



GOTS Bangladesh Seminar 2019

Connecting for Success



SEMINAR GUIDE

Sunday, 8th September 2019
ICCB, Dhaka, Bangladesh



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Message from GOTS Management

Dear Delegates,

Welcome to the GOTS Seminar in Dhaka.

Bangladesh has the 2nd largest number of Certified Entities to GOTS and remains the fastest growing for us. In 2018, an impressive 29% growth was seen from 2017. This points to the growing interest of both the textile industry in Bangladesh and the consuming markets in Europe and the US in the quest for sustainability. We sincerely hope that this continues to make rapid progress.

For this growth to continue, it is clear that all supply chain operators - from the fibre producers to retailers - are an integral part of the growth story; no one left behind.

'Connecting for Success' is therefore the theme of the 2019 GOTS Seminar. This curated seminar has representation from across the supply chain. The sessions will attempt to provide delegates many opportunities to interact with prominent professionals and hear their stories on their sustainability and GOTS journey. We have even planned a quiz for delegates with some special prizes for winners!

We are confident that the topics and contents of today's seminar will pique your interests even more and we urge you to participate whole-heartedly, ask questions and clarify your doubts - with the speakers and experts. Please also take the opportunity to network. Feel free have a chat with GOTS personnel including us - we are always delighted to hear from you.

Lastly a word about the Seminar sponsors and advertisers. We are truly privileged to have them all extend their helping hand and thank each of them with all sincerity. A programme of today's magnitude would not be possible for GOTS without their generous assistance. We are grateful.

So, enjoy the day and thank you for your support!



A handwritten signature in black ink, appearing to read 'C. Kersten'.

Claudia Kersten
Managing Director



A handwritten signature in black ink, appearing to read 'Rahul'.

Rahul Bhajekar
Managing Director

Message from Seminar Coordinator

Dear Attendees of GOTS Bangladesh Seminar 2019,

After the first successful Bangladesh seminar held in 2016, we have the honour to welcome you to another Bangladeshi event in the series of GOTS regional events.

Given the great response from participants in the previous event, we moved to a bigger venue this time. Today, we have more than 250 attendees from more than six countries.

Sectors represented in this room include Spinning, Wet Processing, Garmenting, Buying Agents, Brands, Certification, Standard Setters, Media, Educational Institutes, Service Providers and other stakeholders. We have a great opportunity at hand today to interact with and learn from industry peers.

In 2018, Bangladesh reached second position in terms of GOTS certified facilities in the country. This growth trend showcases the commitment of the Bangladeshi textile industry to not only use organic fibres, but also to conforming with environmental and social criteria.

For the first time, we are having an interesting GOTS QUIZ at our seminar. All answers are there in first two sessions. If you get it right, you stand a chance to win a surprise gift!

Thank you for your support and cooperation to our seminar and to GOTS! As always, I encourage you to ask questions and actively participate in discussions during the seminar.

I wish you a fruitful day, new perspectives and new contacts!



A handwritten signature in black ink, appearing to read 'Sumit'.

Sumit Gupta
Seminar Coordinator

ETKO CERTIFICATION

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ETKO is an independent, international private organization performing inspections and certification activities for sustainable production methods since 1996. ETKO's mission is to promote the proper designation of products which have been cultivated according to sustainable production methods by means of supervising, testing, inspecting, assessing and certifying.

COUNTRIES WORKED: Turkey, Romania, Ukraine, Bangladesh, Pakistan, Egypt, Germany, Denmark, Cyprus, South Korea, Qatar, China, Russia

ACCREDITATIONS:

- ▶ GOTS Global Organic Textile Standards
www.global-standard.org
- ▶ Textile Exchange OCS, GRS & RCS
www.textileexchange.org
- ▶ NOP by USDA www.ams.usda.gov
- ▶ IOAS International Organic Accreditation Services
www.ioas.org
- ▶ COSMOS Organic Cosmetic Standards
www.cosmos-standard.org
- ▶ GLOBALGAP www.globalgap.org
- ▶ ISO 17065: Turkish Organic & İTU «Turkish GAP» TURKAK
www.turkak.org
- ▶ IACB European Equivalent Standard for organic production: www.ioas.org

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Faced with this mass of specifications, Ecocert chose to get involved in an international approach to harmonize standards and adopt the GOTS (Global Organic Textile Standard), OCS (Organic Content Standard), ERTS (Ecological recycled standard) and RCS (Recycled Claim Standard) for the inspection of organic & recycled textiles.

Each standard integrates all the processing stages, from the fiber to the finished product. Depending on the product composition, we have a certification solution for each kind of eco fiber used in the product such as organic, natural origin or recycled.



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Web : www.ecocert.in



GOTS: History & Development

The Global Organic Textile Standard (GOTS) is the stringent voluntary global standard for the entire post-harvest processing of textiles (including ginning, spinning, knitting, weaving, dyeing and manufacturing) made with organic fibres (such as organic cotton, organic wool etc.). The standard includes both environmental and social criteria. Key provisions include a ban on the use of Genetically Modified Organisms (GMOs), hazardous chemicals (such as SVHCs, azo dyes, APEOs etc.), whilst also requiring strong social compliance management systems and strict waste water treatment practices.

GOTS was developed by leading international standard setters, in order to define globally recognized requirements that ensure the organic status of textiles. These founding organizations were Organic Trade Association (USA), Japan Organic Cotton Association (Japan), International Association of Natural Textile Industry (Germany), and Soil Association (UK). For more information about GOTS, please see www.global-standard.org.

The standard was conceived in August 2002. Below we provide a brief overview of the progress over the years:

August 2002, Intercot, Düsseldorf: Presentation of a synopsis of leading organic textile standards at the workshop 'Global Standards' leading to the formation of the International Working Group (IWG) on Global Organic Textile Standard.

July-2004, Innatex, Wallau: Four Standard Organisations - OTA, JOCA, IVN and SA- sign an agreement, which defines the common approach as well as the decisive implementation procedures.

May-2005, Intercot, Chicago: The four organisations agree on the 1st Version of the Global Organic Textile Standard and its implementation scheme.

October-2006, The GOTS certification system commences.

June -2008, IFOAM Conference, Modena Version 2.0 of the GOTS is released. Besides, the GOTS logo was introduced to the public.

August-2008, Foundation of the Global Standard GmbH in Germany, which is the operating unit of the GOTS, charged with executing the Global Organic Textile Standard Program.

December-2008, Introduction of the 'Manual for the Implementation of GOTS' that provides for official interpretation guidance and clarifications for specific GOTS criteria.

December-2008, Almost 2,000 facilities are GOTS certified.

May-2009, The document 'Approval Procedure and Requirements for Certification Bodies' defining GOTS specific accreditation requirements is released.

June-2009, The 'Licensing and Labelling Guide' containing the final licence conditions is published.

December-2009, More than 2,800 facilities are GOTS certified, 12 certification bodies are approved to offer GOTS certification.

March-2010, A Public Database containing the GOTS certified entities and their product groups is introduced on the on the re-launched GOTS website.

March-2011, Version 3.0 of GOTS is released.

May-2011, USDA, Government of USA recognises GOTS for the sale of organic textiles in USA.

December-2012, For the first time, more than 3,000 facilities are GOTS certified.

December-2012, Formation of Global Standard gemeinnützige GmbH. The organisation is legally registered as a Non-Profit organisation in Germany and is the current owner of the GOTS trademark.

March-2014, Version 4.0 of GOTS is released.

December-2015, More than 840,000 workers in more than 3,800 facilities certified to GOTS reported by Certification Bodies.

December-2015, More than 12,000 colourants and auxiliaries from 479 suppliers are approved by GOTS for processing of organic fibres.

March-2016, Revised 'Licensing and Labelling Guide' released (Logo use for chemical suppliers introduced).

December-2016, Number of GOTS certified facilities crosses the 4,000 mark. GOTS certified facilities are located in 62 countries around the world.

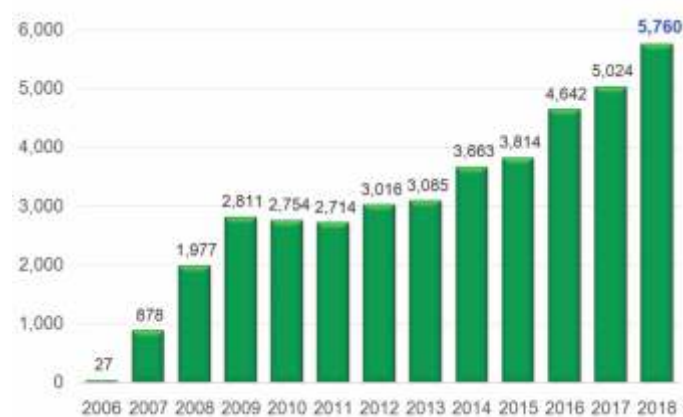
December-2016, More than 1.4 million workers reported in more than 4,600 facilities certified to GOTS.

December-2016, More than 15,000 colourants and auxiliaries from 659 suppliers are approved by GOTS for processing of organic fibres.

March-2017, Version 5.0 of GOTS is released.

May-2017, Revised 'Licensing and Labelling Guide' released (Logo use for Combined Products introduced).

December-2017, Number of GOTS certified facilities exceeds 5,000, located in 62 countries worldwide.



GOTS Certified Facilities, 2006-2018

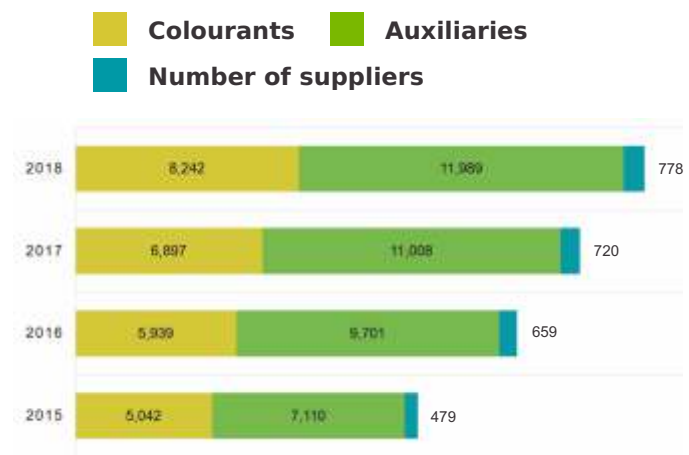
December-2017, 1.74 million workers reported in 5,024 GOTS certified facilities.

December-2017, More than 17,000 colourants and auxiliaries from 720 suppliers are approved by GOTS for processing of organic fibres.

February-2018, Modernised GOTS logo launched in Charleston, SC, USA.

December-2018, More than 2 million workers reported in 5,760 GOTS certified facilities.

December-2018, More than 20,000 colourants and auxiliaries from 778 suppliers are approved by GOTS for processing of organic fibres.



GOTS approved additives (colourants and auxiliaries), 2015-18

As of August 2019, seventeen certifiers are approved under the GOTS scheme. This assures applicants of worldwide accessibility to the certification system.

ORGANISATION

Our organisation maintains a flat structure and aims to minimise administrative cost.

The GOTS programme is self-financed. All income is used to reach our objectives. Accordingly, the operating unit has legal non-profit status (Global Standard gemeinnuetzige GmbH).

MANAGING DIRECTORS			POLICY & LEGAL ADVISOR		EXECUTIVE ASSISTANT	
	Rahul Bhajekar	Claudia Kersten		Herbert Ladwig		Jacqueline Schneider
REPRESENTATIVES						
	Peter Born TO GLOBAL BRANDS	Franziska Dormann IN GERMANY, AUSTRIA & SWITZERLAND		Sumit Gupta IN INDIA & BANGLADESH, DEPUTY DIRECTOR STANDARDS DEVELOPMENT & QA		Satoko Miyoshi IN JAPAN
REPRESENTATIVES						
	Felicia Shi IN CHINA	Christopher Stopes IN UK & TO THE EU		Lori Wyman IN NORTH AMERICA		Elif Yaraşık IN TURKEY
SPECIAL ASSIGNMENTS						
	Prachi Gupta EXPERT QUALITY ASSURANCE AND IMPACT	Otto Kersten PROTECTION OFFICER	Lina Pfeifer ORGANIC PRODUCTION SPECIALIST	Juliane Ziegler COMMUNICATION EXECUTIVE	Renée Fetscher PUBLIC PROCUREMENT SPECIALIST	

GOTS Standards Committee



Johanna Mirenda
Organic Trade Association
Farm Policy Director



Markus Krueger
International Association
of Natural Textile Industry,
Coordinator of
IVN Standard Committee



Mutsumi Sakuyoshi
Japan Organic Cotton Association,
Member of
JOCA Board of Directors



Sarah Compson
Soil Association,
International
Development Manager



Jan Furstenborg
Social Expert,
Member of GSCP and SAI (SA8000)
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Dr Elizabeth Bennett
Lewis & Clark College
Assistant Professor of
International Affairs



Rahul Bhajekar
Coordinator of GOTS
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Gabriele Kolompar
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Tsuyoshi Maeda
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Gwendolyn Wyard
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Chris Atkinson
Soil Association

GOTS Certifiers Council



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Control Union Certifications



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Control Union Gozetim
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Rahul Bhajekar
Coordinator of
Certifiers Council

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OUR SERVICES



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ICCB, Dhaka, Bangladesh



Seminar Agenda

09:00 - 9:45	Registration
9:45 - 10:00	Welcome Address Sumit Gupta, Seminar Coordinator
10:00 - 11:00	Session 1 Connecting Sustainable Retail: Stories from Fashion Industry Presentations and Q&A Moderator: Claudia Kersten, GOTS Managing Director, Germany This session would bring forward the recent trends, priorities and experience of conscious buyers. The session shall include perspective from international brands & retailers, sourcing from Bangladesh. Speakers: <ol style="list-style-type: none">1. Bruno Van Sieleghe, Stanley and Stella S.A., Belgium2. Jan Moritz, Julius Hüpeden GmbH, Germany
11:00 - 11:45	Break - Tea and Coffee
11:45 - 13:15	Session 2 Technical Criteria and Implementation Presentations and Q&A Moderator: Rahul Bhajekar, GOTS Managing Director The requirements for the standard have consistently been evolving to keep pace with technical research and market requirements. This session shall talk about latest criteria. It shall further present the experiences from implementation partners for technical aspects of the standard. Speakers: <ol style="list-style-type: none">1. GMO testing protocol, ISO IWA 32 - Technical Details and Impacts: Rahul Bhajekar, GOTS Managing Director2. Central Database System - Enhanced Traceability in GOTS Supply Chain: Rahul Bhajekar, GOTS Managing Director3. GOTS Criteria - Fibre Composition & Technical Requirements: Sumit Gupta, Deputy Director Standards Development & Quality Assurance, GOTS4. Introduction to GOTS Monitor (Water / Energy) Tool: Prachi Gupta, Expert Quality Assurance & Impact, GOTS
13:15 - 14:30	Buffet Lunch
14:30 - 15:00	Post Lunch Quiz <ul style="list-style-type: none">• Live GOTS Quiz on GOTS• Announcement & Felicitations of Winners Coordinator: Prachi Gupta, Expert, Quality Assurance & Impact, GOTS

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Seminar Agenda

15:00 - 16:00	Session 3
	<p>Connecting on the Job: Workers and Management Panel Discussion</p> <p>Moderator: Herbert Ladwig, Policy and Legal Advisor, GOTS, Germany.</p> <p>This session explores the working conditions at the garmenting (and other) factories in Bangladesh. It is important to meaningfully connect the and forge strong ties between workers and factory owners for mutual growth. This session shall connect important stakeholders in the field of social compliance and discuss pertinent issues. The social debate is vast, and the session shall primarily cover collective bargaining and complaint procedures.</p> <p>Panellists:</p> <ol style="list-style-type: none">1. Amirul Haque Amin, National Garment Workers Federation (NGWF), Bangladesh*2. Armanul Azim, Tosrifa Industries Limited, Bangladesh3. Dr. Uttam Kumar Das, Advocate, Supreme Court of Bangladesh4. Abdul Mottaleb, CERES Bangladesh
16:00 - 16:30	Break - Tea and Coffee
16:30 - 17:45	Session 4
	<p>Connecting Supply Chain Partners: Efficient Partnerships for Success Panel Discussion</p> <p>Moderator: Montashir Nahid, GIZ, Bangladesh</p> <p>Coordination between supply chain partners is paramount to success of a complex supply chain like that of textiles. The sustainability standard landscape is steadily evolving and presenting new challenges. This session shall connect key supply chain partners and discuss their respective challenges and opportunities.</p> <p>Panellists:</p> <ol style="list-style-type: none">1. Md. Humayun Kabir, Zaber & Zubair Fabrics Ltd., Bangladesh2. Md. Sazzad Hossain, Fakir Knitwears Ltd., Bangladesh3. Nandana Prasad Hettiarachchi, Pacific Jeans Ltd., Bangladesh4. Naishad Desai, Britacel Silicones Ltd, India5. Dr. Binay Choudhury, Control Union Certification, India
17:45 - 18:00	Summing up and Closing Sumit Gupta, Seminar Coordinator

Speakers' Profiles

Claudia Kersten

Claudia Kersten is actively involved in the field of sustainable textiles since 2005. Currently, she is Managing Director of Global Organic Textile Standard (GOTS). From 2012-2017, she served as GOTS Director Marketing and Finance.

Claudia has been an editor of the B2B magazine for sustainable textiles "natürlich natur" in Germany. Previously, she served as a board member (responsible for marketing) of the International Association of Natural Textile Industry (IVN), one of the GOTS founding organizations, based in Germany.

Claudia has a Master's degree in Sustainability Management from the Leuphana University, Lueneburg, Germany. Her special research interest lies in contributions of Standards to the 'Business Case for Sustainability'.



Bruno Van Sielegthem



Bruno Van Sielegthem (born 1961) is a Commercial Engineer from University of Louvain, Belgium. He joined the young Belgian company Stanley/Stella in 2016 after a broad experience in Marketing and Communication.

He is in responsible for the Sustainability department of the brand, specialized in the wholesale of basic garments (Tee, Sweats) in Europe.

The company is proud to work with a very limited number of state-of-the-art factories in Bangladesh, and to buy exclusively 100% Organic cotton yarn, fully GOTS certified.

His primary objective is to deliver the best traceability of their organic cotton supply chain and to make sure Social compliance is applied at all stage of the production process.



Kingdom was founded in 1999, with total asset of RMB 2.0 billion, more than 3,000 employees and four production factories, as well as an organic flax raw material production base. The fifth spinning mill- Kingdom Linen Ethiopia will go into operation in the first half year of 2020.

Capacity

The total capacity of linen yarn production of Kingdom has reached 125,000 spindles with an annual production capacity of more than 22,000 tons of wet spun linen yarn and it is currently the one of largest linen yarn manufacturers in the world. Kingdom shared 15% of domestic linen yarn market, and over 10% of the global market.

Technical

Kingdom always commit to sustainable development, therefore, it has introduced advanced textile equipment from countries like Germany, France and Italy, facilities and skills are in leading position in China, especially the Kingdom's 4th spinning mill has been ahead the world. Every year kingdom invest a large sum of amount into equipment research and technical reform, till now the company has more than 100 patents in variety sections.

Management

Kingdom has been pursuing advanced management for lean management and excellent performance and so on. It has been certified not only by ISO9000 quality management system and ISO14000 environmental management system, but also by Oeko-Tex Standard 100 green ecological textile testing. Moreover, it obtains IMO organic flax fiber certificate, Global Organic Textile Standard certificate(GOTS) and BSCI certification of the European social responsibility system. Kingdom has been qualified as the member of both Zero Discharge Association of Hazardous Chemicals(ZDHC) and American Fair Labor Association (FLA). In order to build a green and digital factory, kingdom has collaborated with Siemens in the aspects of resources saving, environmental protection and energy management. Under its Industry 4.0 plant digitalization initiative, Manufacturing Execution System (MES), Maintenance Improvement Program (MIP) and other digitalization technologies have been implemented in its factories to achieve highest efficiency in production management.



Speakers' Profiles

Jan Moritz

Mr. Jan Moritz is the General Manager and owner of Julius Hüpeden GmbH, Germany. Established in 1877, the company is distributor for textile merchandise (baby- and infant garments and men's and ladies wear) and non-food items (car accessories, gardening items, etc.) mainly from Asia.

With more than 25-year experience with international retailers, Jan started as a trainee and worked his way up to general manager today. He is familiar with all facets of international trade and retailing from a most service orientated perspective.

After serving in former West German army, he started his studies at the university of Göttingen, Germany. He finished his MBA in 1992. His primary focus during his studies was Marketing and Sales. In 1992, Jan started his career as a trainee for the world's leading food company Bahlsen. Later, he joined as a key-account manager at food and non-food orientated company Tchibo. After that he was in leading positions for dominating European publishing company Axel Springer SE.

Since 2004, Jan is working as a General Manager for company Julius Hüpeden GmbH with headquarter in Hamburg, Germany. He is in charge for all divisions of Julius Hüpeden GmbH including the office in PR Bangladesh.



Rahul Bhajekar



Rahul Bhajekar is an Engineer with a M.S. Degree from Ohio State University, USA. Currently serving as Managing Director, he was appointed as GOTS Director Standards Development & Quality Assurance in Jan 2016. He was an invited expert member on the GOTS Technical Committee for 4 years prior to that.

He has 21 years of experience as the Head of 3rd party Textile Testing Laboratories that carried out quality control and chemical testing, including RSLs on behalf of Brands and Retailers. Rahul has conducted numerous training programmes for Educational Institutes, Buying Houses, Exporters and others in the Textiles Supply Chain on Ecological Testing.

He has written for technical journals about Restricted Substances, Quality Control & Testing including a co-authored series of articles on Colour fastness in a monthly technical magazine and contributed to a book "Anthology of Speciality Chemicals for Textiles". Rahul was a National Expert for the European Union Ecolabel for Textiles having undergone training by the EU under the aegis of the UNEP in 2009.

Rahul is a member of two Textile sub-committees of the Bureau of Indian Standards. He has been awarded a Bronze Medal for services to the Society of Dyers and Colourists in India. Rahul is also a Managing Committee member of the Textile Association of India, Mumbai Unit. Besides, he is an Executive Committee Member of the Green Fashion India.

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Speakers' Profiles

Sumit Gupta

Sumit Gupta is an RSL, Chemical & Social Compliance Expert in the field of Textile Processing. He has more than eleven years of experience in Capacity Building, Sustainability Management, Eco-Fashion, Chemical Compliance, Technical Certification, Eco-Labels, Content Marketing, Consulting and manufacturing. Currently, he is working with German Standard Organisation - Global Organic Textile Standard (GOTS) as their 'Deputy Director Standard Development & Quality Assurance' and also 'Representative in India and Bangladesh'.

His role involves liaison with industry, trade organisations, media and government. As Deputy Director, he supports the Director for international activities related to standard comparisons, supporting certification bodies, and various other activities related to progress and interpretation of the standard.

Mr. Gupta is an M.Tech. in Textile Processing from renowned 'Institute of Chemical Technology' (formerly UDCT), University of Mumbai. He completed his B.Tech. (Textile Technology) in year 2006 from Punjab Technical University and was a Gold Medalist in B.Tech.

He was awarded Associateship (ASDC) by Society of Dyers and Colourists, UK in March 2015. He is also serving as a Member of Multi Stakeholder Committee of Quality Council of India - United Nations Forum for Sustainability Standards India National Platform on Private Sustainability Standards.



Prachi Gupta



Prachi Gupta is a textile processing professional and has more than nine years of progressive experience in the field. She has completed her M.Tech. and B. Tech in 'Fibres and Textile Processing Technology' from renowned 'Institute of Chemical Technology' (formerly UDCT), University of Mumbai.

Prior to GOTS, she worked with CHT India Pvt Ltd and Apanimex India Pvt Ltd (AIPL), India. At AIPL, she first set up an Application Laboratory for testing of dyes and auxiliaries. Afterward she headed the Quality Control and Textile Application laboratory at CHT. Besides testing, she has independently handled Product Development & Research activities and was responsible for the activities related to Compliance (like ETP) and Conformance (like certifications, buyers' MRSL).

Prachi started working with GOTS as 'Technical Office Manager - India and Bangladesh' and supported GOTS activities in the region, including regional events. Currently, she is serving as 'GOTS Expert, Quality Assurance; Impact'.

Prachi is responsible for developing Impact Assessment and Quality Assurance systems for GOTS. Besides, she coordinates the Trainings of GOTS Approved Certifiers.



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Speakers' Profiles

Herbert Ladwig

Herbert Ladwig is 'Policy & Legal Advisor' of the Global Organic Textile Standard. He was GOTS Managing Director till December 2017.

Mr. Ladwig, after an original apprenticeship in business, studied law and political science in Germany and the US and followed a career as corporate lawyer in different industries and countries, the apparel industry among them.

In 2002, Mr. Ladwig was asked by AKN - the German based organic textile manufacturers association - to organize a global harmonization process including all then existing other similar standards owned by a number of national organizations and certification bodies throughout the world. Thus, he served as the coordinator of the "GOTS International Working Group", facilitating the creation of the Global Organic Textile Standard through this harmonization process.



Mr. Ladwig, together with the first GOTS Technical Director Marcus Bruegel, was instrumental in bringing about the Global Organic Textile Standard (GOTS) in 2006 after a 4 year international harmonization process led by him, including the four GOTS founding organizations from the US, Germany, Great Britain and Japan and involving further standard owning organizations. Mr Ladwig was key leader in shaping the efficient organizational structure of GOTS in a lean management approach.

Mr. Ladwig, in his present capacity, advises the GOTS management and, in addition, lectures widely on GOTS at conferences and other events and represents GOTS in international industry bodies as well as vis-à-vis governments and intergovernmental institutions, including WTO, UNEP, OECD, CUTS International etc.

Amirul Haque Amin



NGWF President Amirul Haque Amin was born in 1961 at a remote village of rural Bangladesh. He joined student movement at his tender age. When he was studying at the University of Dhaka, he was elected General Secretary of National Student Union and involved in organizing anti-martial law democratic student movement.

As part of the movement, he helped tailors of Dhaka city to organize a union. Most of these tailors joined garment factories in early eighties. They along with Amin founded the NGWF in 1984. After his study he was elected General Secretary and later President of NGWF. He is the longest serving leader of the organization.

Amin has been fighting for workers' rights in Bangladesh with admirable courage for over 30 years. He is the substitute member of the Steering Committee of the Accord on Fire & Building Safety in Bangladesh. He is the

Chairman of Industry ALL Bangladesh Council. Amin received the Nuremberg International Human Rights Award on 27 September, 2015.



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Speakers' Profiles

Armanul Azim

Mr. Armanul Azim is the Chief Operating Officer (COO) of Tosrifa Industries Ltd, a unit of Northern Tosrifa Group. He has more than two decades of experience in RMG sector. He has served as General Manager for Northern Tosrifa Group, Lenny Fashions Ltd, Dird Group, Opex Group etc.

He worked as a catalyst for bringing changes in most of the organizations he has worked for. He is a passionate professional having experience of working in local and multinational companies. He functions in a leadership role and manages the overall resources of the business that is instrumental in providing innovative services to ensure business capability and related capacity building.

Mr. Azim completed his MBA from University of Hertfordshire, UK. Mr. Azim is also IRCA certified QMS auditor and had completed SA 8000 Basic and Advanced Auditor Training Courses. He has participated in several training courses in Bangladesh and abroad.

Mr. Azim is one of the initiators of Institute of Compliance Professionals. He is also a Fellow of Institute of Personnel Management, which is the First HR Professional Apex body of the country. Besides, he is the Vice-President of present Executive Council.



Dr. Uttam Kumar Das



Dr. Uttam Kumar Das is a lawyer by training and specializes on human rights law, international labour standards, industrial relations, employment, labour laws of Bangladesh etc.

He is enrolled as an Advocate (Attorney) in the Supreme Court of Bangladesh; however, currently, working with the International Labour Organization (ILO) in Dhaka on contractual basis as the senior national consultant on social dialogue and industrial relations (official designation is Programme Officer).

As part of current works with the ILO, Dr. Das has been instrumental as the national expert in extending technical support for strengthening capacities of the Department of Labour of the Government of the People's Republic of Bangladesh in relation to registration of trade unions, case management on anti-trade union discrimination and unfair labour practices, effective conciliation and arbitration of labour disputes etc.

Dr. Das has sound academic credentials. He has earned the Bachelor of Law with Honours, a Master of Laws (LL. M.) and the Doctor of Philosophy (Ph. D.) from the University of Rajshahi, Bangladesh. He has earned his second LL. M. degree from the University of Minnesota Law School, and a Master's degree on Industrial Relations from the University of Dhaka.

Dr. Das has vast expertise in advising for multinational corporations and international organizations on industrial relations and labour matters.



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Speakers' Profiles

Abdul Mottaleb

Abdul Mottaleb is the Managing Director of Global Sustainable Certification Services Limited (GSCS), local partner of CERES GmbH. He is a Management System expert & SAAS Accredited Lead Trainer for SA 8000 auditor course. He is also working on training and capacity building with Jahangirnagar University, Department of Environmental Sciences.

Mr. Mottaleb has 16+ years' professional experience in the field of social compliance, ISO & OHS management system, Environment, Organic cotton manufacturing industries (GOTS/OCS/RCS certification) & consumer product inspection.

He has conducted more than 1500 audits in several industries across Asia, Africa and Middle East on different standards like Social CoC, SA 8000, BSCI, SMETA, ISO 9001, ISO 14001, 45001, OHSAS 18001, GOTS, OCS, RCS etc. Mr. Mottaleb has the auditing and training providing experiences in Bangladesh, India, Sri Lanka, Vietnam, Cambodia, Indonesia, Mauritius, Middle East, Egypt, Tunisia, Myanmar, Thailand, Turkey etc.

Mr. Mottaleb started his career in 2003 in renowned auditing company- Bureau Veritas Bangladesh. After that, he gained his experience in other certification bodies and manufacturing plants as well.

Mr. Mottaleb obtained his education on Urban and Rural Planning (BURP) & Environmental Sciences from Khulna University and Jahangirnagar University respectively.



Montashir Nahid

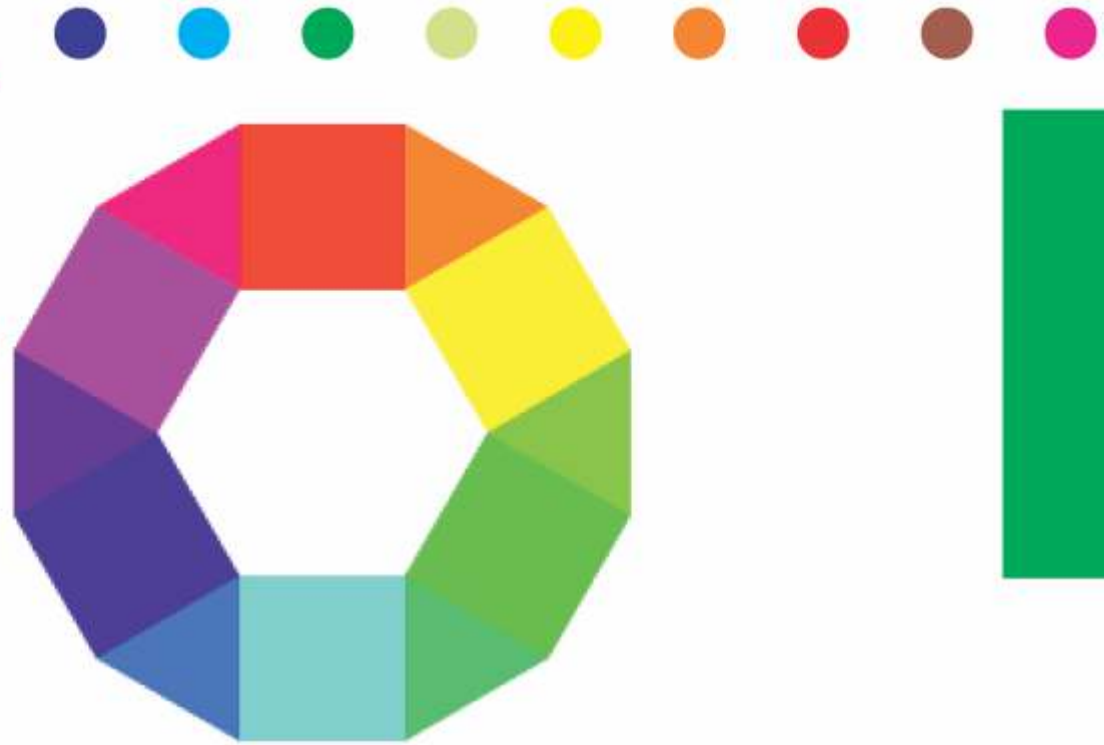


Montashir Nahid is an experienced and highly skilled professional with a British MS in 'Sustainability & CSR'. He is serving for more than 17 years in the garment, textile and leather industries.

In his current role, he is serving as the 'Deputy Team Leader' of the 'Economic Growth Strategy Component' at GIZ PSES. Immediately before this, he served for 5+ years as the Ethical Trade Manager at the Bangladesh Liaison Office of Debenhams PLC.

Previously he served as 'Compliance Responsible' at liaison office of leading German mail order company Hermes OTTO International. Before that, he worked at GIZ GmbH, as 'Social Compliance Advisor'. Mr. Nahid started his career at SGS Bangladesh Ltd and served at different capacities before moving out from there as 'Chief Auditor' from the CSR Audit Department.

Mr. Nahid's specialties include: Supply Chain Monitoring through Social & Technical assessments at an international level, labour condition & workplace safety improvement, Project Management, ACCORD Remediation Management, Supplier Development Initiatives, Sustainability Projects, Stakeholder Engagement and Industrial Relations Improvements.



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Speakers' Profiles

Md. Humayun Kabir

Md. Humayun Kabir is a B.Sc. Technologist (Textile). He is currently working as Sr. Manager, Quality Assurance at Zaber & Zubair Fabrics Ltd.

He is responsible to secure the supply chain of CMSS (Cotton from more sustainable source) and for packaging MSS (More sustainable source). Mr. Kabir is also leading the quality work/Management and develop BQIP (Build quality into the Process)/IOQ (Intranet of Quality) across the organization.

His further responsibilities include implementation of TQM (Total Quality Management) through introduction of the Daily Management/Policy Management/QC Circle Activity/QI through PDCA and building House of TQM. Besides, he is responsible to lead lean project at the company.

Mr. Kabir has undergone several training courses. Some of them are:

- a) Lean six sigma Black belt- TT Global, Turkey
- b) TQM (Program on Total Quality Management)- HIDA Tokyo Kenshu Center (TKC), Tokyo, Japan
- c) KAIZEN Events-Ikea, Sweden
- d) Production Principles & Criteria including chain of custody guideline of Cotton from sustainable Source-Jalna, India



Mohammad Sazzad Hossain



Md. Sazzad Hossain is currently working as a Manager- Dyeing at Fakir Knitwears Ltd, since 2007. He has twelve years of working experience in dyeing industry.

He is responsible for all dyeing process optimization and monitoring SEDOMASTER software in dyeing floor, activities pertaining to Chemical Product Testing, Dyeing, GOTS Certification process, OEKOTEX and ZDHC Chemical Gateway.

At Fakir Knitwears, he is engaged with all sustainable programs. He is also the Environmental & Chemicals Responsible (ECR). He has conducted several programs to improve awareness levels of production & quality teams of their dyeing department. Topics include chemicals, environment, sustainability, ETP, Quality Control, audit, water usage, etc.

Mr. Hossain completed his degree in Bachelor of Textile Engineering in year 2006 from Anna University, Chennai, India.



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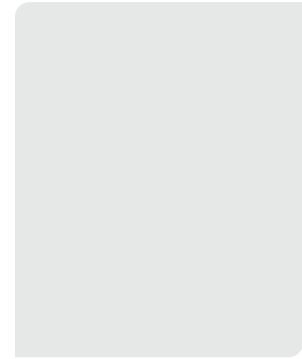


Speakers' Profiles

Nandana Prasad Hettiarachchi

Mr. Nandana Hettiarachchi is a textile quality assurance expert. He has been working from fifteen years in Pacific Jeans Ltd. Currently, he is AGM, Quality Assurance at Pacific Jeans Ltd.

He is technical expert par excellence. He has undergone several trainings from different buyers and international organisations. Besides the general quality assurance activities of the company, he is also responsible for organic certifications of the company.



Naishad Desai



Mr. Naishad Hiren Desai is the Managing Director of Britacel Silicones Ltd., India and Crosfield Textile Chemicals (India) Pvt Ltd. Besides, he is also the Technical Director of Beyond Surface Technology AG, Switzerland.

Previously, he worked with Sulphur Refinery P Ltd, India and F Haufmann La Roche, AG Basel, Switzerland. He developed and successfully launched Green Organic substitutes against polluting chemicals for brands like Adidas, Mammut, Levi's, Patagonia, etc. After year 1989, various import substitution products were developed under his leadership. These include silicones for textiles, rubber and pharmaceuticals and further research is going on in several fields.

Earlier, he worked in Pharmaceutical development. He has experience for solids, NCE molecules, controlled release dosage form, liquid, sterile products, lyophilized drugs, suspensions, emulsion & microspheres drug delivery systems in injectable pharmaceuticals, etc. He was also responsible for Development in labs of Th.Goldschmidt AGEssen as well as Silicone Gel for breast implant.

Dr Binay Kumar Choudhury

Dr Binay Kumar Choudhury started his career as Technical Manager & Head for Regional Centre Food Research and Analytical Centre, Bangalore in the year 2001 and then shifted his focus towards research in feed additives by joining with a US based multinational organization called KEMIN. With completion of his Ph.D. in soil science and agriculture chemistry, he moved his focus with research and analytical service as technical Manager for r-FRAC (regional Food research and analytical service) where he was involved with many new analytical method solving industry problems for business.

Dr. Choudhury Joined Control Union in the March 2005 and currently is working as Chairman for Control Union India operation. Dr. Choudhury has extensive knowledge on organic fibers and organic textile certification in various countries. He has been awarded several national and international awards, fellowship for research and is involved as advisor in various forums. As a certification expert, he has audited more than 500 farms and 1000 textile projects related to organic cotton in various countries.



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