are currently millions of people in modern slavery and child labour.

160 Million
CHILDREN IN CHILD LABOUR

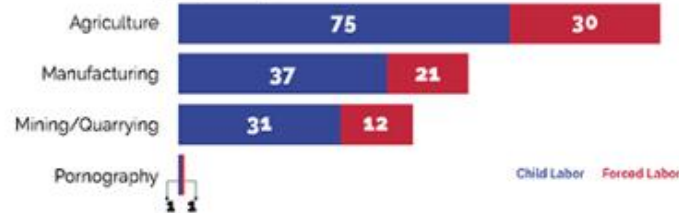
50 Million
PEOPLE IN MODERN SLAVERY



U.S. Dept. of Labor List of Goods Produced by Child Labor or Forced Labor

The List in Numbers

Number of Goods Produced Globally by Production Sector, Disaggregated by Child Labor and Forced Labor



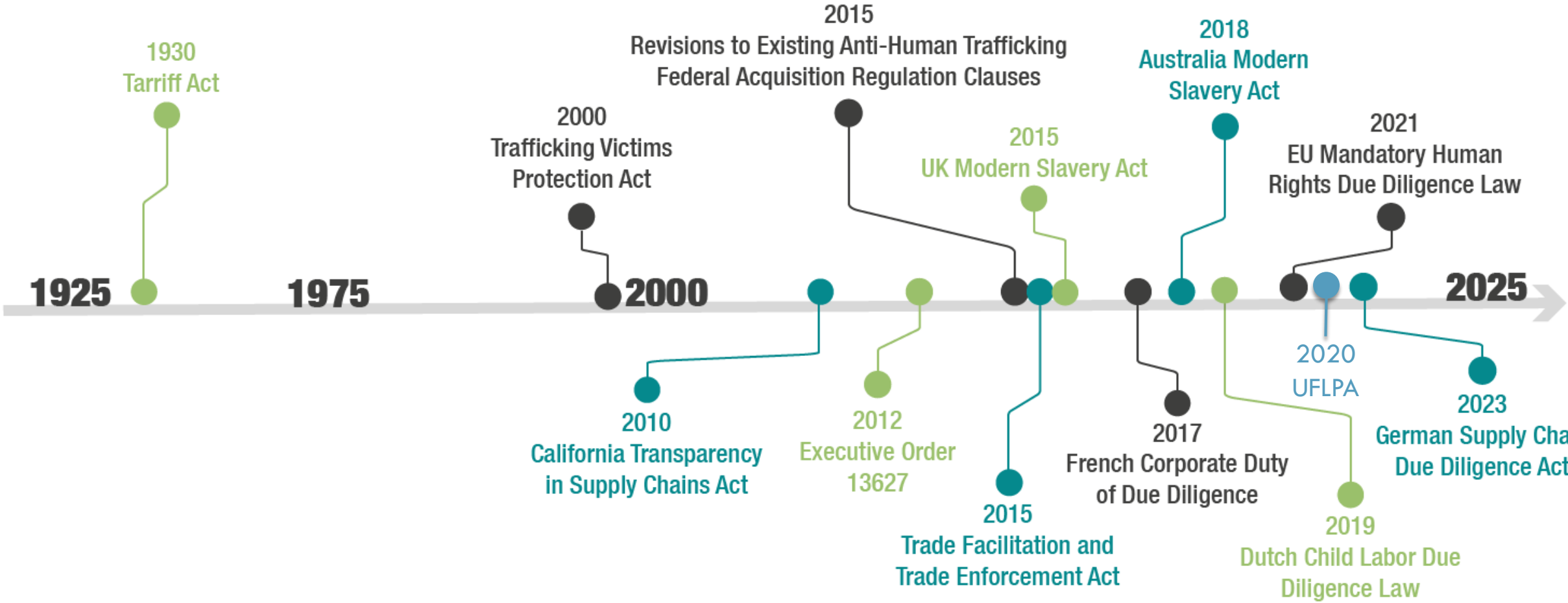
Goods with the Most Child Labor Listings by Number of Countries



Goods with the Most Forced Labor Listings by Number of Countries

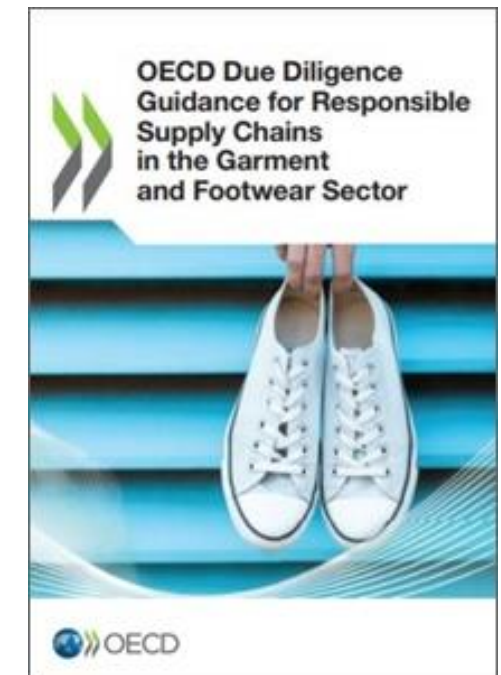
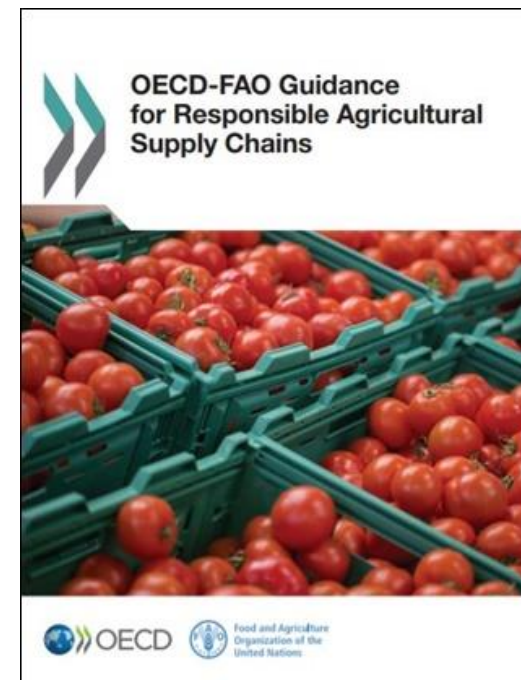
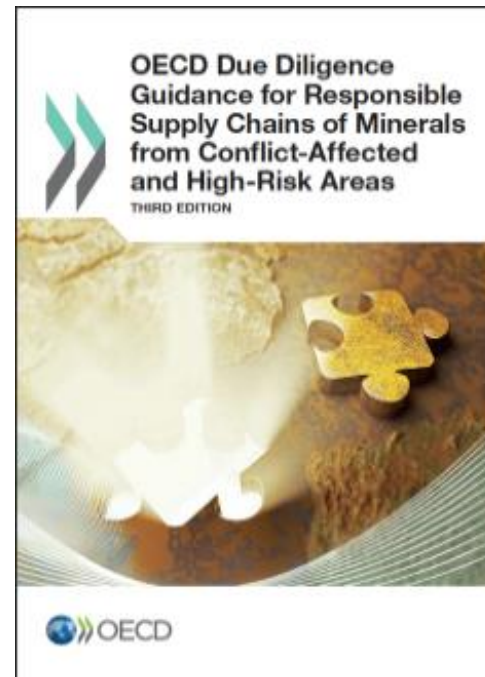


The Rise of Due Diligence Legislation...



Due Diligence Approach: Context & Foundation

7



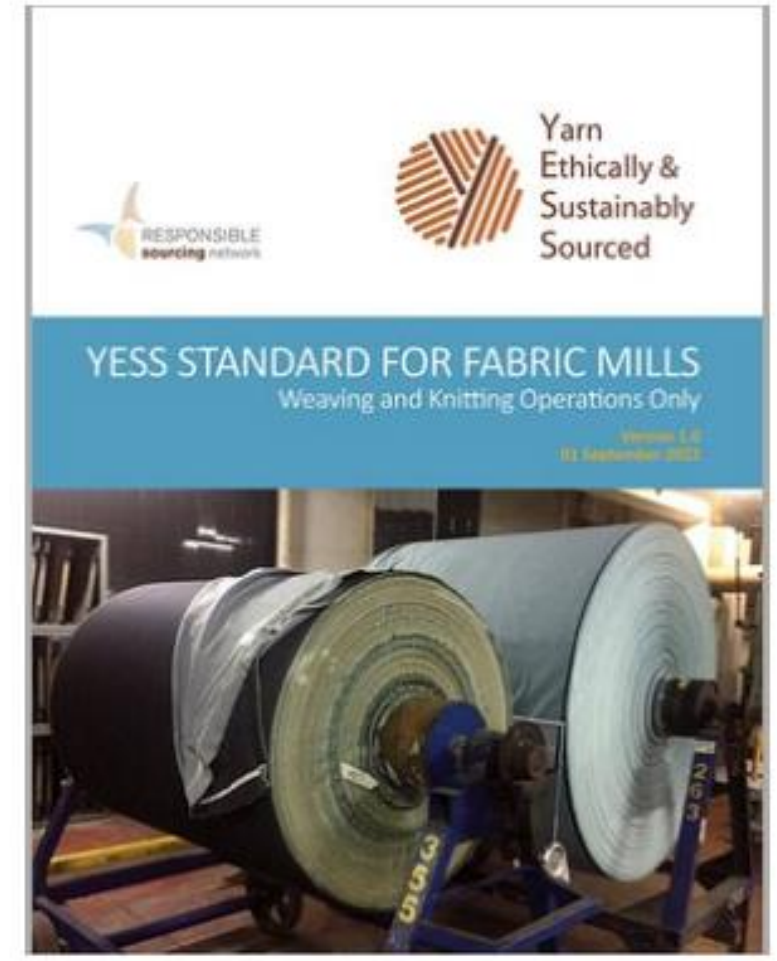
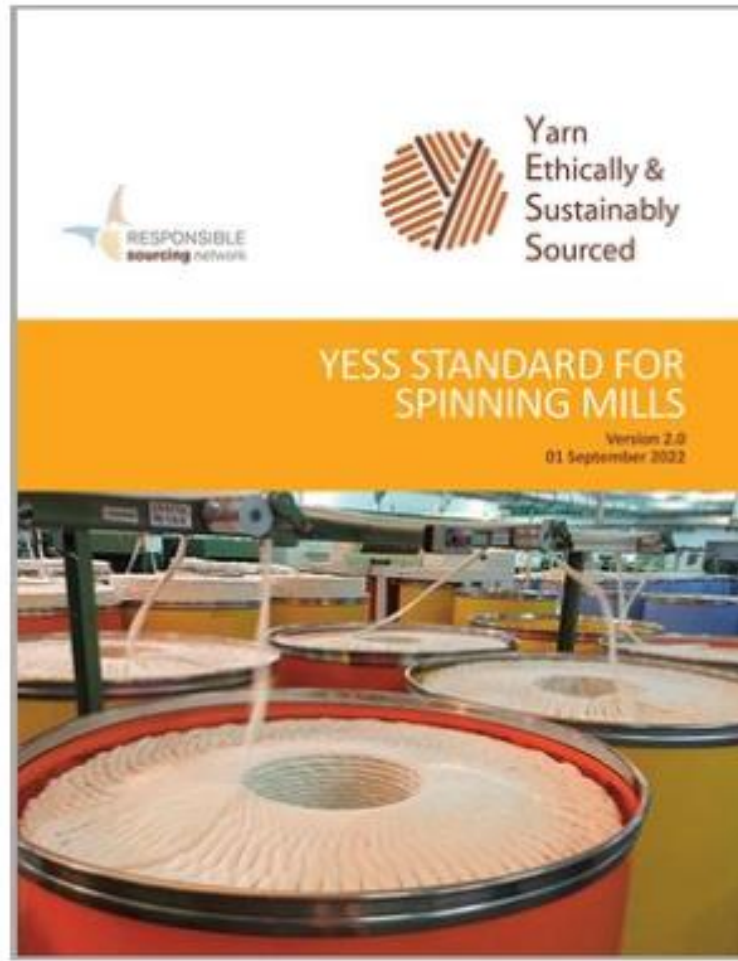
YESS Mission

8

To create an industry-wide due diligence program for yarn spinning mills and fabric mills to identify and address cotton produced with forced labor in their supply chains.



YESS Standard for Spinning Mills and Fabric Mills



YESS follows the OECD Due Diligence Guidance

10

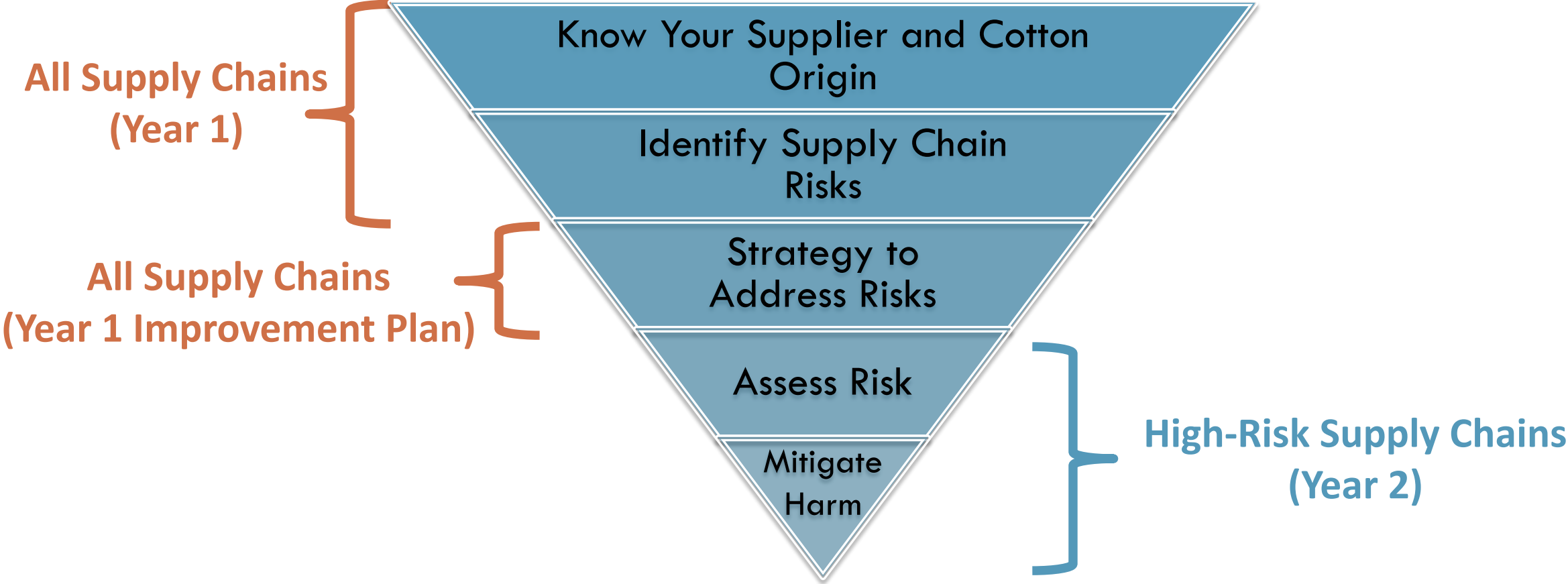
OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector

Embed responsible business conduct in policy and management system	Identify potential and actual harm in supply chains	Cease, prevent, or mitigate harm in supply chains	Track performance	Communicate activities and progress	Provide for or cooperate in remediation when appropriate
--	---	---	-------------------	-------------------------------------	--



<https://www.oecd.org/industry/inv/mne/responsible-supply-chains-textile-garment-sector.htm>

Due Diligence as an Inverted Pyramid



YESS Achievements: 2021 – mid-2023

12

Accomplished 2021 - 2022

- ❑ Completed 8 pilot assessments in 3 countries; trained 20 auditors virtually, 7 in-person; issued [pilot report](#)
- ❑ Conducted [public consultation](#), released *YESS Standard for Fabric Mills* & updated *YESS Standard for Spinning Mills v2.0* ([publicly available](#))
- ❑ Updated training modules, quizzes, checklists, and resources (on YESS Portal)
- ❑ Assembled a 37-person Implementation Working Group (IWG) to provide input for an Action Plan

Accomplished 2022 - 2023

- ❑ IWG Action Plan issued
- ❑ Established a YESS Advisory Committee
- ❑ Participated in [GTP pilot](#) with ELEVATE in Pakistan – Assessed two mills – [Launched YESS in Pakistan](#)
- ❑ Participated in [STREAMS pilot](#) with Verité in India – Assessed two mills – [Launched YESS in India](#) – Piloting traceability technology with YESS due diligence
- ❑ Created systems for mill engagement pre and post assessments

22 global brands have sponsored YESS over the past 3 years.

YESS Implementation Working Group (IWG)

13

- **Brands, Retailers, & Mills**

Jib Rammanee, **adidas**; Alex Arthur, Ben Kessler, Luna Lee & Jen Janke (former), **Amazon**; Cecilia Berntsson, formerly **H&M**; Shilpa Nadhan, **Disney**; Mayank Kaushik, **Inditex**; Halil Ibrahim & Veysel Murat, **Kipas Fabrics**; Shari Gittleman, formerly **New Balance**; Jason Tucker, **Nike**; Daryl Brown, formerly **Ralph Lauren**; Shanel Orton, formerly **VF Corp.**; Barbara Gregory & Debasis Manna, **Walmart**

- **NGOs, MSIs, & Associations**

Leyla Shamchiyeva & Josh Taylor, **BCI**; Allison Gill, **GLJ-ILRF**; Grzegorz Tajchman, **ITC**; Gavin Wu, **RMI**; Dorothy Lovell, **OECD**; Esther Germans (former) & Jeremy Lardeau, **SAC**; Shelly Han & Tat Udomritthiruj, **FLA**; Natalie Grillon, **Open Supply Hub**; Ashley Gill & Siobahn Cullen, **TE**; Julie Hughes, **USFIA**; Jon Pitoniak & Alli Arbib, **Verité**

- **Consultants & Experts**

Sean Ansett, **At Stake Advisors**; Catherine Tyson, formerly **RMI**; Ben Bostock & David Rousseau, **Impactt**; Liz Muller, **liz muller & partners** and YESS consultant

Managed by: David Uricoli, **Uricoli Consulting Inc.** and **IWG Facilitator**; Patricia Jurewicz & Jamie Fortin, **RSN/YESS**

YESS Advisory Committee

14

Allison Gill, GLJ-ILRF

Anant Ahuja and Kritika Chauhan, Shahi Exports

Annukka Dickens, personal capacity

Anup Singh, Verité

Arvind Rewal, IKEA

Erin Klett, STREAMS/Verité (observer)

Julie Hughes, USFIA

Global brand/retailer representative

YESS 3-year Rollout Plan



YESS's Vision and Objectives

16

Vision:

Yarn spinning and fabric mills are empowered and supported in the development and implementation of due diligence systems.

Industry actors, diverse stakeholders, and local communities are collaborating to determine root causes, assess risk, eliminate forced labor, and remediate harm in the cotton industry globally.

The YESS due diligence approach is expanded to address other human rights, labor rights, and environmental risks in the production of cotton and other raw materials.

Objectives:

- 1) Develop and deliver a scalable system to build mills' understanding and capacity of due diligence activities and undergoing YESS assessments.
- 2) Outsource and oversee the management of YESS assessments, including training, approval, and management of auditors.
- 3) Secure necessary funding, hire staff, establish a governing body, grow a membership community, and formalize partnerships with other initiatives.

July 2023 – June 2024: Establish YESS Infrastructure

	Key Outputs	Timeline (Calendar Year)
1	Advisory Committee in place; transition to a Membership Council	Dec 2022 - May 2024 / 3 yr commitment
2	4 YESS staff in place (3 FT, 1 PT)	2023/Q4 - 2024/Q2
3	Select and train YESS Auditor Management Company (YAMCo)	2023/Q4 - 2024/Q1
4	Have raised \$300,000 in grants from outside sources	Ongoing
5	15 YESS Sponsors in 2023; start enlisting Members in 2024	Ongoing
6	Auditor trainings (virtual and in-person) upgraded and delivered; accreditation process formalized	2023/Q4 - 2024/Q2
7	Enhance mill onboarding process and capacity building materials	2023/Q4 - 2024/Q1
8	Deliver 3 day-long capacity building mill & auditor workshops in key sourcing regions: India, Vietnam & Bangladesh	2023/Q4 - 2024/Q2
9	12 mills undergo YESS third-party assessments (India & Vietnam)	2023/Q4 - 2024/Q2
10	Create needed guidelines and procedures for mills	2023/Q4 - 2024/Q1
11	Enhance the YESS Portal (active/conformant mills & short training videos)	2023/Q4 - 2024/Q2
12	Outreach to initiatives and international merchants	2023/Q4 - 2024/Q2
13	30 new mills committed to and preparing for YESS assessments in 2024/2025	2023/Q4 - 2024/Q2

July 2024 – June 2025: Rollout YESS Capacity Building & Assessments; Develop Tech Platform

	Key Outputs	Timeline (Calendar Year)
1	Membership agreements signed, annual dues being collected for 20-25 members	Ongoing
2	Have raised \$500,000 from outside sources	Ongoing
3	Establish a YESS Quality Assurance Committee (YQAC)	2024/Q3
4	Oversee and support YAMCo: Approval of 3-5 audit firms and accreditation of 10-15 auditors	2024/Q3-Q4
5	6 YESS staff in place (4 FT, 2 PT)	2024/Q3-Q4
6	Expand online and in-person capacity building and resources (3 virtual / 3 in-person workshops)	Ongoing / 2025 Q1-2
7	40 mills undergo YESS third-party assessments in India, Vietnam, Bangladesh, and Pakistan	Ongoing
8	Establish and plan expansion of YESS operating processes	2024/Q3-Q4
9	Design and develop a technology platform to coordinate all elements of the YESS System (leverage existing where possible)	2024/Q4 - 2025/Q2
10	Collaborate with various farm-level initiatives	2024/Q3-Q4
11	Contribute to regional-level risk assessment research	2025/Q1-Q2
12	40 new mills committed to and preparing for YESS assessments in 2025/2026	2025/Q1-Q2

July 2025 – June 2026: Adjust and Expand YESS Infrastructure and Impact

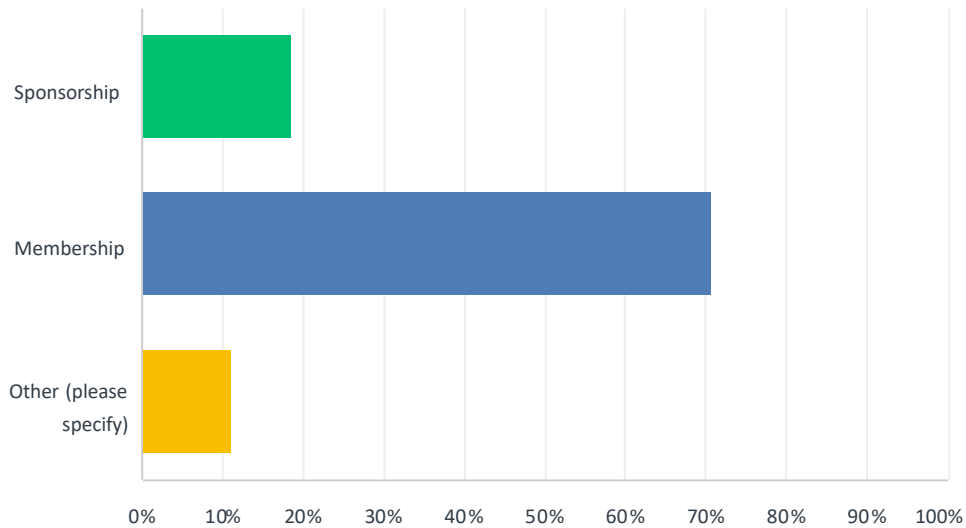
	Key Outputs	Timeline
1	40 YESS members (20 renewals, 20 new)	Ongoing
2	Have raised \$400,000 from outside sources	Ongoing
3	Manage, support, and check YAMCo's implementation of auditor virtual and in-person trainings, approval of audit firms, and accreditation of auditors across 4-5 countries	Ongoing
4	Determine and implement a converged assessment with BCI and/or TE (sooner if possible)	2025/Q3-Q4
5	10 YESS staff: 4 FT & 6 PT (4 PT in-region)	Ongoing
6	Expand online and in-person capacity building resources and mill workshops (3 virtual and 4-5 in-person)	Ongoing
7	80 mills undergo YESS third-party assessments in India, Vietnam, Pakistan, Bangladesh and Turkey (40 initial, 34 level-2, 6 level-3 assessments)	Ongoing
8	Continue to evolve and improve YESS operating processes	2025 Q3-Q4
9	Implement a technology platform to coordinate all elements of the YESS System	2025 Q3-Q4
10	Collaborate with various farm-level initiatives and international traders/ merchants	Ongoing
11	Gather and disseminate data, trends, and best practices information	Ongoing
12	50 new mills committed to and preparing for YESS assessments in 2026/2027	2026/Q1-Q2

YESS transition to a Membership-based Multi-stakeholder Initiative

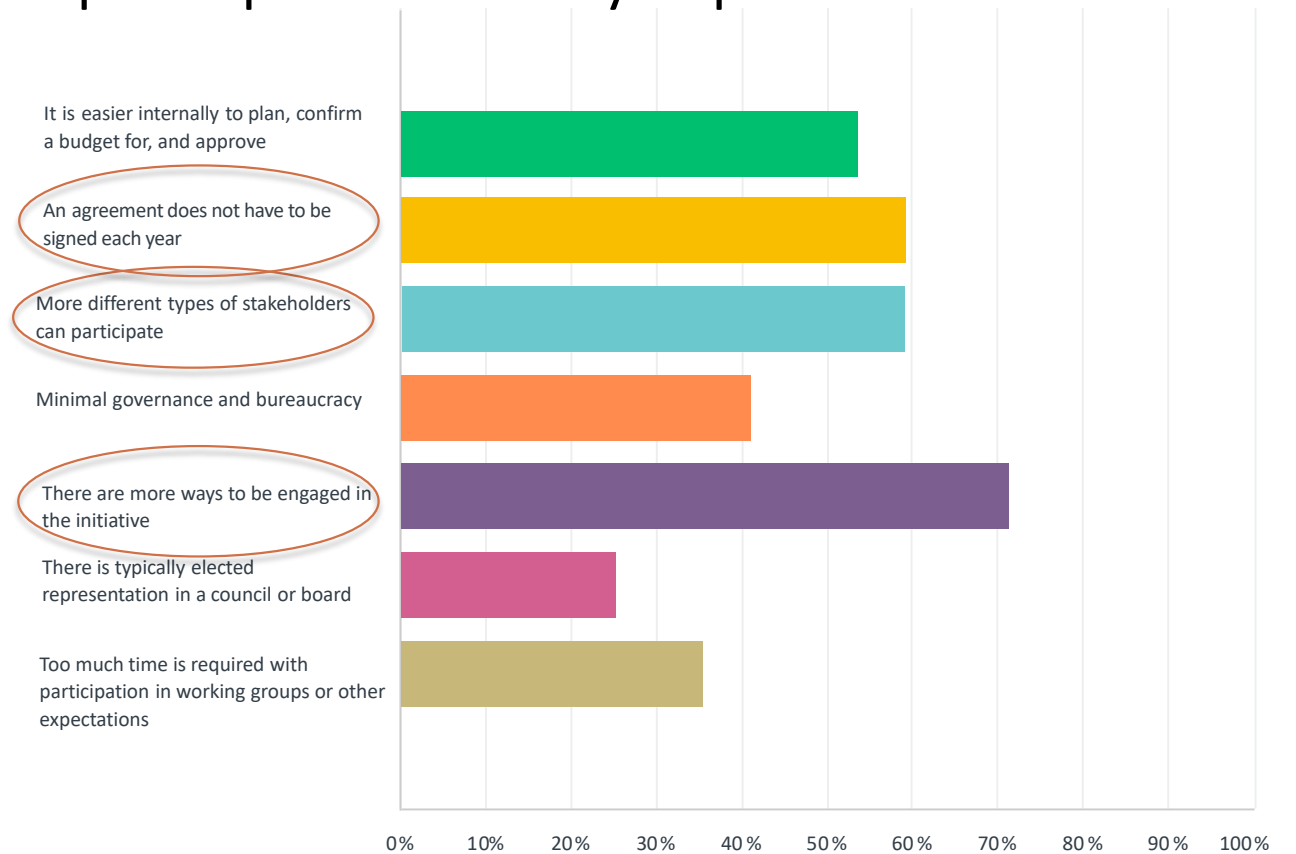


Reason for Transition

Q.10 Which participation model do you prefer? (check one)



Q.11 Please check all factors that apply for the participation model you prefer





YESS Membership

Become a member of our International Due Diligence Community



BENEFITS OF BECOMING A MEMBER

Train and enable spinning & fabric mills to implement effective due diligence systems



Maintain an industry-wide due diligence approach and a global list of verified spinners and mills



Contribute to eradicating forced labor (achieving SDG 8.7)



Increase marketability for spinners, mills, and brands sourcing ethical cotton



Collaborate to minimize verification costs, improve efficiencies, and remediate harm



Give consumers assurance the industry is working together to eliminate forced labor from cotton production



MEMBERSHIP CATEGORIES

Membership Category and Company Size	Annual Dues
NGOs, Academics and Associations	\$250
Manufacturers, Individual Consultants, and Micro Companies (<USD \$2m in annual revenue)	\$1,000
Small Companies / Service Providers (USD \$2-20m in annual revenue)	\$5,000
Medium Companies (USD \$20-100m in annual revenue)	\$10,000
Large Companies (USD \$100+m in annual revenue)	\$20,000

PLEASE NOTE

The cost of YESS assessment are covered separately

Dues and benefits may change as RSN establishes YESS, increases its member base, and builds out its programs and offerings


To support special initiatives or to expand program services, please contact RSN/YESS

MEMBER ACTIVITIES

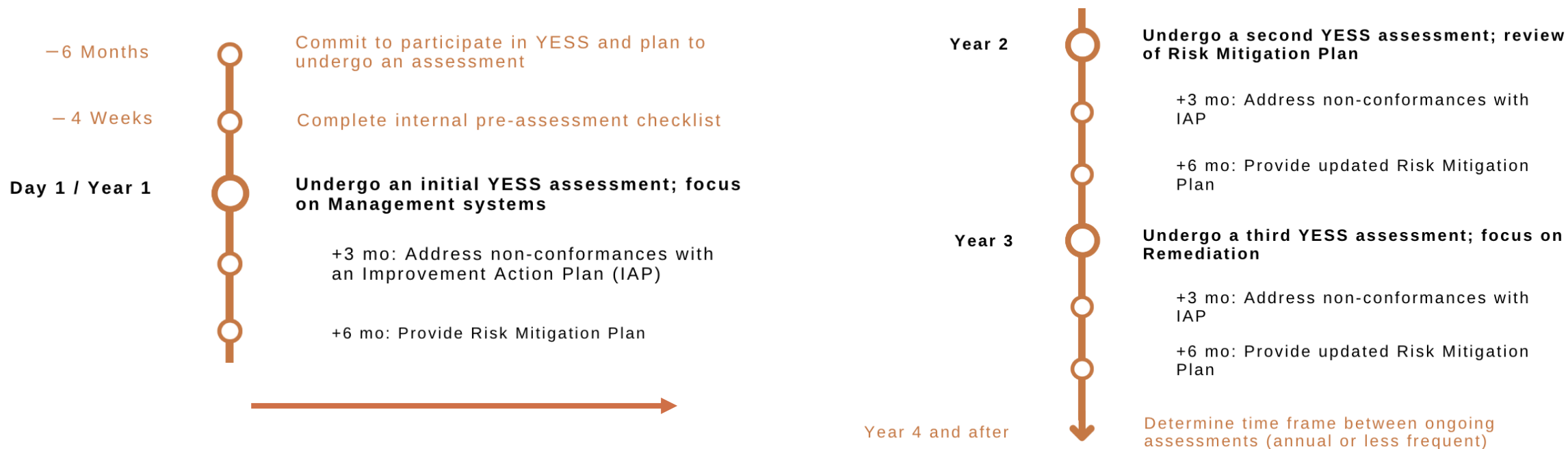
ANNUAL REQUIREMENTS FOR RETAILERS AND BRANDS

Refer a minimum of two spinning or fabric mills annually and support their preparation and participation with YESS assessments.

Collaborate with mills, farm-level initiatives, governments, and local communities to identify, assess, address, and remediate forced labor in cotton production.

- 
- Join as a YESS Member: Fill out the application, sign the agreement, and pay annual dues
 - Sign up team for the YESS Portal to access resources and mills' assessment data
 - Review foundational training webinars, take quizzes, and become familiar with YESS Standards and resources
 - Brands and retailers engage at least two spinning and fabric mills in supply chain annually and help prepare to undergo YESS assessments
 - Attend quarterly YESS updates and engagement opportunities
 - Collaborate to address or remediate forced labor, and contribute to working groups as needed

TIMELINE FOR MILLS



Conformance will be recognized annually

Corporate Perspectives

Our Approach

We war
chains a
groceri
careful
produc

In 2022
informe
risk ass
Brands
includin
guides
impact

In Dece
Market
grocery
palm of
Additio

To ensure better standards for cotton more widely, we continue to sponsor and participate in the Responsible Sourcing Network's due diligence initiative, YESS (Yarn Ethically & Sustainably Sourced), to identify and address forced labor in cotton production. In 2022, YESS released its first Standard for Fabric Mills and an updated Standard for Spinning Mills, enhancing efforts to improve cotton supply chain due diligence.

apparel goals on man-made cellulosic fibers and cotton. To ensure better standards for cotton more widely, we continue to sponsor and participate in the Responsible Sourcing Network's due diligence initiative, YESS (Yarn Ethically & Sustainably Sourced), to identify and address forced labor in cotton production. In 2022, YESS released its first Standard for Fabric Mills and an updated Standard for Spinning Mills, enhancing efforts to improve cotton supply chain due diligence.

“A global brand thinks YESS is important because it fulfills a unique role in the supply chain. YESS supports a common approach to implementing due diligence at tiers in the cotton supply chains where brands might seem to have lesser transparency. Collaboration in the upper tiers of supply chains is needed to implement due diligence, abide by upcoming legislation, and improve the lives of farm workers and farming communities.”

*Representative
Global brand/retailer*

“When RSN’s YESS initiative came to our attention we saw it as a promising opportunity to help develop a model of supply chain traceability and visibility in the cotton sector. The need for this level of due diligence has only grown clearer over the past couple of years as a growing number of countries have implemented new regulations and due diligence reporting requirements and Disney is really pleased to have been able to support the development of this initiative.”

*Kelly Cheung (former)
Sustainability, Social
Responsibility, and Public Policy
The Walt Disney Company*

Questions?

Emilie S Jakobsen

membership@sourcingnetwork.org

Roslyn Kauffman

Info@sourcingnetwork.org

sourcingnetwork.org/yess



Yarn
Ethically &
Sustainably
Sourced



[SourcingNetwork](https://twitter.com/SourcingNetwork)



[sourcingnetwork](https://www.instagram.com/sourcingnetwork)



[responsible.sourcing](https://www.facebook.com/responsible.sourcing)



[responsible-sourcing-network](https://www.linkedin.com/company/responsible-sourcing-network)