

SLCP Council Member Elections 2021

Voting Guide

Amsterdam, 6 January 2021

Dear SLCP Signatory,

We will be holding elections for 9 seats on the SLCP Council this month.

SLCP is a multi-stakeholder initiative, which is owned and driven by its signatories. The SLCP Council represents our signatories and shapes the strategic priorities of the Program. As a signatory, your participation in Council elections is both important and welcomed.

Good governance is of highest priority for SLCP and, as the Election Committee, it is our job to ensure fair, transparent and diligent processes in this election.

This voting guide includes all the relevant information you need to be able to cast your vote.

Please submit your vote through this [voting ballot](#), by COB on 1 February, at the latest. We expect to announce the elected Council members by mid-February.

Thank you for your continuous support for SLCP!

The Election Committee,

Jonathan Obermeister, Independent Chair SLCP Council
Anna Burger, Council member (independent expert seat)
Dan Danielsen, Council member (independent expert seat)

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1. Introduction

1.1 SLCP governance

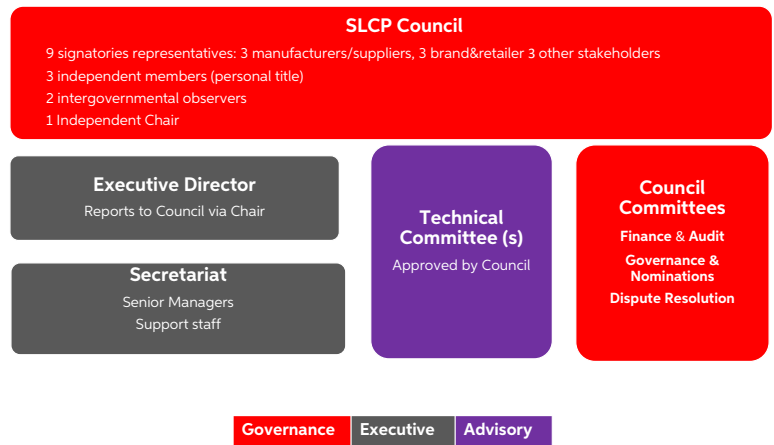
What is the SLCP Council?

The Council is a strategic and future-focused body which shapes the strategic priorities of the Program and ensures that it fulfils its vision and mission.

The SLCP Council exists to represent and advocate for the diverse views of SLCP signatories and stakeholders.

The mandate of the Council is described in the SLCP Governance Document stored on Connect. (link: [SLCP Connect](#)).

Governance structure 2019-2023



Why are elections happening now?

In early 2021, the signatory representatives in the Council will have completed their first 2-year term. Therefore 9 Council seats will be up for election:

- 3 from brands/retailers/agents,
- 3 from manufacturers,
- 3 from other categories (civil society, multi-stakeholder initiatives, audit firms/service providers/consultants).

1.2 Profile for Council members

What kind of candidates are we looking for?

Candidates for election must have the following profile:

- Senior-level management within the individual's (signatory) organization:
 - significant budgetary responsibility in their respective organizations,
 - ideally equivalent level to a VP-level of a US-based organization, although titles may of course vary and differ by geography
- Successful board service for organizations of similar or greater size than SLCP
- Strategic thinker with strong judgement and decision-making skills
- Consensus driven
- Good communication skills
- Relevant expertise for SLCP
- Able to function as a sounding board for the Executive Director
- Time and availability.

What is required of Council members?

Council members need to be able to fulfil the following commitments:

- Participate in meetings – attendance rate of 75% or higher:
 - Council will have at most two (2) in-person 2-day meetings per year.
 - Virtual meetings will be held every 2 months in the periods between 2 in-person meetings.
 - In exceptional cases, additional virtual meetings may be required
- Representing SLCP on events/webinars where relevant
- Expected workload: fluctuating from 6-12 hours a month, in function of the program deliverables, upcoming in-person meetings or demands to communicate directly with individual stakeholder groups
- Term: 2 years. Note that Council members can serve maximum two x 2-year terms upon re-election.

1.3 'Rules' for this election

We strive for maximum participation in any all-signatory votes. This is why an electronic voting process, using electronic ballots, will be used.

- Only Signatories can vote. Voting is limited to those signatories who have signed the Charter and paid their (Charter) fees or been granted an official waiver.
- Each organization is entitled to submit one (1) voting ballot. Make sure you have coordinated internally on:
 - 1) who within the organization will submit the vote and
 - 2) verification of your organization's choice.
- Fill out your organization and contact details. We need this only to check eligibility and to have the option enable clarification if needed. It is not possible to vote anonymously.
- Tick the candidates that have your support. You are required to tick as many candidates as there are seats available for this category.
- If you do not support the candidate(s) up for election, you have the option to vote 'blank'.

In line with our Governance Document, we have thresholds for the validity of the outcome of this election. We require 40% of eligible signatories casting their vote to make this election valid. In contested elections, the candidate(s) receiving the highest number of the votes cast shall be elected.

For uncontested elections, a candidate must receive at least 50% of the votes cast to be elected. If an uncontested candidate does not receive the requisite 50%, new nominations will be solicited and a new election will be held for that seat.

Signatories can submit their vote for the Council candidates **till 1 February**, CoB. Please use the following [link](#) for accessing your voting ballot to cast your vote.

2. Overview of All Candidates

Nominees Manufacturers (3 seats)				
	Name	Organization	Job Title	Page
1	Muhammed Shoaib	Sapphire Textile Mills Limited	Head of CSR, Compliance and Systems	5
2	Michael Cai	Décor (Suzhou) Co., Ltd.	Director, Operations & Supply Chain	6
3	Abhishek Bansal	Arvind Limited	Head of Sustainability	7
4	Nikhil Hirdaramani	Hirdaramani Apparel	Director	8
Nominees Brands/Retailers/Agents (3 seats)				
	Nominee	Company/Organization	Job Title	
1	Mayank Kaushik	Inditex	Sustainability Lead	9
2	Ninh Trinh	Target	Director, Responsible Sourcing & Sustainability	10
3	Darren Chastain	Gap Inc.	SLCP Lead	11
4	Michael Reidick	C&A Global Sustainability	Head of Social and Environmental Stewardship	12
5	Vera Galarza	The ALDO Group	Senior Director Social Impact & Sustainability	13
6	Jason Tucker	Nike Inc.	Director of Labor Performance	14
7	Mary Bean	Columbia Sportswear Co.	Social Responsibility Manager	15
Nominees Other categories (Audit Firms/Service Providers/Consultancies) (1 seat)				
	Nominee	Company/Organization	Job Title	
1	Abdul Mottaleb	GSCS International Ltd.	Managing Director	16
2	Valentina Gurney	DNVGL	Senior Manager Supply Chain Assurance	17
3	Justin Bettey	Intertek	Director Strategic Partnerships	18
4	Margot Sfeir	ELEVATE	Director, Client Services Co-Lead	19
Nominees Other categories (Civil Society) (1 seat)				
	Nominee	Organization	Job Title	
1	Tamar Hoek	Solidaridad	Senior Policy Advisor Sustainable Fashion	20
Nominees Other categories (Multi-stakeholder Initiatives/Standard Holders) (1 seat)				
	Nominee	Company/Organization	Job Title	
1	Jeremy Lardeau	Sustainable Apparel Coalition	VP of Higg Index	21
2	Juliette Li	Fair Wear Foundation	Monitoring & Remediation manager	22
3	Peter Burrows	Fair Factories Clearinghouse	Executive Director, Founder and Board member	23

Note: on the following pages, you will find detailed information for each of the candidates on their qualification and motivation.

3. Information on the Candidates

Category: Manufacturers (3 seats)

Candidate 1: Muhammed Shoaib

Name	Muhammed Shoaib
Job title	Head of CSR, Compliance and Systems
Organization	Sapphire Textile Mills Limited
SLCP stakeholder group	Manufacturers



What skill /track record makes you an outstanding candidate (refer to the profile)?

With having 12 years of experience in CSR and Compliance and Systems of the Textile Industry, acting as a leading role to ensure that the organization set and meet environmental and sustainability goals. Responsible to develop green policies and ensure that the organization upholds and works towards finding new, innovative, and economically reductive ways to stay green.

Responsible for ensuring organization's policies and procedures comply with regulatory and ethical standards. Executing as a highly analytical professional and perform regular audits, implement company policies, and design control systems. Accountable to involve stakeholders at all stages and to implement reporting requirements of CSR, Compliances and Sustainability.

Why would you like to become a member of the Council and what will you contribute to the SLCP?

It will provide a huge learning opportunity and aims to bring together unique perspectives to create an efficient, scalable and sustainable solution for social and environmental requirements.

As per concern with my contribution to SLPC, I can present SLCP at National and International forums through practical implementation of SLCP requirements. Moreover, I can contribute as a social coordinator for this specific purpose.

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Category: Manufacturers (3 seats)
Candidate 2: Michael Cai

Name	Michael Cai
Job title	Director, Operations & Supply Chain
Organization	Décor (Suzhou) Co., Ltd.
SLCP stakeholder group	Manufacturers



I have worked in the textile and garment industry since 1998, with extensive experience in sourcing, merchandising, product development, operations and supply chain management. I worked for large manufacturers like Esquel Group, and renowned retailers like Next. Now at Décor, I have managed a complex supply chain at a global scale across multiple countries like China, Bangladesh, Vietnam, Cambodia, Mexico and Morocco etc., to support an ever-growing business over the past decade. I am a strong communicator, strategic and analytical.

I came to realize long time ago that repeated audits from different customers created heavy burden on suppliers/factories and distracted them from putting real efforts to improve workers wellbeing. That's why I fully embraced and echoed SLCP's ambition to reduce the audit fatigue through a converged platform when I first knew about SLCP in 2018. Ever since then I pushed the efforts within the company to include more factories into SLCP assessment and eventually we signed up as a signatory in 2019. I would like to serve at the Council and contribute my part on the journey to advance SLCP rollout to more geographies and accelerate its adoption by more retailers, brands, suppliers and factories.

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Category: Manufacturers (3 seats)

Candidate 3: Abhishek Bansal

Name	Abhishek Bansal
Job title	Head of Sustainability
Organization	Arvind Limited
SLCP stakeholder group	Manufacturers



I am leading the Sustainability efforts at one of the largest vertically integrated textile/apparel manufacturer. I have over 15 years of professional experience in managing social and environmental issues in diverse supply chain across various sectors. I have been involved with SLCP in various roles since the first meeting in Feb. 2016, and was part of PMT and Co-chair of tool development working group.

For last two years, I have served on SLCP council and represented manufacturers on the Council. I am committed to work for the success of SLCP during the crucial implementation and scale up phase over the coming years. I bring with me wealth of experience in helping shape agenda and building common tools and standard at various successful industry collaborations. I am currently serving on the Board of SAC & ZDHC.

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Category: Manufacturers (3 seats)
Candidate 4: Nikhil Hirdaramani

Name	Nikhil Hirdaramani
Job title	Director
Organization	Hirdaramani Apparel
SLCP stakeholder group	Manufacturers



With over 20 years' experience in the apparel industry, I have been a constant voice for manufacturers serving on the board of a number of multi stakeholder industry related initiatives including the SAC and SEDEX. I have been on the council of the SLCP since its inception and continue to not only represent my caucus but also have been an avid spokesman for the project at a variety of platforms. In addition, I have been able to support and influence successful fundraising and external engagement through my wider networks.

I would like to be reelected to the council as I am extremely passionate and dedicated to the objectives of the SLCP and I believe with my skills and experience I will be able to make a significant contribution for the next phase of the SLCP.

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Category: Brands/Retailers/Agents (3 seats)
Candidate 1: Mayank Kaushik

Name	Mayank Kaushik
Job title	Sustainability Lead
Organization	Inditex
SLCP stakeholder group	Brands/Retailers/Agents



Mayank, for the last 18 years of his journey in sustainability domain, has been leading key responsibilities (including Operations and Strategic engagements) at Verification Organizations and Brands at regional and global levels.

His experience with verification bodies has given him an in-depth understanding of the functioning of verification body, of assessments and of the supply chains in several industries spanning more than 21 countries. With 13 years with global roles at leading Brands (Fashion and Home Furnishings) helped him to create holistic vision of business and Supply Chain needs.

He works extensively on engagement with various Stakeholders, including Trade Unions, NGOs, Financial Institutions and currently representing at various International forums, including Better Work, ILO, SAC and Industry Summit.

SLCP with its vision of convergence, hence, aligns with Mayank's goal to bring Industry together on key issues to reduce duplication as well as optimize use of resources to create positive impact on the Supply chain, and most important on the well-being of the workers.

Mayank, if elected at Council, would like to work closely with SLCP and its constituents for creating positive Impact on the supply chain, specifically on Industry Acceptance as well as Adoption within Non – Signatories.

Category: Brands/Retailers/Agents (3 seats)
Candidate 2: Ninh Trinh

Name	Ninh Trinh
Job title	Director – Responsible Sourcing & Sustainability
Organization	Target
SLCP stakeholder group	Brands/Retailers/Agents



Ninh Trinh is Director of Responsible Sourcing and Sustainability for Target based in Hong Kong. Target is a US based retailer headquartered in Minneapolis, Minnesota. It is the 2nd largest retailer in the US and is ranked 37 on the Fortune 500. Target had revenues of \$78 billion and operates over 1800 stores.

What Makes Me An Outstanding Candidate?

As Target’s Director of Responsible Sourcing & Sustainability, I lead our oversight approaches with a focus on industry convergence.

I am an experienced team leader passionate in working with diverse and international teams. I enjoy roles where I’ve been able to bring out the best in teams building credibility and driving results. I’ve been placed in multi-disciplinary roles where I’ve leveraged my leadership strengths in communication, problem solving, strategic thinking and driving for results

I have been committed to making the SLCP successful over the last few years through active participation as a signatory, investing team resources and industry knowledge, driving for consensus through the multi-stakeholder working groups, and committing our adoption of the SLCP tool within Target’s supply chain.

Why would I Like to remain a Council Member?

Our industry has seen a proliferation of audit methodologies and capability programs. The mission of the SLCP offers our industry a new way forward in shifting our time and resources to more value added services that will help us improve working conditions. I have been Council member since early 2019 and am particularly interested in staying on as a member of the Council due to the alignment of values that the SLCP conveys, specifically of industry collaboration and equal partnership.

What Will I Contribute to the SLCP?

As a council member I will bring a perspective of a brand that aims to drive progress for good. I will promote accountability of the organization and our signatories, advance the wide scale adoption of the data framework, encourage technology advancements, drive for credible data and verification processes, and ultimately make a positive impact throughout our manufacturing supply chain.

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Category: Brands/Retailers/Agents (3 seats)
Candidate 3: Darren Chastain

Name	Darren Chastain
Job title	SLCP Lead
Organization	Gap Inc.
SLCP stakeholder group	Brands/Retailers/Agents



As a current Council member, it has been a career highlight to serve and support such an industry significant organization as the SLCP. I have strived to fully meet and exceed my obligations as Council member of the SLCP and am seeking the opportunity to continue to play a role as the SLCP further scales.

In addition to my council position, I have been actively engaged in the SLCP Data Hosting & Sharing committee and am also serving as the Chair of the Technical Advisory Committee. I have played a key role in designing and delivering the system architecture that supports the program. In the industry I have over 17 years of experience in helping drive Gap Inc.'s sustainability efforts, including deep expertise in assessing and remediating factory working conditions, developing and implementing strategic policies and initiatives, and overseeing social and labor standard data systems and analytic reporting. I respectfully request your sincere consideration and vote to continue to serve with the utmost commitment and vigor to ensure the success of the SLCP.

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Category: Brands/Retailers/Agents (3 seats)
Candidate 4: Michael Reidick



Name	Michael Reidick
Job title	Head of Social and Environmental Stewardship
Organization	C&A Global Sustainability
SLCP stakeholder group	Brands/Retailers/Agents

What skill /track record makes you an outstanding candidate ?

Leading C&A's supplier and factory management over 10 years, focused to improve the company's high social compliance standard continuously.

- Rich experience in supply chain through hands on approach by visiting unannounced approximate 50-80 factories per year.
- Leading C&A's switch to SLCP from zero to 130 factories in 2020 in order to achieve 100% adoption by December 2022. Leading the change plan, including IT requirements, to drive SLCP towards success at C&A.
- High developed analytical skills and able to formulate and ask the appropriate questions for further growth and development

Why would you like to become a member of the Council and what will you contribute to the SLCP?

- Driving SLCP as a Council member for continuous improvement of the tool and delivering high quality results.
- Focus on excellent VOO performance in order to enlarge broad acceptance of tool across the users.
- Acting as a supply chain expert understanding and addressing openly challenges and concerns of stakeholders.
- Fostering the collaboration with Better Work with always an open mindset.

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Category: Brands/Retailers/Agents (3 seats)
Candidate 5: Vera Galarza



Name	Vera Galarza
Job title	Sr. Director Social Impact & Sustainability
Organization	The ALDO Group
SLCP stakeholder group	Brands/Retailers/Agents

I believe that my years of experience in different roles, working on influencing multiple stakeholders to improve working conditions in the global supply chain, with some failures and success, have given me an excellent understanding of the opportunities and challenges, as well as innovative ideas to be implemented.

Track Record: +1000 social audits in 56 countries in different industries, full development and implementation of 5 social compliance programs, active member of the ALDO Group sourcing and risk committee, expert member of the SAC FSLM scoring.

The current year has emphasized the necessity to be even more inclusive, innovative and committed on the journey to improve the working conditions in the fashion industry. SLCP plays an essential role to reach collaborative improvements and I want to provide my dedication and experience to make it successful. As a council member, I will contribute by influencing through my industry network, increase accountability within signatories and organizations, push adaptation process and ensure data quality.

I would be honored to be elected for the Council.

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Collaborative Action.
Improved Working Conditions.

Category: Brands/Retailers/Agents (3 seats)
Candidate 6: Jason Tucker

Name	Jason Tucker
Job title	Director of Labor Performance
Organization	Nike Inc.
SLCP stakeholder group	Brands/Retailers/Agents



As the Director of Labor Performance within Nike’s Sustainable Manufacturing & Sourcing team, I lead our Labor compliance strategy, including standards setting for manufacturing partners, capability building and remediation for material issues and integration of industry tools into our monitoring program.

I’m experienced in leading international teams in the design of compliance programs. Through my current role at Nike and in previous roles in consulting and with other brands, I have leveraged my strengths in operations to create a variety of solutions and approaches to compliance monitoring that delivered results for individual brand organizations and for industry groups, within both the apparel and electronics industries.

I see SLCP as an opportunity to not only address audit fatigue, but to provide a single source of truth and free resources for brands, manufacturers and organizations to drive more effective solutions to challenges faced by workers and improve working conditions. As a Council member, I will bring my background and experiences to SLCP and aid in building on the work to create a credible system of assessment and verification and influence broad adoption of the framework within the industry.

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Category: Brands/Retailers/Agents (3 seats)

Candidate 6: Mary Bean

Name	Mary Bean
Job title	Social Responsibility Manager
Organization	Columbia Sportswear Co.
SLCP stakeholder group	Brands/Retailers/Agents



I have worked in the apparel industry for 21 years, with 12+ years of experience in social responsibility program management at major brands. I have lead several working groups in various industry organizations and multi-stakeholder initiatives, and have strongly advocated in many multi-stakeholder venues for collaborative solutions to the issues we face as an industry. One of my core strengths is my ability to collaborate and harmonize different points of view, which will be key for the Council.

I have been a supporter, believer, and highly active contributor to SLCP since its inception in 2015; Columbia was one of the original 33 signatories of the project. I participated in the development of the original governance structure, was a member of the Project Management Team (PMT), co-chaired the Stakeholder Engagement and Communications Working Group during the “Project” phase, and am currently the chair of the Comms & SHE Technical Committee. I continuously advocate for SLCP, having given numerous presentations to external groups and non-signatory brands.

With this deep experience in SLCP operations and my strong belief in the vision/mission, I am confident I will be a dedicated and valuable member of the Council. Thank you for your consideration.

Category: Other categories (Audit Firms/Service Providers/Consultancies) (1 seat)

Candidate 1: Abdul Mottaleb

Name	Abdul Mottaleb
Job title	Managing Director
Organization	GSCS International Ltd.
SLCP stakeholder group	Other categories (Audit Firms/Service Providers/Consultancies)



What skill /track record makes you an outstanding candidate?

I, Abdul Mottaleb, the Managing Director of GSCS International Ltd, have worked over 18 years with dedication to improve workers' rights as an auditor, investigator and trainer. My organization is associated with social compliance industry for almost 10 years which enabled me to be an influential business leader and practitioner in the industry. I have significant contribution in improved social and labor condition in Textile, Garments, Leather, footwear, jewelry etc. manufacturing and supply chain arena. Trained and accredited under multiple Standards and Code protocols, I have experience in assessment, auditing, and training engagements in global arena.

Why would you like to become a member of the Council and what will you contribute to the SLCP?

As personnel working in the sector of social fairness for long period of time, I aspire to add to the goal and objective of SLCP. Prime motivation for me to become a SLCP Council Member is to develop a socially fair and improved labor-working condition globally. I feel that with my share of experience in labor regime of South-Asian region where the industry of manufacturing is massive, can be improved with addition of SLCP goal and objective which is to provide an efficient, scalable and sustainable solution to social audits. If I get the opportunity, I will contribute to SLCP through best of my knowledge and experience to enhance their quality.

Category: Other categories (Audit Firms/Service Providers/Consultancies) (1 seat)

Candidate 2: Valentina Gurney

Name	Valentina Gurney
Job title	Senior Manager, Business Assurance, Innovation & Product Development
Organization	DNV GL
SLCP stakeholder group	Other categories (Audit Firms/Service Providers/Consultancies)



For the past 16 years I have worked in the area of human rights and labour rights with a focus on global supply chains. I started out as a training and accreditation manager for SA8000 at Social Accountability International in New York and continued on to work across various industries, supply chains and commodities (cotton, conflict minerals, seafood, palm oil and others) in the roles of field researcher, worker rights advocate and director for human rights-centric supply chain programmes with non-profit and international organizations and the private sector.

Over the years I have participated in the standard development (SA8000, RSPO, IOM IRIS), served as a lead trainer and have also monitored implementation of policies geared towards compliance with social and environmental standards and best practices. I can attest to the changing landscape and the attitudes of various stakeholders globally towards social compliance over the years as well as effective strategies to advance it. I also know firsthand how difficult it is for the brands/buyers and suppliers globally to navigate through the emerging norms and changing terms and requirements of international standards in addition to those of local legislation. Thus, I wholeheartedly support the mission of SLCP and hope to bring my experience as an asset to this extremely important effort.

Category: Other categories (Audit Firms/Service Providers/Consultancies) (1 seat)
Candidate 3: Justin Bettey

Name	Justin Bettey
Job title	Director, Strategic Partnerships
Organization	Intertek
SLCP stakeholder group	Other categories (Audit Firms/Service Providers/Consultancies)



With twenty-five years in the sustainability sector I have consistently been part of committees and industry working groups particularly on the social side. As a sitting member of the APSCA Executive Board I have acted as both a collaborator and decision maker that has enabled APSCA to continue to meet its core objectives. Prior to Intertek I was a member of the Sedex Executive Management Team reporting to their CEO.

With Sedex being a collaborative and membership organisation, I believe there would be alignments with the way that SLCP is organised including the challenges with navigating pressures, priorities and politics in a membership/signatory organisation. My current role has me reporting to the President of the Business Assurance division where my role is to ensure the effective operation and engagement with key industry programmes and initiatives in the social and environmental sector. This includes being the senior representative engaging with these initiatives including SLCP which I have been connected to since its initiation.

Intertek believes that mutual recognition and convergence is the future of our industry and we are committed in allocating time and resources to that belief. My frustration with our industry has been the top down approach and the lack of voice and influence that suppliers have had. This has started to change in the last five years and I want to support this evolution by developing tools to allow a business environment for suppliers to be open and transparent without fear and to provide data that allows them to proactively focus on root causes and improvements rather than reacting to repetitive noncompliance's through multiple audits. With 20 years engaging with workers, factories, vendors and brands I believe I can bring knowledge that will support both the Council, ED and SLCP.

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Category: Other categories (Audit Firms/Service Providers/Consultancies) (1 seat)

Candidate 4: Margot Sfeir



Name	Margot Sfeir
Job title	Director, Client Services Co-Lead
Organization	ELEVATE
SLCP stakeholder group	Other categories (Audit Firms/Service Providers/Consultancies)

Thank you for the opportunity to join the SLCP Council. For years, I have watched with interest as the SLCP has continued to move toward its goal of successfully implementing a collaborative framework to assess working conditions. As risks within supply chains continue to shift, and supply chain partners struggle to survive the global crisis, the work that SLCP does and the focus on convergence is more important now than ever before. I have a passion for Social Responsibility and my career experience has provided me with knowledge and expertise in Responsible Sourcing, Sustainability, Corporate Compliance and supply chain risk management.

Since 2015, I have worked for ELEVATE, taking on progressively more responsibility over time. In my current role, I co-lead the Client Services team, supporting existing clients in the development, strategy and implementation of their global responsible sourcing programs. In my position, I share expertise and knowledge with clients through consulting projects, clients services support and thought leadership. I am also the author of the ELEVATE Responsible Sourcing Management Model, developed in partnership with the Retail Industry Leaders Association (RILA). I am actively involved in several industry association working groups, including RILA, AAFA and FDRA.

I have been recognized throughout my career for my skill at successfully developing and implementing new program strategies. Prior to ELEVATE, I spent 11 years at J.Crew where I was Director of Compliance and Social Responsibility. In this role, I oversaw development and implementation of all aspects of the company's social responsibility and compliance programs, including Responsible Sourcing, Environment, Anti-Corruption, and Code of Ethics. During my tenure there, I was also a member of the TPG Sustainability Leadership Team, supporting sustainability best practices among portfolio companies.

Reducing the overall resources allocated toward proprietary and duplicative social assessments creates opportunities for us, as an industry, to reallocate those resources towards programs and initiatives that can move the needle on our shared goal of ensuring safe and ethical global supply chains. I look forward to using my experience and expertise to help guide SLCP to continued success.

Category: Other categories (Civil Society) (1 seat)

Candidate 1: Tamar Hoek

Name	Tamar Hoek
Job title	Senior Policy Advisor Sustainable Fashion
Organization	Solidaridad
SLCP stakeholder group	Other categories (Civil Society)



As a senior policy advisor at Solidaridad I work with textiles, cotton and leather manufacturers, brands and other stakeholders to collectively make the transition to a more sustainable production, with a strong focus on the improvement of working conditions and cleaner production. I set up international improvement programs focusing on issues as living wage, WECh, bonded labor and OHS, and therefore have experience with and knowledge of auditing (tools) and audit fatigue.

I am active in several international multi-stakeholder initiatives and work on policy influencing. Elected in the Council in 2018 and actively contributed to the progress of the SLCP program, I would like to continue being part of the Council. My main focus would be on the next steps of adoption and 'shared' remediation. Working with multiple stakeholders helps me to look at the project from different perspectives, I want to invest this experience, my time and knowledge to successfully take the program to the next level, improvement of working conditions.

Category: Other categories (Multi-stakeholder Initiatives/Standard Holders) (1 seat)

Candidate 1: Jeremy Lardeau



Name	Jeremy Lardeau
Job title	VP of Higg Index
Organization	Sustainable Apparel Coalition
SLCP stakeholder group	Other categories (Multi-stakeholder Initiatives/Standard Holders)

What skill /track record makes you an outstanding candidate?

- My role as VP of the Higg Index with SAC positions me at the crossroads of SLCP stakeholder. I oversee the SAC’s standard setting work for the apparel industry through the collaborative development of the Higg Suite of Tools, from Materials (MSI) and Product Design (PM), through Facilities (FEM and FSLM) and Brand/Retail practices (BRM). Our membership represents the entire supply chain with 250 members from raw materials manufacturers to retailers, and affiliates. I am responsible for the strategic direction of the tools, including the Facility Social and Labor Module, the integration with external frameworks, the liaison with the technology developer Higg Co and the stakeholder engagement around it.
- My background with Nike as the lead of sustainability analytics team, and prior to that, as a sustainability consultant and auditor with PwC, has given me the breadth and depth of sustainability expertise to support the agenda of the SLCP, from an large brand perspective, but also from an auditor’s perspective.

Why would you like to become a member of the Council and what will you contribute to the SLCP?

- I believe that having a role with the SLCP council will enable the SAC and SLCP to more seamlessly function together as strategic partners, with shared outcomes and strong dependencies.
- I will contribute my practical experience and perspective, but also my understanding of the broader standard landscape and dynamics within the industry, through my work and relationships with over 250 SAC members.

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Category: Other categories (Multi-stakeholder Initiatives/Standard Holders) (1 seat)
Candidate 2: Juliette Li

Name	Juliette Li
Job title	Monitoring and remediation manager
Organization	Fair Wear Foundation
SLCP stakeholder group	Other categories (Multi-stakeholder Initiatives/Standard Holders)



I have worked for Fair Wear Foundation for the last 10 years. I am currently responsible for Fair Wear’s worker-centered monitoring, verification and remediation strategy. I have nearly 20 years of working experience in business and human rights, specialised in measuring working conditions through various methodologies including social auditing. I have managed many projects on gender, safety and health, and social dialogue in the garment supply chain.

SLCP has a great potential to bring brands together to make a difference to the life of the garment workers. I believe that my expertise and my knowledge can contribute to this goal. I can provide a critical, analytical perspective to the Council.

Category: Other categories (Multi-stakeholder Initiatives/Standard Holders) (1 seat)
Candidate 3: Peter Burrows

Name	Peter Burrows
Job title	Executive Director, Founder and Board member
Organization	Fair Factories Clearinghouse
SLCP stakeholder group	Other categories (Multi-stakeholder Initiatives/Standard Holders)



Over the last 40 years, I have led hundreds of technology and process reengineering projects in diverse industries including consumer goods, footwear, apparel, outdoor, electronic and manufacturing. I also have extensive C-suite and Board level experience serving on boards of public companies, nonprofit multi-stakeholder initiatives, and technology standards organizations.

Fifteen years ago, I made a life-changing decision to refocus my management and technology skills on improving the lives of workers in outsourced supply chains. I created the non-profit Fair Factories Clearinghouse (FFC), and today we provide innovative compliance solutions to some of the world’s most recognized brands and other multi-stakeholder initiatives.

SLCP is a breakthrough innovation that is meeting a critical need, and I believe SLCP adoption will result in significant and sustainable industry improvement. I have practical real world system implementation & process improvement experience that I believe can help the SLCP Steering Board evolve winning strategies to ensure long-term SLCP adoption and success.

In addition to FFC, Peter is also board chair of the Open Apparel Registry (OAR).