

Ethical Consumer Guide

If you find yourself asking “what more can I do?” this is a great place to start. Make a conscious effort to buy from companies that sell fair-trade and slave-free products. These are our suggestions of some companies that are doing an amazing job producing quality products while also providing safe and meaningful livelihoods for their employees.

BROWN BOY *Menswear & Kidswear | www.shopbrownboy.com*

Brown Boy sells 100% organic and Fair Trade cotton that works by being as transparent as possible. This quote is taken from their website, “Social entrepreneurship is an integral part our founding principle. We are 100% fair-trade and absolutely do not indulge in sweatshops. Knowing how rooted exploitation is within the clothing industry we had to be the change we wanted to see. Moreover we only use the best organic cotton to manufacture our products.” The employee benefits go beyond fair wages and working hours as they get to work with certified organic cotton, dyes that do not contain hazardous elements and are by Global Organic Textile Standards (GOTS), paid holiday leave, medical insurance, subsidized lunches and overtime pay, free transportation to worksite, workers children receive free education, and the work conditions are well lit, ventilated, and spacious. Brown Boy is a self-funded brand, therefore without advertising the brand relies on customers spreading the word.

GOOD & FAIR CLOTHING CO. *Men's & Women's Clothing | www.goodandfairclothing.com*

Good & Fair Clothing Co. was created in 2010 with the intention that consumers that buy products of Good & Fair Clothing Co. are supporting ethical fashion. Good & Fair Clothing sells scarves, tee shirts, ladies underwear and men's boxers that are Fair Trade certified, 100% organic by the Global Organic Textile Standards (GOTS), and made in the United States. Products of Good & Fair Clothing Co. that come from the factory in Kolkata, India work under extensive ethical standards. Farmers work and factory workers work under Fair Trade conditions that include fair trade wages for lock-stitchers, finishers, and all factory staff, free education for the workers children, free healthcare for the worker and their families and the rights of the worker are protected, including the right to organize.

HAE NOW *T-Shirts | www.haenow.com/content/*

HAE stands for Humans, Animals, and Environment and sells Fair Trade certified T-shirts. HAE Now believes that the social and environmental responsibility of a company should be priority over the profit of a product makes. HAE Now states that Fair Trade through their business benefits small farmers, factory workers, empowerment of women, and the environment. The cotton fibers that are made for HAE Now's T-shirts are from the Chetna Organic project in central India. This project has made great efforts in increasing the income of hundreds of rural areas. They create job opportunities, in which men and women are in charge of making the decisions. This increases the services of childcare, schooling, local business, and other projects in the community.

MATA TRADERS *www.matatraders.com*

Mata Traders offers Fair Trade fashion that brings fair wages to workers in Nepal and India. They were created by the motto “Fashion a Better World” and dedicated to empowering women that make their clothes and accessories. The handcraft that goes into each piece dates back to years of tradition in their embroidery and block printing. The services and education of the women workers include health care, paid maternity leave, retirement pensions, and daycare. There are also social workers on staff that are available to workers that need help with opening bank accounts, domestic violence, and HIV/AIDS services. Literacy classes, computer trainings, workshops on hygiene, nutrition, and parenting are all available to these women as well.

PACT CLOTHING *www.wearpact.com*

PACT Clothing has a mission to change the apparel industry for good through Fair Trade organic cotton that comply under the Global Organic Textile Standards (GOTS). Organic cotton has many benefits over the conventional cotton since it is sustainable and minimizes its impact on the environment as well as it improves the conditions for the people that work to make the clothing through responsible manufacturing. The factory in India that makes PACT's underwear has 2,200 employees that identify with

no child labor and minimum wage compliance. They work with legislation in terms of maximum working hours, overtime compensation and incentives. They also provide their workers with transportation to and from work, company sponsored meals, a health plan, and funding for the workers' children's education.

PEOPLE TREE www.peopletree.co.uk

People Tree is Fair Trade fashion that is committed to World Fair Trade Organization (WFTO) principles. They produce ethical and environmentally sustainable fashion with transparency in their practices. People Tree was one of the first companies to model Fair Trade certified goods in the WFTO product mark. People Tree also supports 34 Fair Trade groups in 13 countries. Their Fair Trade products are bought from an economically disadvantaged and developing part of the world. People Tree's 100% Fair Trade organic cotton is featured in 80% of their collections produced by Agrocot under the certification of Soil Association. Their knitted garments are made out wool from sheeps in New Zealand. The wool for New Zealand does not take part in animal cruelty practices and People Tree is currently working on producing Fair Trade and organic wool from Nepal.

TOMPKINS POINT APPAREL www.tompkinspoint.com/index.php

Tompkins Point Apparel sells Fair Trade certified men's polos. 25% of the profits sold from Tompkins Point Apparel is donated to the people who make their clothing. The company was founded by a man named Scott, who wanted to make a meaningful impact on society. Tompkins Point Apparel supports small scale cotton farmers by sourcing cotton directly from farmers there is no middle-man in the cotton trading, Fair Trade certification ensures that workers receive proper wages and social premiums. Also a portion of the proceeds is donated to the farming communities to help with economic and educational projects. The factory that produces their clothing is located in Calcutta, India, with Fair Trade and SA-8000 certifications.

THREADS FOR THOUGHT www.threadsforthought.com

Threads For Thought is Fair Trade, Worldwide Responsible Accredited Production, and B Corporation certified. They take social responsibility in their manufacturing and this includes transparency. In Weihai, China, they use organic cotton, recycled polyester, lenzing modal, and tencel to make active wear, knits, dresses, skirts, woven clothing, and outerwear. In Kenya they use organic cotton to make their graphic tees and tanks. Also, in India recycled polyester, organic cotton, and linen are used to make woven tops. Threads For Thought recognizes that the fashion industry needs change and they are hoping to create just that. By purchasing Threads For Thought you are making an investment in the environment and improving ethical standards in the fashion industry.

SHIFT TO NATURE www.shifttonature.com.au

Shift to Nature provides organic and ethical clothing from Australia, Europe, and India. They are Fair Trade certified and cotton is 100% organic under the Global Organic Textile Standards (GOTS). Shift to Nature is not only shifting it's focus to the environment but to social responsibility as well. By standing against conventional fashion, Shift To Nature is sweatshop work free, respects all of the workers that help to produce the clothing, and comply under the standards of Fair Trade.

TEN THOUSAND VILLAGES www.tenthousandvillages.com

Ten Thousand Villages is a non-profit social enterprise that partners with independent artisan groups, co-ops and workshops to bring sales to their markets. Their vision statement states that "one day all artisans in developing countries will earn a fair wage, be treated with dignity and respect and be able to live a life of dignity". They are one of the oldest and largest Fair Trade organizations in this global movement. Every purchase from the Ten Thousand Villages helps in supporting the lives of the makers in ways of putting food on the table for them and their families, sending the worker's children to school, working under good conditions, has an eco-conscious commitment, and keeping their families healthy.

COMPANIES THAT ARE “IN THE WORKS”

Many established companies are also doing their part - they are actively working on improving working conditions, transparency, sustainability, and more. Show you appreciate their effort, and encourage them to continue to improve.

ALTERNATIVE APPAREL www.alternativeapparel.com

Alternative Apparel clothing are soft to the touch, with a worn in style, sustainable, and innovative from thread to finish. More than 70% of their clothing are made with sustainable materials and processes. Their factories work under the Fair Labor Association (FLA) Workplace Code of Conduct. The FLA code of conduct in the workplace focuses on humane working conditions and is based off of the International Labor Organization (ILO) standards, which protect workers in manufacturing clothing, footwear, electronics, agricultural products, and other goods. The FLA is based on a model of collaboration, accountability, and transparency. They aim to be a global leader for respectful and ethical treatment of workers, as well as promoting sustainability. This means that workers earn fair wages and have a healthy workplace. Alternative Apparel is also certified by Worldwide Responsible Accredited Production (WRAP). WRAP is an independent non-profit team of global social compliance experts. There are twelve principles of WRAP certification that assures the rights of Alternative Apparel workers.

TIMBERLAND <https://www.timberland.com>

Timberland has more than 250,000 craftspeople making products in more than 300 factories in 30 countries around the world. This is a clothing company that has adopted ethical standards into their existing clothing line. The suppliers provide fair, safe, and non-discriminatory workplaces that do not harm workers, community, and the environment. Timberland provides transparency in the production of their clothes and other products. Team monitors look over factory conditions and helps the suppliers to implement social and environmental management systems. Partner with the NGO, Verite. Their mission is to make sure that workers are working in safe, fair and legal conditions. Also they help women employer's balance the stress of working in the factories and also the conditions at home.

EVERLANE www.everlane.com

Everlane works on radical transparency, which they strive on their employers visiting their factories and having strong relationships with the owners of the factories. In San Francisco, California there is the Everlane belt factory, which the leather is imported directly from Italy. In Los Angeles, California is the garment-dyed tee factory. The fibers from the women's shirts are grown in the United States and the men's shirts contain fibers are grown in India. Romeoville, Illinois is where Everlane holds it's distribution center. Lima, Peru is where the Pima tee factory is located and they make the pima cotton tee shirts. In Hawick, United Kingdom there is Everlane's woven scarf factory where they have their own sheep to produce their wool. In Ubrique, Spain there is the leather accessories factory with the best Italian leather. Vicenza, Italy is where Everlane's leather bag factory is located. In Brescia, Italy there is the shoe factory. Ho Chi Minh City, Vietnam is where the specialty knitted items are made for Everlane. In Bac Giang, Vietnam there is Everlane's technical outerwear factory. Their clothes are only sold online which means that they cut out the middleman and bring the savings back to the customer.

GUSTIN www.weargustin.com/store

Gustin makes handmade boutique menswear at a crowdsourced price. In order for a product to be produced it must be backed up and reach a certain goal. This system of crowdsourcing makes for zero waste since inventory is not sitting in a warehouse waiting to be sent to the shelves. The crowdsourced price also provides high quality clothing and at a cheaper price since there is no oversupply when it comes to products. All products are made in San Francisco, California with the finest fabrics from Japan, Italy and the United States. Gustin is changing the fashion industry by their crowdsourced pricing and artisan quality garments that are made in the United States.

PATAGONIA www.patagonia.com/home/

Patagonia is taking on environmental and social responsibility. In their factories, Patagonia has taken on corporate responsibility to comply under strict ethical standards. Their code of conduct is based off of International Labor Organization (ILO) labor standards and Supplier Workplace Code of Conduct. Patagonia is also a member of the Fair Labor Association (FLA) that requires

transparency and accountability in their supply chain. In their mills, Patagonia relies on their Raw Materials Social Responsibility Program. With this program all suppliers of Patagonia audit their factories to comply under extensive social responsibility which includes hiring practices, employee grievance mechanisms, recycling policies and other social and environmental efforts. There is a collection of Fair Trade products made by Patagonia and these clothing items are 100% Fair Trade. It may not be all of their clothing, but it is a step in the right direction for Patagonia.

GYPSY & LOLO www.gypsyandlolo.com

Gypsy and Lolo produces handmade and from the United States hats, gloves, scarves and other knitted items for men, women, children and even pets. They use recycled and upcycled materials to produce their items and also give back to their community through charities such as, Trees for the Future, Greenpeace Fund, Whole Planet Foundation, and Vote Hemp. Gypsy & Lolo is all about doing good to feel good and when you buy an item from them, they plant one tree. They are yet another clothing company that is making a change in the fashion industry to better the community and the environment.

H&M www.about.hm.com/en/about-us.html

H&M is a company who has goals to be 100% transparent in their supply chain. They are moving away from standard compliance auditing and working towards a new approach that includes transparency. Overall, H&M is making significant strides in the right direction. H&M has built a relationship with Better Cotton Initiative (BCI), which trains cotton farmers to grow cotton in an environmental friendly way. H&M is the biggest financial distributor to BCI. In 2013, they joined the Ethical Trading Initiative program, which addressed exploitative labour practices. Activities that empower women, build better relationships in the factories, and press for legislative reform.

SUDARA www.sudara.org

Sudara supports women in India with a safe and sustainable job to help women escape out of sex trade as well as never being exposed to it. Women learn the art of seamstress to make PUNJAMMIES for men, women, and children after escaping human trafficking. Their motto is "Made from hope. Made for comfort". Sudara is making their efforts against human trafficking by creating a safe space for women to feel empowered. Women who are able to escape their traffickers are left in a very vulnerable state, but Sudara is doing their best to stop this pattern.