

**PLAN OF ACTION**

**PARTNERSHIP FOR SUSTAINABLE  
TEXTILES**

## CONTENTS

<b>A. PREAMBLE</b>	<b>3</b>
<b>B. Objectives and approach</b>	<b>4</b>
<b>C. Implementation strategy</b>	<b>5</b>
<b>D. Cooperation structures</b>	<b>7</b>
<b>E. Conditions of participation</b>	<b>8</b>
<b>ANNEX</b>	<b>11</b>
<b>F. ANNEX I: Priority areas of action</b>	<b>12</b>
<b>G. ANNEX II: Partnership Standards, implementation requirements and deadlines for raw material production (cotton-growing and ginning)</b>	<b>14</b>
<b>H. ANNEX III: Partnership Standards, implementation requirements and deadlines for the stages in processing textiles (spinning, weaving and knitting, dyeing and finishing, manufacturing)</b>	<b>27</b>
<b>I. ANNEX IV: Further information about cooperation structures</b>	<b>42</b>
<b>J. ANNEX V: Mandate for working group 3</b>	<b>45</b>
<b>K. ANNEX VI: Mandate for working group 4</b>	<b>47</b>
<b>L. ANNEX VII: Glossary</b>	<b>50</b>
<b>M. ANNEX 1: Detox - Combined M-RSL - September 2014</b>	<b>51</b>

## A. PREAMBLE

Tragedies such as the collapse of Rana Plaza in Bangladesh in 2013 have brought the issue of social and ecological standards in global textile production to the forefront of our consciousness. Although responsible companies, trade unions, civil society actors and German development policy are already engaged in working to bring about significant improvements in social and ecological production conditions in many ways, much remains still to be done if we want to prevent similar disasters from being repeated.

This is why the German Government, the textile and clothing industry, retailers, trade unions and civil society are pooling their expertise and joining forces in a Textile Partnership. Binding social, ecological and economic Partnership Standards for the entire value chain of raw material production and textile and clothing production were defined for all Partnership members right from the outset, by joint agreement in the process of founding the partnership. The aim of the Textile Partnership is to implement these standards quickly and in all areas. To this end, the Textile Partnership is putting forward specific implementation requirements and backing these with ambitious deadlines<sup>1</sup>. One of the intended outcomes of this is that internationally recognised guidelines and standards such as the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises or the ILO core labour standards should become reality across the board. All members of the Partnership make their own contribution to achieving the Partnership's goals, whether in terms of cooperation between the textile industry and its suppliers, in the development-policy dialogue at government level, in international trade union work or the international activities of non-governmental organisations. Consequently, the Partnership also serves as a platform where the various stakeholders can jointly review progress in implementation of the Partnership's goals, share their experience, discuss best practices and learn from each other.

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<sup>1</sup> In accordance with the agreements between Partnership members, the deadlines shall be regularly reviewed and modified in the course of the process, with the participation of all stakeholder groups and on the basis of joint experience.

## B. OBJECTIVES AND APPROACH

The aim of the Partnership for Sustainable Textiles is to bring about continuous improvement of social, ecological and economic sustainability along the entire textile chain.

This is to be achieved with the following **four strategic elements**:

1. Joint **definition of Partnership Standards** and implementation requirements with deadlines for **continuous improvement**.
2. Joint improvement of **framework conditions** in the producer countries and recommendations for action on policy and policy coherence in Germany and the EU.
3. **Transparent communication** that makes it easy for consumers to identify sustainable textiles. Communication about the progress made by the Partnership and its members must also be transparent.
4. **A platform** to review progress in implementation, share experience and learn from each other.

The guiding principles leading to achievement of the Partnership's goals are credibility, transparency and effectiveness. The focus is on tangible results. Local partners such as producers, trade unions and non-governmental organisations are to be strengthened, and synergies with existing initiatives are to be exploited. In its orientation towards results, the Partnership seeks further partners, including in the European and an international context.

The Partnership views the **supply chain for textiles and clothing as an integral whole**: from the production of raw materials through to disposal. The intention is that the members of the Partnership apply their expertise and capabilities in working groups or contribute specific measures relating to selected supply stages, depending on their own sectoral priorities and the objectives specific to their organisation.

The Partnership confronts the **ecological, social and economic challenges of sustainability**. The supply chains for textile and garment products are highly complex, greatly diversified across regions and based on the division of labour. Accordingly, the social, environmental and economic challenges that need to be overcome are similarly multi-faceted. On the basis of the Partnership Standards, therefore, the Partnership will address various **high-priority areas of activity** (see Annex I) to pave the way for coherent and effective implementation of the Partnership's goals.

## C. IMPLEMENTATION STRATEGY

The credibility of the Partnership and of the commitment by individual members of the Partnership relies on improvements being achieved, these improvements being verifiable and the improvements being presented in a transparent manner.

In this context the participants commit to making an **active contribution to implementing all four strategic elements**. This comprises:

1. Joint **definition of Partnership Standards** and implementation requirements with deadlines for **continuous improvement**.  
The Partnership Standards define the social, ecological and economic goals in relation to the individual stages of the supply chain to which the members of the Partnership for Sustainable Textiles commit within the framework of the agreed implementation requirements and deadlines. The implementation requirements govern the individual stages of implementing the Partnership Standards as a multi-stage model in an ongoing process of improvement. A detailed description of the Partnership Standards and implementation requirements is given in Annexes II (raw material production) and III (processing).
2. Joint improvement of **framework conditions** in the producer countries. For this purpose the Partnership develops:
  - proposals for specific measures on the ground, which
    - involve suppliers and local stakeholders such as trade unions and non-governmental organisations,
    - provide for capacity building measures over and above assessments of the current situation and
    - set thematic or national priorities;
  - recommendations for action on policy and policy coherence in Germany, the EU and partner countries (e.g. through the examination of policy instruments as well as recommendations for better trade-policy and industry-policy incentives and exemplary practices by the public sector in the purchasing of textiles).
3. **Transparent communication** that makes it easy for consumers to identify sustainable textiles. Communication about the progress made by the Partnership and its members must also be transparent.  
For this purpose the Partnership develops:
  - a verification and accreditation mechanism, including
  - benchmarking/evaluation of initiatives,
  - rules for the accreditation and verification of existing initiatives.
  - appropriate and credible forms of communication, including consumer information
  - mechanisms determining how the supply chain is made transparent and for whom

- mechanisms (e.g. an internet platform) determining how the results of assessment and improvement measures (training courses etc.) are made transparent for the public (for example Accord)
- presentation of company performance within the framework of the Partnership
- rules on external communication by the Partnership, i.e. the form in which participants in the Partnership communicate about the Partnership

4. **A platform** to review progress in implementation, share experience and learn from each other.

For this purpose the Partnership develops and implements:

- mechanisms for a **transparent and effective monitoring system** in order to review and steer the Partnership's joint progress and implementation of the agreed content of the implementation strategy
- opportunities for the effective exchange of lessons learned and successful approaches
- mechanisms to ensure constant further development of the content of the Partnership's work on the basis of the progress made
- joint approaches and projects on mutual learning

## **D. COOPERATION STRUCTURES**

In order to integrate all stakeholders in an appropriate manner and to enable the objectives to be implemented quickly and effectively, the Partnership will operate with the following implementation structure in the first twelve months:

### **1. Governance**

A Steering Committee that represents the various stakeholders via member groups is responsible for strategic steering and development of the Partnership.

The Steering Committee comprises twelve members, made up as follows:

- four representatives from the private sector, with if possible one representative each from retail, brands, SMEs and associations
- three representatives from non-governmental organisations, with if possible one representative each from the environmental and social spheres
- three representatives of the German Government, with at least one representative of BMZ
- one representative of trade unions
- one representative of non-commercial standards organisations

### **2. Working groups**

Time-limited expert groups that work on thematic or regional issues and report back to the Steering Committee and the Partnership Secretariat.

### **3. Partnership Secretariat**

Technical/professional and in-process support for all operational tasks, including technical preparation and implementation of telephone conferencing, meetings, workshops and assemblies.

### **4. Integration of other stakeholders**

In the coming months the Steering Committee shall develop a proposal to involve stakeholders from the producer countries and from initiatives (EU/international) and organisations comparable to the Textile Partnership into the Partnership's activities.

### **Evaluation of the structure**

The structure shall be evaluated by the Steering Committee in the further course of the Partnership, after no later than one year, with regard to its effectiveness and results orientation, and if necessary shall be adapted following a majority decision.

A detailed description of the structures is given in Annex IV.

## E. CONDITIONS OF PARTICIPATION

Participation in the Partnership for Sustainable Textiles is in principle open to all organisations that satisfy the eligibility requirements set out in the following.

### I. Eligibility requirements

- **Declaration of agreement with the plan of action**

The participants commit to promoting the Partnership's goals as stated in the plan of action.

- **Active engagement in the Partnership**

The participants commit to contributing actively to implementation.

- **Commitment by the participating partners to achieve the Partnership Standards in accordance with the implementation requirements**

The participating partners commit to compliance with the Partnership Standards within the framework of the implementation requirements.

Interest in participation in the Partnership for Sustainable Textiles must be submitted to the Partnership Secretariat in writing. The Steering Committee decides on admission to the Partnership upon consideration of the agreed eligibility requirements. Refusal of admission is only permissible with good cause and must be justified in writing.

Any member of the Partnership that violates the interests of the Partnership for Sustainable Textiles or fails to uphold its commitments from the plan of action can be excluded from the Partnership by means of a Steering Committee resolution.<sup>2</sup> Before exclusion, the member in question shall be given a chance to mount a written defence.

The members of the Partnership and their representatives commit to cooperation in a spirit of trust, and in particular to compliance with the Chatham House Rule with regard to Partnership meetings and workshops unless otherwise decided in individual cases.

### II. Composition of participants

The Partnership for Sustainable Textiles is a multi-stakeholder initiative that pools the wide-ranging expertise and skills of the various stakeholders in the textile sector for the purpose of improving sustainability along the entire supply chain in an effective manner. The participants are made up of the following organisations:

1. **Companies in the textile and clothing industry and in retail** with a business connection with Germany.

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<sup>2</sup> For this purpose the Steering Committee shall develop a suitable procedure in which the implementation requirements (see Annexes II and III) are the decisive criteria.



**2. Associations and initiatives** with a connection with Germany which are active in the field of sustainable textiles.

Members of participating associations and initiatives are not automatically participants in the Partnership but they may apply for individual membership.

**3. Non-governmental organisations (NGOs)** which are active in the field of sustainable textiles.

**4. Trade unions** which are active in the field of sustainable textiles.

**5. The Federal Republic of Germany**, represented by the Federal German Government.

As the initiator of the Partnership, the Federal Ministry for Economic Cooperation and Development is a permanent participant with a permanent seat on the Steering Committee.

**6. Other stakeholders**

- Non-commercial standards-setting organisations which offer or develop standards for sustainable textiles;
- Scientific institutions which conduct investigations and studies into sustainable textiles.

**7. Future stakeholders**

The aim is to integrate companies and other stakeholders, especially civil society stakeholders, from the producer countries into the Partnership. The Steering Committee shall draw up a proposal to this effect by March 2015.

Up until that time interested parties who do not come under one of the listed participant groups can be granted guest status if their interest is justified.

### **III. Termination of participation**

Participation in the Partnership ends

- upon deregistration of a sole proprietorship or commercial company from the commercial register or, in the case of legal persons and non-private-sector organisations, upon their dissolution;
- upon the initiation of insolvency proceedings;
- by declaration of withdrawal sent in writing to the Secretariat, with four weeks' notice;
- through exclusion from the Partnership for Sustainable Textiles.

#### **IV. Funding**

1. Until 2016 (inclusive) the Federal Ministry for Economic Cooperation and Development shall cover the basic funding for the Secretariat of the Partnership for Sustainable Textiles.
2. Proposals for the long-term funding of the Partnership shall be elaborated by the Steering Committee.
3. In the event of greater funding being required for specific tasks, such as campaigns for consumer communication, the Steering Committee shall elaborate a financing strategy that involves contributions from other participants.
4. Participants and third parties can support the activities of the Partnership for Sustainable Textiles with further contributions at any time.
5. Work within the Partnership is carried out on a voluntary basis.

## **ANNEX**

## F. ANNEX I: PRIORITY AREAS OF ACTION

The results from the mapping of Working Group 1 (as at September 2014) serve as an initial basis for the drafting of proposed solutions in the further course of the Partnership. With regard to specific starting points for the German Textile Partnership, the following themes can be defined as priority areas of action.

### I. Ecological dimension

The key ecological issues and levers are considered to be the **use of agrochemicals** (pesticides, fertilisers, defoliants), especially in cotton-growing, and **the use of chemicals in production** across all processing stages, which are the cause of the majority of emissions in air, water and soil and any wastes that are generated. The **use of water with its associated consumption and emissions** is identified as the top-priority issue across all supply stages. The issue of the **production of synthetic fibres** with the associated process steps is also seen as significant. Accordingly, in future the Partnership Standards, implementation requirements and deadlines for raw material production should also cover the production of synthetic fibres as well as the growing and processing of cotton.

### II. Social dimension

Social challenges are to be found **in all stages of the textile supply chain** and in particular in raw material production, spinning, weaving and knitting, textile finishing and manufacturing, i.e. **throughout the production process including the upstream process stages**. The priority issues are the same as the **themes of the ILO core labour standards**; in the course of the Partnership there is to be further analysis of which of the standards are to be considered priorities in country-specific contexts and at the level of various production stages. Other priority issues to be highlighted are **occupational and building safety, living wages, working hours and precarious employment**<sup>3</sup>.

It must not be forgotten that the textile industry is a very important employer in many countries, yet the disasters in recent years and critical studies of social conditions in those countries show that there is still considerable need for action to improve the structures. It must also be taken into account that there are marked differences between countries and between locations within individual countries, some of which are attributable to structural conditions. This is another reason why it is essential for **locally affected people to be brought into the process** and also for efforts to be made to influence policy so that the **necessary structures are created for this** (for example by promoting trade union structures and curtailing corruption).

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<sup>3</sup> The term 'precarious employment' shall be defined more precisely in the further course of the Partnership within the context of Working Group 2.

### III. Economic dimension

This dimension contains priority themes primarily relating to the issues of **corruption and transparency in the supply chain**. In cotton-growing there are the additional issues of indebtedness and to a somewhat lesser extent resource conflict. While transparency and to a lesser extent the issue of indebtedness are aspects that companies are able to improve directly to a large extent, the other issues such as corruption, export subsidies and the establishment of better state structures can be addressed more effectively in cooperation with political stakeholders in the producer or growing countries. The issue of corruption in particular is a matter of overarching importance, because it can undermine agreed positive approaches if credible investigation is not possible. Other priority issues in the economic sphere are **business practices** (e.g. business models at each stage of the supply chain, sourcing and purchasing practices at the interface between the various supply chain stages; indebtedness in the field of agricultural production) and **unauthorised subcontracting**.

As well as the ecological, social and economic dimensions, Working Group 1 established that a fourth, political dimension should be included as a priority area, to reflect both challenges (state structures in producer countries as challenges) and opportunities and the responsibility borne by government (including the German Government). A discussion paper to this effect was drawn up in September 2014 and was submitted to the Steering Committee. Working Group 4 shall make reference to these issues in its work.

## **G. ANNEX II: PARTNERSHIP STANDARDS, IMPLEMENTATION REQUIREMENTS AND DEADLINES FOR RAW MATERIAL PRODUCTION (COTTON- GROWING AND GINNING)**

### **INTRODUCTION**

The following social, ecological and economic standards are the goals to which the members of the Partnership for Sustainable Textiles commit within the framework of the agreed implementation requirements and deadlines. The implementation requirements govern the individual stages of implementing the Partnership Standards as a multi-stage model in an ongoing process of improvement. The implementation requirements are linked to deadlines. A distinction is drawn between different types of implementation requirements, namely minimum requirements, development requirements and target requirements.

The Partnership Standards are aligned with the following international agreements, standards systems, technical industry standards, lists of hazardous materials and codes, among others:

- ILO core labour standards
- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on Business and Human Rights
- Rotterdam Convention
- Stockholm Agreement
- Candidate List of Substances of Very High Concern for Authorisation (ECHA)
- Better Cotton Initiative (BCI)
- Business Social Compliance Initiative (BSCI)
- Cotton made in Africa (CmiA)
- Ethical Trading Initiative (ETI)
- Fair Labor Association (FLA)
- Fairtrade International (FLO)
- Fair Wear Foundation (FWF)
- Global Organic Textile Standard (GOTS)
- Global Social Compliance Programme (GSCP)
- Social Accountability International (SAI)
- The IFOAM Family of Standards
- Organic Content Standard

## **A. COTTON-GROWING**

### **I. SOCIAL ISSUES**

#### **1.1.1 Freedom of association and collective bargaining**

##### **1.1.1.1**

Companies<sup>4</sup> respect the right of all workers and small farmers<sup>5</sup> to organise themselves of their own free will and to collectively negotiate the arrangement of working or business relations. The companies must neither hinder nor prevent such legitimate activities.

#### **1.1.2 Prohibition of forced labour, contract slavery, debt bondage, servitude and prison labour**

##### **1.1.2.1**

All forms of forced labour and compulsory labour are prohibited, including debt bondage, slavery, servitude and prison labour, if these do not satisfy the requirements of ILO Convention No. 29 and the associated 2014 Protocol<sup>6</sup>.

#### **1.1.3 Prohibition of discrimination, harassment and mistreatment**

##### **1.1.3.1 (for enterprises with persons in dependent employment)**

Companies must not themselves act in a discriminatory manner in employment (including recruitment, engagement, initial and further training, working conditions, work assignments, payment, other benefits, promotion, disciplinary measures, contract termination or retirement) on account of gender, age, religion, family status, caste, social background, sickness, disability, pregnancy, ethnic or national origin, nationality, membership of workers' organisations including trade unions, political party membership or conviction, employment status, sexual orientation or any other personal characteristic nor support or tolerate any discriminatory behaviour.

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<sup>4</sup> The term 'company' covers member companies of the Partnership for Sustainable Textiles and their direct and indirect suppliers.

<sup>5</sup> A small farmer is classified as someone who farms an area of less than 20 ha to grow cotton and does not employ anyone other than family members. This definition is to be examined by the sub-working group 'Cotton' and adapted if necessary.

<sup>6</sup> <http://www.ilo.org/ilc/ILCSessions/103/on-the-agenda/forced-labour/lang--en/index.htm>

### **1.1.3.2 (for enterprises with persons in dependent employment)**

All forms of psychological or physical coercion, sexual harassment, including gestures, physical contact or language, and all forms of mistreatment are prohibited. Companies must also not tolerate any such behaviour.

## **1.1.4 Prohibition of child labour**

### **1.1.4.1**

Companies must observe the following rules:

- a) national minimum age for employment or
- b) age of the end of compulsory education

The higher of these two ages applies, and in every case a minimum age of 15 years, unless the exceptions recognised by the ILO apply (ILO 138). Excluded from this are children helping on their parents' farms in a small farming context, provided that the health, safety, morality and/or physical, mental, spiritual, moral or social development and the school education of the child are not jeopardised and the work is carried out under the supervision of an adult.

### **1.1.4.2**

Companies must not allow young people less than 18 years of age to work under conditions which are injurious to the health, safety or morality of children and young people and/or to the physical, mental, spiritual, moral or social development of children and young people. Young people between the ages of 16 and 18 are permitted to perform activities of land preparation, ploughing and spraying provided that the requirements stated here are met and they have been adequately trained for the task.

## **1.1.5 Wage/income and social security benefits**

### **1.1.5.1**

Wage work must be performed on the basis of a recognised employment relationship that is in line with national legislation or international standards. The applicable regulations are those offering the greatest possible protection. The remuneration for regular working hours should provide a living wage, i.e. cover the basic needs of the employees and their families and in addition leave them with disposable income.<sup>7</sup>

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<sup>7</sup> The Partnership will encourage existing standard systems to incorporate the payment of a living wage as a mandatory requirement.



#### **1.1.5.2**

Companies must make all commercial contracts with contract farmers or contracts of employment with employees available in writing and in an understandable form.

### **1.1.6 Health and safety**

#### **1.1.6.1 (for enterprises with persons in dependent employment)**

Companies must take appropriate measures to prevent accidents and damage to health that occur during, as a consequence of or in connection with work by minimising the causes of danger.

#### **1.1.6.2 (for enterprises with persons in dependent employment)**

Companies shall provide workers with appropriate and effective personal protective equipment free of charge.

#### **1.1.6.3 (for enterprises with persons in dependent employment)**

Companies shall enable workers to have access to appropriate occupational health provision and the associated facilities.

#### **1.1.6.4**

Companies shall ensure that all workers have access to drinking water.

#### **1.1.6.5 (for enterprises with persons in dependent employment)**

Companies shall regularly perform training measures relating to health and safety for workers and management. Such training measures shall be performed for all workers and management representatives who are new or changing positions within the company. Records of implementation of the measures must be kept.

#### **1.1.6.6 (for enterprises with persons in dependent employment)**

Vulnerable individuals such as – but not limited to – young employees, young mothers and pregnant women as well as people with disabilities shall be given particular protection.

## II. ENVIRONMENTAL ISSUES

### 1.2.1 Environmental management and integrated pest management

#### 1.2.1.1

In irrigated farming the companies must verifiably take measures to reduce water consumption and conserve groundwater or other bodies of water or water resources.

#### 1.2.1.2

Companies must comply with national legislation with regard to the use and conversion of areas of land for growing cotton. Companies must refrain from clear-felling primary forest and preserve other nationally or internationally protected areas, for example:

- a) High Conservation Value Areas: categories 1–3
- b) Important Bird Areas (IBAs)
- c) UNESCO World Heritage Sites
- d) Protected grassland and savannahs
- e) Areas with high soil carbon stocks such as wetlands as defined in the Ramsar Convention and peatlands

#### 1.2.1.3

Companies must verifiably take measures to conserve and promote soil fertility and biodiversity, prevent soil erosion, increase the capacity of soils and conserve moisture.

#### 1.2.1.4

Companies must not use any plant protection products which are placed in category 1A or 1B by the World Health Organization (WHO) and/or included in the lists of the Rotterdam Convention or the Stockholm Convention.

#### 1.2.1.5

Companies must use measures which guarantee the safe and environmentally sound handling of plant protection products (e.g. integrated pest management techniques). These comprise:

- a) a list of all plant protection products used and stored, and comprehensible labelling of these products
- b) rules on the use and storage of plant protection products
- c) training measures on the safe use of plant protection products and on the proper storage and proper disposal of the containers.

#### 1.2.1.6

Companies must verifiably take action to implement integrated pest management strategies in accordance with the following basic principles:

- a) promotion of plant health
- b) precautionary measures to prevent or impede the build-up of pest populations
- c) conservation and multiplication of the population of beneficial organisms

- d) performance of regular field observations on plant health, pest populations and populations of beneficial organisms
- e) management of resistances.

## **III. ECONOMIC ISSUES**

### **1.3.1 Ethical business practices**

#### **1.3.1.1**

Immoral transactions in connection with business relations are prohibited, as are:

- a) the abuse of market power or dominance (e.g. with regard to seeds, pesticides or fertiliser)
- b) obtaining market power or a market-dominating position by other means than through efficient performance
- c) making anti-competitive arrangements or agreements (whether formal or informal).

## **B. GINNING**

## **IV. SOCIAL ISSUES**

### **1.4.1 Freedom of association and collective bargaining**

#### **1.4.1.1**

Companies must respect the right of all employees to form or join trade unions of their own free will without prior approval and to negotiate collectively on the settlement of the terms and conditions of employment and remuneration. Companies must neither hinder nor prevent such legitimate activities.

#### **1.4.1.2**

In countries where the freedom of organisation or collective bargaining are prohibited or restricted by law, the company must not hinder alternative and legal forms of free and independent employee representation and collective bargaining in conformance with international labour standards.

#### **1.4.1.3**

Companies must not discriminate against employee representatives or trade union members or take other punitive measures on the grounds of their union membership or legitimate

trade union work. Companies must allow trade union representatives access to employee workplaces and grant them the opportunity to gather the employees during working hours and share information with them.

#### **1.4.2 Employment relationships and the prohibition of forced labour, contract slavery, debt bondage, servitude and prison labour**

##### **1.4.2.1**

Work must be performed on the basis of a recognised employment relationship that is in line with national legislation, collective agreements or international standards. The applicable regulations are those offering the greatest possible protection. Employment contracts must be in writing and must be legally binding for all parties.

##### **1.4.2.2**

Training relationships where there is no serious intent of conveying skills and employment relationships where there is no serious intent of offering regular employment must not be used to circumvent the employer's obligations to the employee defined in employment and social legislation and in international standards.

##### **1.4.2.3**

All forms of forced and compulsory labour are prohibited, including debt bondage, slavery, servitude and prison labour, if they do not satisfy the requirements of ILO Convention No. 29 and the associated 2014 Protocol.

##### **1.4.2.4**

Companies are not permitted to demand financial deposits from employees nor retain identification papers in return for providing a job.

##### **1.4.2.5**

Companies must respect the right of employees to terminate their employment after a reasonable period of notice. Companies must respect the right of employees to be able to leave their place of work after the end of their shift.

#### **1.4.3 Prohibition of discrimination, harassment and mistreatment**

##### **1.4.3.1**

All forms of discrimination with regard to employment relationships (including recruitment, engagement, initial and further training, working conditions, work assignments, payment, other benefits, promotion, disciplinary measures, contract termination or retirement) based on gender, age, religion, family status, caste, social background, sickness, disability, pregnancy, ethnic or national origin, nationality, membership of employees' organisations

including trade unions, political party membership or conviction, employment status, sexual orientation or any other personal characteristic are prohibited. Companies must neither support nor tolerate discriminatory behaviour.

#### **1.4.3.2**

All forms of psychological or physical coercion, sexual harassment, including gestures, physical contact or language, and all forms of mistreatment are prohibited. Companies must not tolerate any such behaviour.

#### **1.4.3.3**

Companies must document their disciplinary procedures and explain these to their employees in a clear and understandable manner. All disciplinary measures must be documented.

### **1.4.4 Prohibition of child labour**

#### **1.4.4.1**

The following regulations apply to the minimum age of employees:

- a) national minimum age for employment or
- b) age of the end of compulsory education

The higher of these two ages applies, and in every case a minimum age of 15 years, unless the exceptions recognised by the ILO are applicable (ILO 138).

#### **1.4.4.2**

If it is discovered that children are working directly or indirectly for a company, the company must find a solution which gives priority to the welfare of the children.

#### **1.4.4.3**

Employees below the age of 18 must not work for more than 8 hours per day, and must not work at night or under conditions that are injurious to the health, safety or moral sensibility of young people and/or their physical, mental, spiritual, moral or social development.

### **1.4.5 Wage/income and social security benefits**

#### **1.4.5.1**

Companies must pay their employees wages and pay for overtime as well as granting social security benefits and paid leave. The remuneration for the regular working hours should provide a living wage, i.e. cover the basic needs of the employees and their families and in

addition leave them with disposable income.<sup>8</sup> Overtime must be paid at a premium rate established by law or under collective bargaining, whichever is higher. Wages must be paid regularly (at least monthly) and promptly. The withholding of wages for payment as a lump sum at the end of a term of employment or training is prohibited.

#### **1.4.5.2**

Companies must provide all employees with understandable information on their terms of employment (including wage) in writing before the employees enter into an employment relationship. Companies must also provide written information with each wage payment on the calculation of the wage for the relevant period.

#### **1.4.5.3**

Companies shall refrain from making unapproved wage deductions or deductions that are not governed by law. Companies shall not use wage deductions as a disciplinary measure.

### **1.4.6 Working hours**

#### **1.4.6.1**

Companies must keep to working hours which comply with national legislation, the industry standard, collective bargaining agreements or relevant international standards. The rule followed must provide the greatest possible protection for the health, safety and wellbeing of employees. The working week must not exceed a maximum of 48 hours (not including overtime). In the case of piece work, a production target must be set which ensures compliance with the working hours defined above.

#### **1.4.6.2**

Overtime must not be worked on a regular basis and must be voluntary. Under no circumstances must it exceed 12 hours per week.

#### **1.4.6.3**

There must be adequate breaks in the course of work. Companies must also respect the right of all employees to at least one work-free day after 6 consecutive working days and the right to public and/or religious holidays and to annual leave.

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<sup>8</sup>The Partnership will encourage existing standard systems to incorporate the payment of a living wage as a mandatory requirement.

## **1.4.7 Health and safety**

### **1.4.7.1**

Companies must ensure safe and hygienic conditions at the workplaces and, where applicable, in accommodation for their employees and must develop clearly defined rules and procedures for safety, fire protection and health protection.

### **1.4.7.2**

Companies must take measures to prevent accidents and injury to health that occur during, as a consequence of or in connection with work by minimising the causes of danger.

### **1.4.7.3**

Companies must provide appropriate and effective personal protective equipment free of charge.

### **1.4.7.4**

Companies must enable access to appropriate occupational health provision and the associated facilities. Where there are no professional trade association protection systems in place, companies shall bear the costs (e.g. of hospitalisation) of work-related illnesses.

### **1.4.7.5**

Companies must guarantee access for all employees to clean toilets and drinking water, safe and clean eating and rest areas, and safe and clean areas for preparing and storing food.

### **1.4.7.6**

Companies shall assign responsibility for health and safety to a management employee.

### **1.4.7.7**

Companies shall carry out regular training measures in health and safety at work for employees and managerial staff.

### **1.4.7.8**

Companies must take suitable measures to ensure fire protection and building safety in the installations and buildings which they use, including employee accommodation, where applicable.

### **1.4.7.9**

Employees have the right to leave situations which present a risk to health and safety without delay and without special permission.

### **1.4.7.10**

Vulnerable individuals such as – but not limited to – young employees, young mothers and pregnant women as well as people with disabilities shall be given particular protection.

## **V. ENVIRONMENTAL ISSUES**

### **1.5.1 Environmental management**

#### **1.5.1.1**

Companies shall ensure compliance with all applicable national and local legal environmental requirements.

#### **1.5.1.2**

Companies must have a written environmental policy (for example measures to reduce waste and environmental discharges, reducing dust exposure, documentation of the training provided for personnel on the economical use of resources and concrete steps towards continuous improvement).

## **VI. ECONOMIC ISSUES**

### **1.6.1 Ethical business practices**

#### **1.6.1.1**

Immoral transactions in connection with business relations are prohibited, as are:

- a) the abuse of market power or dominance
- b) obtaining market power or a market-dominating position by other means than through efficient performance
- c) making anti-competitive arrangements or agreements (whether formal or informal).

#### **1.6.1.2**

Companies and employees are prohibited from engaging in corruption and attempted corruption, including extortion and bribery.

#### **1.6.1.3**

Companies shall regularly perform training measures relating to ethically responsible business practices for workers and management. Such training measures on anti-corruption legislation and principles and on combating other unethical business practices shall be performed for all workers and management representatives who are new or changing positions within the company. Records of implementation of the measures must be kept.

#### **1.6.1.3**



Companies shall encourage employees to report suspected cases of corruption and shall provide appropriate reporting systems for that purpose. Whistleblowers shall be protected.

## **IMPLEMENTATION REQUIREMENTS AND DEADLINES**

Members of the Partnership can implement these Partnership Standards and verify their compliance with them by:

- a) utilising standards systems which
  - i. impose requirements that are at least equivalent to the Partnership Standards set out here;
  - ii. develop processes which generate funds that are invested in continuous improvements to the sustainability of production by small farmers and which are accompanied by recognised results monitoring procedures;
- b) ensuring, step by step, the traceability of the cotton they use, in clearly defined stages (identity preservation, segregation and mass-balance are permissible); and
- c) documenting the use of certified cotton.

In relation to the growing of cotton, the implementation requirements for Partnership Standards can be met through the use of the following standards instruments and implementation instruments: Partnership

- i. Cotton made in Africa (CmiA)
- ii. Fairtrade
- iii. Better Cotton Initiative (BCI)
- iv. GOTS
- v. The IFOAM Family of Standards
- vi. Organic Content Standard
- vii. Other equivalent standards instruments and implementation instruments

In relation to ginning, the implementation requirements for Partnership Standards can be met through the use of the following standards instruments and implementation instruments:

- i. Cotton made in Africa (CmiA)
- ii. Global Organic Textile Standard (GOTS)
- iii. Fairtrade
- iv. Other equivalent standards instruments and implementation instruments

Members of the Partnership for Sustainable Textiles shall take the following measures to implement Partnership Standards in the production of raw materials, for which deadlines have been set.

Plan of Action for the Partnership for Sustainable Textiles

Implementation requirements	Deadlines		
	31/12/2016 <sup>9</sup>	31/12/2020	31/12/2024
	MR <sup>10</sup>	DR <sup>11</sup>	TR <sup>12</sup>
1. Companies increase the proportion of cotton that they use which has been produced according to Partnership Standards defined above in 1.1-1.6 to 20%.	X		
2. Companies increase the proportion of cotton that they use which has been produced according to Partnership Standards to 50%.		X	
3. Companies increase the proportion of cotton that they use which has been produced according to Partnership Standards to 100%.			X

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<sup>9</sup> In accordance with the agreements between Partnership members, the deadlines shall be regularly reviewed and modified in the course of the process, with the participation of all stakeholder groups and on the basis of joint experience.

<sup>10</sup> MR = minimum requirements

<sup>11</sup> DR = development requirements

<sup>12</sup> TR = target requirements

## **H. ANNEX III: PARTNERSHIP STANDARDS, IMPLEMENTATION REQUIREMENTS AND DEADLINES FOR THE STAGES IN PROCESSING TEXTILES (SPINNING, WEAVING AND KNITTING, DYEING AND FINISHING, MANUFACTURING)**

### **INTRODUCTION**

The following social, ecological and economic standards are the goals to which the members of the Partnership for Sustainable Textiles commit within the framework of the agreed implementation requirements and deadlines. The implementation requirements govern the individual stages of implementing the Partnership Standards as a multi-stage model in an ongoing process of improvement.

The Partnership Standards are aligned with the following international agreements, standards systems, technical industry standards, lists of hazardous materials and codes, among others:

- ILO core labour standards
- Candidate List of Substances of Very High Concern for Authorisation (ECHA)
- OECD Guidelines for Multinational Enterprises
- Bluesign
- Business Social Compliance Initiative (BSCI)
- CPI<sub>2</sub>
- The Blue Angel for fabric and shoes
- Ethical Trading Initiative (ETI)
- Fair Labor Association (FLA)
- Fair Wear Foundation (FWF)
- Global Organic Textile Standard (GOTS)
- Global Social Compliance Programme (GSCP)
- ÖKO-TEX Sustainable Textile Production (STeP)
- Social Accountability International (SAI)
- ZDHC
- BAT fact sheet for the textile industry
- DETOX
- SIN List
- Environmental Health and Safety Guidelines of the International Finance Corporation (IFC)

## **I. SOCIAL ISSUES**

### **2.1.1 Freedom of association and collective bargaining**

#### **2.1.1.1**

Companies must respect the right of all employees to form or join trade unions of their own free will without prior approval and to negotiate collectively on the settlement of the terms and conditions of employment and remuneration. Companies must neither hinder nor prevent such legitimate activities.

#### **2.1.1.2**

In countries where the law prohibits or limits freedom of association or collective bargaining, the company must comply with ILO Labour Standards and refrain from blocking alternative and legal forms of free and independent representation of its employees and collective bargaining.

#### **2.1.1.3**

Companies must not discriminate against employee representatives or trade union members or take other punitive measures on the grounds of their union membership or legitimate trade union work. Companies must allow trade union representatives access to employee workplaces and grant them the opportunity to gather the employees during working hours and share information with them.

### **2.1.2 Employment relationships and the prohibition of forced labour, contract slavery, debt bondage, servitude and prison labour**

#### **2.1.2.1**

Work must be performed on the basis of a recognised employment relationship which complies with national legislation, collective bargaining agreements or ILO Labour Standards. The applicable regulations are those offering the greatest possible protection. Employment contracts must be in writing and must be legally binding for all parties.

#### **2.1.2.2**

Training relationships where there is no serious intent of conveying skills and employment relationships where there is no serious intent of offering regular employment must not be used to circumvent the employer's obligations to the employee defined in employment and social legislation and in international standards.

#### **2.1.2.3**

All forms of forced labour<sup>13</sup> and compulsory labour are prohibited, including bonded labour, slavery, servitude and prison labour, if these do not meet the requirements of ILO Convention 29 and the associated 2014 Protocol.

#### **2.1.2.4**

Companies are not permitted to demand financial deposits from employees nor retain identification papers in return for providing a job.

#### **2.1.2.5**

Companies must respect the right of employees to terminate their employment after a reasonable period of notice. Companies must respect the right of employees to be able to leave their place of work after the end of their shift.

### **2.1.3 Discrimination, harassment and mistreatment**

#### **2.1.3.1**

All forms of discrimination with regard to employment relationships (including recruitment, engagement, initial and further training, working conditions, work assignments, payment, other benefits, promotion, disciplinary measures, contract termination or retirement) based on gender, age, religion, family status, caste, social background, sickness, disability, pregnancy, ethnic or national origin, nationality, membership of employees' organisations including trade unions, political party membership or conviction, employment status, sexual orientation or any other personal characteristic are prohibited. Companies must neither support nor tolerate discriminatory behaviour.

#### **2.1.3.2**

All forms of psychological or physical coercion, sexual harassment, including gestures, physical contact or language, and all forms of mistreatment are prohibited. Companies must also not tolerate any such behaviour.

#### **2.1.3.3**

Companies must document their disciplinary procedures and explain these to their employees in a clear and understandable manner. All disciplinary measures must be documented.

### **2.1.4 Prohibition of child labour**

#### **2.1.4.1**

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<sup>13</sup> Forced labour includes labour under the Sumangali scheme.

The following regulations apply to the minimum age of employees:

- a) national minimum age for employment or
- b) age of the end of compulsory education

The higher of these two ages applies, and in every case a minimum age of 15 years, unless the exceptions recognised by the ILO are applicable (ILO 138).

#### **2.1.4.2**

If it is discovered that children are working directly or indirectly for a company, the company must find a solution which gives priority to the welfare of the children.

#### **2.1.4.3**

Employees below the age of 18 must not work for more than 8 hours per day, and must not work at night or under conditions that are injurious to the health, safety or moral sensibility of young people and/or their physical, mental, spiritual, moral or social development.

### **2.1.5 Wage/income and social security benefits**

#### **2.1.5.1**

Companies must pay their employees wages and pay for overtime as well as granting social security benefits and paid leave. Remuneration for regular working hours must provide a living wage, i.e. cover the basic needs of employees and their families and also leave them with disposable income. Overtime must be paid at the higher of the statutory rate or rate under collective bargaining. Wages must be paid regularly (at least monthly) and promptly. The withholding of wages for payment as a lump sum at the end of a term of employment or training is prohibited.

#### **2.1.5.2**

Companies must provide all employees with understandable information on their terms of employment (including wage) in writing before the employees enter into an employment relationship. Companies must also provide written information with each wage payment on the calculation of the wage for the relevant period.

#### **2.1.5.3**

Companies shall refrain from making unapproved wage deductions or deductions that are not governed by law. Companies shall not use wage deductions as a disciplinary measure.

## **2.1.6 Working hours**

### **2.1.6.1**

Companies must keep to working hours which comply with national legislation, the industry standard, collective bargaining agreements or relevant international standards. The rule followed must provide the greatest possible protection for the health, safety and wellbeing of employees. The working week must not exceed a maximum of 48 hours (not including overtime). In the case of piece work, a production target must be set which ensures compliance with the working hours defined above.

### **2.1.6.2**

Overtime must not be worked on a regular basis and must be voluntary. Under no circumstances must it exceed 12 hours per week.

### **2.1.6.3**

There must be adequate breaks in the course of work. Companies must further respect the right of all employees to at least one free day after six consecutive working days and the right to public and/or religious holidays and vacation.

## **2.1.7 Health and safety**

### **2.1.7.1**

Companies must ensure safe and hygienic conditions at work and, where applicable, in accommodation for their employees and must develop clearly defined rules and procedures for safety and health.

### **2.1.7.2**

Companies must take measures to prevent accidents and injury to health that occur during, as a consequence of or in connection with work by minimising the causes of risks.

### **2.1.7.3**

Companies must provide appropriate and effective personal protective equipment free of charge.

### **2.1.7.4**

Companies must enable access to appropriate occupational health provision and the associated facilities. In the absence of employers' liability insurance systems, companies shall assume the costs of work-related illness (e.g. hospitalisation).

### **2.1.7.5**

Companies must guarantee access for all employees to clean toilets and drinking water, safe and clean eating and rest areas, and safe and clean areas for preparing and storing food.

**2.1.7.6**

Companies shall assign responsibility for health and safety to a management employee.

**2.1.7.7**

Companies shall carry out regular training measures in health and safety at work for employees and managerial staff.

**2.1.7.8**

Companies must take suitable measures to ensure fire protection and building safety in the installations and buildings which they use, including employee accommodation, where applicable.

**2.1.7.9**

Employees have the right to leave situations which present a risk to health and safety without delay and without special permission.

**2.1.7.10**

Vulnerable individuals such as young employees, young mothers and pregnant women and people with disabilities shall receive special protection.



## II. PRODUCTION ECOLOGY ISSUES

### 2.2.1 Chemicals and safety

#### 2.2.1.1<sup>14</sup>

The use of the following substances in all processing stages in the supply chain is prohibited in compliance with Zero Discharge, Combined M-RSL<sup>15</sup> (see annex I):

- a) DETOX 9 + 2
- b) Candidate List of Substances of Very High Concern for Authorisation (ECHA), and
- c) endocrines (substances classified as disrupting hormonal systems)

#### 2.2.1.2

Companies are obliged to store chemicals properly.

#### 2.2.1.3

Companies are obliged to train their employees in safe and appropriate handling of chemicals in order to minimise the risks to health or the environment from their use. Training must be documented.

### 2.2.2 Environment: other issues

#### 2.2.2.1

Companies shall ensure compliance with all applicable national and local legal environmental requirements.

#### 2.2.2.2

Best Available Technologies (BAT) will be used for wet processes:

- environmental management
- good management practices
- reducing resource use (water, energy, supplies) and reducing emissions to water, air and soil
- end-of-pipe technologies (wastewater treatment, waste management, exhaust air treatment)

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<sup>14</sup> Following a resolution of the Steering Committee on 26 September 2014, section 2.2.1.1 has been adopted in the Partnership Standards as a working basis, subject to further review by a working and expert group. The review will take place by the end of 2014.

<sup>15</sup> M-RSL / RSL = Manufacturing Restricted Substances List / Restricted Substances List

### **III. ECONOMIC ISSUES**

#### **2.3.1 Corruption**

##### **2.3.1.1**

Corruption and attempted corruption, including extortion and bribery, by companies and employees is prohibited.

##### **2.3.1.2**

Companies shall carry out regular training for employees and management in ethically responsible business practices. Training measures on anti-corruption legislation and principles must be carried out for all employees and management representatives who are new or changing positions within the company. Records of implementation of the measures must be kept.

##### **2.3.1.3**

Companies shall encourage employees to report suspected cases of corruption and shall provide appropriate reporting systems for that purpose. Whistleblowers shall be protected.

#### **2.3.2 Purchasing practices**

##### **2.3.2.1**

Companies should use purchasing practices such as prices, selective contract award or appropriate delivery times to assist business partners in implementing relevant Partnership Standards.

## IMPLEMENTATION REQUIREMENTS AND DEADLINES

Members of the Partnership for Sustainable Textiles shall take the following measures to implement Partnership Standards for the stages of processing in textiles, for which deadlines<sup>16</sup> have been set.

General implementation requirements	Deadlines		
	31/12/ 2015	31/12/ 2019	31/12/ 2020
	MR <sup>17</sup>	DR <sup>18</sup>	TR <sup>19</sup>
1. Commitment to a code of conduct submitted to all contractors. The requirements of the code of conduct must be equivalent to or exceed the Partnership Standards.	X		
2. Written commitment to work with contractors on implementing and complying with the code of conduct.	X		
3. Documentation of all production facilities directly commissioned <sup>20</sup> in the first supply stage ('Tier 1') in DAC countries <sup>21,22</sup> and common commitment to Partnership Standards within one year.	X		
4. Member companies list the environmental and social codes of conduct used by their brand dealers (applies to trading companies).	X		
5. Assessment <sup>23</sup> of the social, ecological and economic conditions in 100% of directly commissioned production facilities <sup>24</sup> (purchasing volumes) in the first supply stage ('Tier 1').		X	

<sup>16</sup> In accordance with the agreements between Partnership members, the deadlines shall be regularly reviewed and modified in the course of the process, with the participation of all stakeholder groups and on the basis of joint experience.

<sup>17</sup> MR = minimum requirements

<sup>18</sup> DR = development requirements

<sup>19</sup> TR = target requirements

<sup>20</sup> 'Directly commissioned production facilities' are production facilities where products for member company own brands and licensed brands are manufactured.

<sup>21</sup> The DAC list of developing countries and regions (valid for the reporting years 2011–2013), BMZ [http://www.bmz.de/de/zentrales\\_downloadarchiv/Ministerium/ODA/DAC\\_Laenderliste\\_Berichtsjahre\\_2011\\_2013.pdf](http://www.bmz.de/de/zentrales_downloadarchiv/Ministerium/ODA/DAC_Laenderliste_Berichtsjahre_2011_2013.pdf)

<sup>22</sup> Besides the DAC list, working group 2 shall review other lists of risk countries, such as the country lists of the Fair Wear Foundation and the Business Social Compliance Initiative.

<sup>23</sup> Working group 2 must formulate the corresponding definition.

<sup>24</sup> 'Directly commissioned production facilities' are production facilities where products for member company own brands and licensed brands are manufactured.

Plan of Action for the Partnership for Sustainable Textiles

6. The effectiveness of the assessment and improvement system for listed directly commissioned production facilities in the first supply stage must be ensured by independent third parties within the framework of multi-stakeholder initiatives ('third party verification'). <sup>25</sup>		X	
7. On the basis of the assessment of the production facilities, companies initiate participative and equitable training and upskilling measures at the production facilities. The measures are implemented jointly with management and employees and (where applicable) trade unions at the production facilities. The goal of the measures is to enable management and employees to comply with Partnership Standards through a continuous improvement process.		X	X
8. Companies provide evidence of compliance with Partnership Standards for production facilities in the first supply stage ('Tier 1').			X
9. Development throughout the Partnership of an approach for documenting production facilities at the supply stages upstream of Tier 1.	X		
10. Companies use the developed approach and start documenting production facilities at the supply stages upstream of Tier 1.		X	
11. Documenting all production facilities in the second supply stage ('Tier 2') in DAC countries and commitment to compliance with chain responsibility.		X	
12. Creation of production facility pools upstream of Tier 1 in the most important producer countries (e.g. Bangladesh, Pakistan, Cambodia, China, Viet Nam) within the framework of the Partnership by international development cooperation projects.	X		
13. Start of training and upskilling measures in the production facility pools upstream of Tier 1 by international cooperation projects together with Partnership members.		X	
14. Assessment of the production facility pools upstream of Tier 1 created by the Partnership.			X
15. The effectiveness of the assessment and improvement system for documented production facilities must be ensured by independent third parties within the framework of multi-stakeholder initiatives ('third party verification'). <sup>26</sup>			X
16. Companies have an independent and protected system for documenting and following up complaints at the level of production facilities in the first stage of the supply chain.		X	

<sup>25</sup> Working group 3 must formulate the procedural rules for validating the effectiveness of assessment and improvement systems (see mandate, annex V).

<sup>26</sup> Working group 3 must formulate the procedural rules for validating the effectiveness of assessment and improvement systems (see annex V).

Plan of Action for the Partnership for Sustainable Textiles

17. Companies ensure appropriate written documentation of all processes for implementing the Partnership Standards described above. The documentation must be modified on an ongoing basis, and at least annually, in line with the state of development in the organisation.	X		
18. Companies ensure transparency in the measures they take to implement Partnership Standards and the effects of these measures. For this purpose they publish an annual report <sup>27</sup> .	X		
19. Producers must present the results of their assessment to their employees or their representation (trade union). Elected employee representatives should be present at the final meeting on the results of the assessment.		X	

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<sup>27</sup> Working Group 3 must define the requirements for the reporting system.

A. Proposal for implementation requirements for substitutable materials (to be finalised in working group 2 by end of 2014): chemicals <sup>28</sup> (focus on China), to be applied to wet processes in production facilities at the first processing stage (production) <sup>29</sup>	Deadlines		
	31/12/2015	31/12/2019	31/12/2020
	MR <sup>30</sup>	DR <sup>31</sup>	TR <sup>32</sup>
1. Creating transparency on wet processes top down, see also B	X	Cont. updates	
2. Listing chemicals used for each wet process stage top down	X	Cont. updates	
3. Listing wastewater treatment for each wet process stage and raw wastewater tests <sup>5</sup> (cross check) and hazardous materials tests on the finished product (double cross check), see also B	X	Cont. updates	
4. Outphasing wet process stages without state-of-the-art wastewater treatment, alternatively implementing state-of-the-art	X	Cont. updates	
5. Drawing up or correcting M-RSLs (see above), RSLs <sup>1</sup> for the wet process stages		X	
6. Publishing the M-RSLs / RSLs <sup>1</sup> on company websites		X	
7. Publishing the wastewater data on the IPE platform <sup>33</sup>		X	
8. Documentation of substitute materials (sources: SUBSPORT, ZDHC Group, SAC, GOTS, UBA, Öko Institut, chemical industry, PRTRs (Pollutant Release and Transfer Registers), TRI (Toxics Release Inventory), SIN list, REACH, other)		X	
9. Capacity building for environmental management system and wet process stages top down for material substitution and establishing environmental management system, see also B		X	

<sup>28</sup> Working Group 2 shall formulate implementation requirements for materials currently not substitutable.

<sup>29</sup> Working Group 2 shall formulate deadlines for implementation in further processing stages.

<sup>30</sup> MR = minimum requirements

<sup>31</sup> DR = development requirements

<sup>32</sup> TR = target requirements

<sup>33</sup> IPE = Institute for Public and Environmental Affairs

Plan of Action for the Partnership for Sustainable Textiles

10. Pilot conversions and analysis of deviations from physical textile quality requirements, cost analyses, replacement of PFCs (e.g. Ecorepel) and APEOs, NPEs		X	
11. Developing green chemical lists. Ideally, producers will provide white lists with the trade names of substances (dyes, adjuvants) which meet Partnership Standards.		X	
12. Publication of the results of the pilot conversions on company websites and ongoing communication with consumers.		X	
13. Nomination of wet process stages which can comply with bans on hazardous materials for the supply chain bottom up, ongoing qualification		X	X
14. M-RSLs, RSLs, green chemical lists and nominations as elements of supply contracts		X	X
15. Successive outphasing of banned hazardous materials		X	X
16. Transfer and adaptation of process for shoes and leather		X	X
17. Transfer and adaptation of process for other producer countries		X	X
18. Zero discharge (limits of detection tbd), see also B			X

<b>B. Implementation requirements: other environment (focus on China)</b>	<b>Deadlines</b>		
	<b>31/12/2015</b>	<b>31/12/2019</b>	<b>31/12/2020</b>
	<b>MR<sup>34</sup></b>	<b>DR<sup>35</sup></b>	<b>TR<sup>36</sup></b>
1. Creation of transparency on wet processes top down communication of environmental standards based on BAT, e.g. with BAT guidelines 'Environmental standards in the textile and shoe industry', see also A  <a href="http://www.umweltbundesamt.de/publikationen/umweltstandards-in-textil-schuhbranche">http://www.umweltbundesamt.de/publikationen/umweltstandards-in-textil-schuhbranche</a>	X	Cont. updates	

<sup>34</sup> MR = minimum requirements

<sup>35</sup> DR = development requirements

<sup>36</sup> TR = target requirements

Plan of Action for the Partnership for Sustainable Textiles

<p>2. Implementation of monitoring system for process inputs and outputs at establishment level and individual processes (inputs include raw materials, chemicals, energy, water; outputs include products, wastewater [volume and hazardous material contamination], exhaust air emissions, sludge, solid waste) top down for wet process stages</p>	X	Cont. updates	
<p>3. Implementation of good housekeeping practice in wet process stages (include maintenance and cleaning practices, measures to avoid leaks of chemicals and process liquors, avoiding bypass (wastewater), monitoring critical process parameters, separate documenting of unavoidable waste)</p>	X	Cont. updates	
<p>4. Ensuring proper waste water treatment, wastewater testing (raw and pure wastewater – cross check), presenting approval for feed into local authority sewage treatment plant (cross check), see also A</p> <p>Compliance with limits, specifically for CSB, heavy metals, colouration, toxicity (limits from IFC EHS Guidelines (see p. 13)</p> <p><a href="http://www.ifc.org/wps/wcm/connect/2a66470048865981b96efb6a6515bb18/Final%2B-%2BTextiles%2BManufacturing.pdf?MOD=AJPERES&amp;id=1323162617789">http://www.ifc.org/wps/wcm/connect/2a66470048865981b96efb6a6515bb18/Final%2B-%2BTextiles%2BManufacturing.pdf?MOD=AJPERES&amp;id=1323162617789</a> or stricter national limits)</p>	X	Cont. updates	
<p>5. Ensuring proper waste storage and disposal, presentation of contracts with (officially approved) waste disposal operators (cross check)</p>	X	Cont. updates	
<p>6. Capacity building for environmental management system and BAT in wet processes (top down), see also A Tools: company guidelines, Bluesign, CPI2; platforms for best practice examples and creation of environmental management system (also serves to evidence measures under 2-5 and 7 and to establish priorities for implementation of further BAT for 7), see also A</p>		X	
<p>7. Implementation of measures to reduce energy, water and resource consumption (see BAT fact sheet for examples of measures)</p>		X	
<p>8. Development of benchmarks for wastewater and exhaust air emission and resource consumption (water, energy, raw materials) for wet processes Basis: BAT fact sheets, best practice examples, statutory limits GLOTS, Blue Angel, Bluesign ...)</p>		X	
<p>9. Application of BAT and zero discharge of hazardous chemicals, see also A</p>		X	X

In addition, the following implementation requirements apply.



- a. To implement the code of behaviour and demonstrate compliance, companies can use existing sustainability standards and initiatives, provided that these correspond to or exceed the standards of the Partnership for Sustainable Textiles.
- b. With regard to minimum implementation requirements for Partnership Standards, there are the following standard and implementation instruments in the social sphere:
  - i. BSCI
  - ii. ETI
  - iii. Fairtrade
  - iv. FWF
  - v. FLA
  - vi. GSCP
  - vii. GOTS
  - viii. SA8000
  - ix. Other equivalent standards instruments and implementation instruments
- c. With regard to development and target requirements for Partnership Standards, there are the requirements of the following multi-stakeholder initiatives in the social sphere:
  - i. FLA
  - ii. SA8000
  - iii. FWF
  - iv. future equivalent multi-stakeholder initiatives
- d. With regard to implementation requirements for wet processes (focus on China) there are the following standards instruments and implementation instruments:
  - i. STeP (ÖKO-TEX)
  - ii. GOTS (applicable to textiles with an organic fibre content  $\geq 70\%$ )
  - iii. IVN BEST (NATURTEXTIL), applicable to textiles with 100% organic fibre content
- e. In parallel with the other implementation requirements described above for other environmental aspects, companies shall implement the following measure:
  - i. establishing closed material cycles (recycling, upcycling)
- f. in compliance with the 2015 Wertstoffgesetz (Recycling Act) and European and German recycling legislation and obligations to tender delivery, if necessary intervention with regard to legislation

# I. ANNEX IV: FURTHER INFORMATION ABOUT COOPERATION STRUCTURES

## 1. Steering Committee

- a) The Steering Committee comprises twelve members, made up as follows:
  - four representatives from the private sector, with if possible one representative each from retail, brands, SMEs and associations
  - three representatives from non-governmental organisations, with if possible one representative each from the environmental and social spheres
  - three representatives of the German Government, with at least one representative of BMZ
  - one representative of trade unions
  - one representative of non-commercial standards organisations
- b) The committee has the following tasks:
  - strategic steering and development of the Partnership
  - passing resolutions on the admission and/or expulsion of members
  - mandating of working groups
- c) The committee convenes three times a year for meetings in person. Further meetings or telephone conferences may be held as the need arises. Resolutions may also be drafted in a written circulation procedure.
- d) The Steering Committee shall constitute a quorum if at least one representative is present from each member group that has more than one representative.
- e) The Steering Committee takes decisions on a consensual basis. An abstention by any individual member shall be counted as approval. Points of disagreement shall be documented without reference to their originator.
- f) Each group represented on the Steering Committee nominates a rapporteur. The Partnership Secretariat shall maintain a continuous coordination process with the rapporteurs to prepare the Steering Committee's work.
- g) The members of the Steering Committee are elected by their respective stakeholder group (business, non-governmental organisations, trade unions, standards organisations) and their names are notified to the Partnership Secretariat. A named representative can be elected for each member of the Steering Committee.  
When the representative is elected, the decision must involve all organisations from the relevant stakeholder group which have notified the Partnership Secretariat of their interest in participating in the Partnership.
- h) The Steering Committee's term of office is one year from October 2014.

## 2. Partnership Secretariat

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is responsible for the Secretariat for the Partnership for Sustainable Textiles and provides technical/professional and in-process support for all operational tasks.

This comprises:

- technical preparation and implementation of telephone conferencing, meetings, workshops and assemblies

- information for Partnership participants on developments within the Partnership, for example in the form of information mails or Partnership assemblies
- awarding of studies etc. to support the substantive work of the working groups and the Steering Committee.

### 3. Working groups

- a) Within the framework of the Partnership, various working groups focus on individual thematic or regional issues.
- b) The Steering Committee assigns the working groups a corresponding mandate with a time frame. It also determines the composition of the expert groups. In so doing it should take account of all stakeholder groups. Participants in the Partnership and existing working groups can propose to the Steering Committee that another working group should be set up.
- c) Each working group elects spokespersons who are available to the Steering Committee, the Partnership Secretariat and if appropriate other working groups as contact persons and consultants on the progress of the working group.
- d) At the time of the founding of the Partnership, the following four working groups are in place:
  - Working Group 1: mapping the textile chain, existing initiatives and standards and focusing on priority issues
  - Working Group 2: minimum requirements and target requirements (best practices) and commitment within the framework of the Partnership
  - Working Group 3: transparency and communication with consumers
  - Working Group 4: framework conditions and local implementation.
- e) In Working Groups 1 (mapping) and 2 (minimum requirements and best practices) the stakeholders developed the technical strategy for the Partnership, which has been incorporated into this plan of action. **The mandate of Working Group 1 ends with the founding of the Partnership.** The results and recommendations from Working Group 1 form an important basis for the subsequent work of Working Groups 2, 3 and 4.
- f) At the consolidation workshop on 26 September 2014, the Steering Committee recommended that the following work orders be dealt with in Working Group 2:
  - In relation to implementation requirements for the Partnership Standards' production ecology issues for the textile processing stages:
    - review of existing implementation requirements with regard to their feasibility by 31 December 2014 and if applicable development of a plan for phasing-out with due consideration for the cost-efficiency of possible alternatives
    - above and beyond existing implementation requirements, elaboration of additional implementation requirements for non-substitutable materials by 31 December 2014 (including measurement of current use).
    - elaboration of proposals for substitutes for substitutable materials
    - definition of deadlines for the implementation requirements for wet processes in the production facilities upstream of the first processing stage

- Development of Partnership Standards, implementation requirements and deadlines for chemical fibres
  - Definition of important terminology for the Partnership Standards and implementation requirements such as 'small farmer' (in the production of raw materials, in this case cotton), 'precarious employment' and 'assessment'
  - Review and if applicable consolidation of existing lists of countries of high risk according to existing lists from DAC, Fair Wear Foundation, Business Social Compliance Initiative etc.
  - In the context of the sub-working group 'Cotton'
    - development of potential solutions for a mandatory standard in relation to living wages in cotton-growing
    - development of a strategy relating to ecological cotton with the aim of using the implementation requirements to prevent the substitution of certified organically grown cotton with cotton otherwise verified as being sustainable
    - examination of possibilities for promoting rain-fed irrigation
  - Processing of unresolved issues from Working Group 1:
    - impacts of various business models on the successful implementation of the Partnership Standards
    - examination of the possibilities open to member companies to intervene in their supply chain
- g) The Steering Committee shall decide on the final mandate for Working Group 2 at its next meeting.**
- h) In addition, at its meeting on 15 September the Steering Committee mandated Working Groups 3 and 4 as follows:**

## **J. ANNEX V: MANDATE FOR WORKING GROUP 3**

### **MANDATE**

#### **FOR WORKING GROUP 3 (TRANSPARENCY AND CONSUMER COMMUNICATION) FOR THE PREPARATION AND IMPLEMENTATION OF THE PARTNERSHIP FOR SUSTAINABLE TEXTILES**

##### **I. Background**

On 30 April 2014, against the backdrop of the anniversary of the Rana Plaza disaster, German Federal Minister for Economic Cooperation and Development Dr. Gerd Müller held a Roundtable on the Textile Industry with textile and garment industry stakeholders. The aim was to discuss common courses of action to ensure compliance with social and ecological sustainability standards across the entire textile supply chain and subsequently to draw up binding entry criteria. The participants declared their willingness to help develop a partnership for sustainable textiles.

In the course of the expert workshop on 28 May 2014 the stakeholders formed working groups to work out key elements for the Partnership for Sustainable Textiles. In this connection Working Group 3 (transparency and consumer communication) has the task of devising solutions that make the results achieved within the framework of the Partnership measurable and ensure effective consumer communication. Specifically, the mandate of Working Group 3 comprises the tasks listed under III.

##### **II. Membership**

The Partnership Secretariat and Steering Committee propose appointments to the Working Group which give due consideration to the involvement of all stakeholder groups and the required expertise. The Steering Committee specifies the participants.

- For reasons of efficiency, the number of participants should if possible not exceed approximately 20 persons.
- The Working Group takes decisions on a consensual basis. Where points of disagreement in the documents arise, all positions shall be recorded without distinction or they shall be deleted entirely.
- The Working Group designates a rapporteur by majority vote, who coordinates the Working Group's decisions with the Steering Committee.

##### **III. Tasks**

Working Group 3 (transparency and consumer communication) has the following tasks:

- Develop options for a verification and accreditation system, including
  - Undertake a benchmarking/evaluation of initiatives
  - elaborate rules and processes for a verification and accreditation system for existing initiatives

- define criteria for appropriate and credible communication, including consumer information
- create transparency, for example by examining options for making assessment and improvement measures public
- enable presentation of company performance

The Working Group will receive operational support from the GIZ Partnership Secretariat in the performance of these tasks.

#### **IV. Working methods and requirements**

Working Group 3 shall be constituted when the Steering Group appoints the members.

**End of November – definition of the working framework (workshop):** At the end of November the members of Working Group 3 shall agree the joint working framework, the activities, the timetable and the working method. Working Group 3 ensures coherence with the (interim) results from the other working groups.

The participants shall process the agreed activities with support from the Partnership Secretariat in **accordance with the timetable** that has been developed.

#### **V. Results**

- Options and recommendations for action for a verification and accreditation system, including
  - benchmarking/evaluation of initiatives
  - framework comprising the rules and processes for a verification and accreditation system for existing initiatives, including requirements concerning the reporting system on the measures taken to implement the Partnership Standards and their impacts
  - recommendations for effective measures to improve transparency
  - a set of criteria for appropriate and credible communication, including consumer information
  - options for the presentation of company performance

#### **VI. Time limitation on the mandate**

The Working Group's mandate is initially limited until 31 December 2015. The Steering Committee shall then decide on a possible extension.

## **K. ANNEX VI: MANDATE FOR WORKING GROUP 4**

### **MANDATE**

#### **FOR WORKING GROUP 4 (IMPLEMENTATION MODELS) FOR THE PREPARATION AND IMPLEMENTATION OF THE PARTNERSHIP FOR SUSTAINABLE TEXTILES**

##### **I. Background**

On 30 April 2014, against the backdrop of the anniversary of the Rana Plaza disaster, German Federal Minister for Economic Cooperation and Development Dr. Gerd Müller held a Roundtable on the Textile Industry with textile and garment industry stakeholders. The aim was to discuss common courses of action to ensure compliance with social and ecological sustainability standards across the entire textile supply chain and subsequently to draw up binding entry criteria. The participants declared their willingness to help develop a partnership for sustainable textiles.

In the course of the expert workshop on 28 May 2014 the stakeholders formed working groups to work out key elements for the Partnership for Sustainable Textiles. In this connection, working group 4 (implementation models) has the role of discussing and planning the framework conditions required for successful implementation of the Partnership, as well as implementation of the measures geared to achievement of the Partnership's goals. Specifically, the mandate of Working Group 4 comprises the tasks listed under III.

##### **II. Membership**

The Partnership Secretariat and Steering Committee propose appointments to the Working Group which give due consideration to the involvement of all stakeholder groups and the required expertise. The Steering Committee specifies the participants.

- For reasons of efficiency, the number of participants should if possible not exceed approximately 20 persons.
- The Working Group takes decisions on a consensual basis. Where points of disagreement in the documents arise, all positions shall be recorded without distinction or they shall be deleted entirely.
- The Working Group designates a rapporteur by majority vote, who coordinates the working group's decisions with the Steering Committee.

### **III. Tasks**

Working Group 4 (implementation models) has the following tasks:

- Elaborate implementation strategies for joint activities in the field, derived from the interim results from Working Groups 1 and 2. This will entail developing proposals for specific measures on the ground, which
  - involve suppliers and local stakeholders,
  - take account of the (limited) effectiveness of audits and make provision for capacity-building measures in particular, and
  - set thematic or national priorities.
- Draw up recommendations for action on policy and policy coherence in Germany, the EU and partner countries (through the review of policy instruments as well as recommendations for better trade-policy and industry-policy incentives). These should address the issues dealt with in working group 1 (see discussion paper – 25 September 2014, produced by CSCP/University of St. Gallen).

The Working Group will receive operational support from the GIZ Partnership Secretariat in the performance of these tasks.

In addition, the Partnership Secretariat together with the GIZ 'Cooperation with the private sector' unit will support Working Group 4 as the contact point for companies and private-sector associations in order to develop ideas for implementation measures in its sphere of activity. This is dependent on whether they are formally part of Working Group 4 or are exclusively active in other working groups.

The contact point performs the following tasks:

- advice on the content and shaping of project ideas;
- support with the choice of project partners (companies, associations, NGOs) within the Textile Partnership;
- advice on project finance (e.g. within the framework of proven BMZ instruments such as [develoPPP.de](http://develoPPP.de));
- assurance of a coherent and complementary approach in relation to existing individual initiatives by partners;
- promotion of knowledge transfer.

### **IV. Working methods and requirements**

Working Group 4 shall be constituted when the Steering Group appoints the members.

**End of November – definition of the working framework (workshop):** At the end of November the members of Working Group 4 shall agree the joint working framework, the activities, the timetable and the working method. Working Group 4 ensures coherence with the (interim) results from the other working groups.



The participants shall process the agreed activities with support from the Partnership Secretariat in **accordance with the timetable** that has been developed.

## V. Results

- Project strategies
- Draw up recommendations for framework conditions and policy instruments as well as policy coherence in Germany, the EU and partner countries (through recommendations for better trade-policy and industry-policy incentives).

## VI. Time limitation on the mandate

The Working Group's mandate is initially limited until 31 December 2015. The Steering Committee shall then decide on a possible extension.

## L. ANNEX VII: GLOSSARY

<p><b>Partnership Standards</b></p>	<p>The Partnership Standards are the social, ecological and economic goals relating to the individual stages of the supply chain which the members of the Partnership for Sustainable Textiles commit to within the framework of the agreed implementation requirements.</p> <p>The Partnership Standards are based on internationally recognised conventions and standards.</p>
<p><b>Implementation requirements</b></p>	<p>The implementation requirements govern the individual stages of implementing the Partnership Standards as a multi-stage model in an ongoing process of improvement.</p> <p>The implementation requirements are linked to deadlines.</p> <p>A distinction is drawn between different types of implementation requirements, namely minimum (implementation) requirements, development requirements and target requirements.</p> <ol style="list-style-type: none"> <li>1. <b>Minimum implementation requirements:</b> in this case there is particularly great need for action and the proposed implementation steps within the stage must be carried out promptly (e.g. by the end of 2015)</li> <li>2. <b>Improvement requirements:</b> an ongoing improvement process that is geared to the further-reaching achievement of Partnership Standards (2016–2019).</li> <li>3. <b>Target implementation requirements:</b> higher implementation requirements for the full achievement of the specified Partnership Standards</li> </ol>
<p><b>Eligibility requirements</b></p>	<p><b>Eligibility requirements</b> govern membership of the Partnership. They may relate to:</p> <ul style="list-style-type: none"> <li>- the nature of engagement in the Partnership</li> <li>- financial contributions to the Partnership</li> <li>- commitments to achievement of Partnership Standards, including the implementation requirements.</li> </ul>

## M. ANNEX 1: DETOX - COMBINED M-RSL - SEPTEMBER 2014

Substance	CAS no.	Detection Limit		Test Method			STATUS Banned / phase-out	
		Input: Chemical Formulations / Output: Wastewater (µg/l)	Output: Products / Output: Wastewater Sludge (mg/kg)	Input: Chemical Formulations	Output: Wastewater	Output: Sludge		Output: Products
<b>1. Alkylphenols (APEO)</b>								
Octylphenol OP	Various	1	0.2	With Reference to DIN EN ISO 18857 and Followed by Liquid Chromatography – Mass Spectrometry (LC-MS) Analysis. NPEO <sub>(1+2)</sub> : GC/MS	With Reference to DIN EN ISO 18857 and Followed by Liquid Chromatography – Mass Spectrometry (LC-MS) Analysis. NPEO <sub>(1+2)</sub> : GC/MS	Solvent extraction DIN EN ISO 18857 LC/MS mod, or NPEO <sub>(1+2)</sub> : GC/MS	Solvent Extraction, GC-MS (AP) & LC-MS (APEO) analysis.	Phase-out
4-(1,1,3,3-Tetramethylbutyl)-phenol (octylphenols)	140-66-9							
Octylphenol	27193-28-8							
4-Octylphenol	1806-26-4							
Nonylphenol NP	various	1	0.2					
4-Nonylphenol	25154-52-3							
Nonylphenol	104-40-5							
Nonylphenol	90481-04-2							
4-Nonylphenol (branched)	84852-15-3							
Nonylphenol	1173019-62-9							
Nonylphenol Ethoxylates NPEO <sub>(1-2)</sub>	various	1	0.2					
Nonylphenol Ethoxylates NPEO <sub>(3-18)</sub>	various	1	0.2					
(Nonylphenoxy)-polyethylenoxid	9016-45-9							
4-Nonylphenol, ethoxylated	26027-38-3							
(NPEs 3-18) Poly(oxy-1,2-ethanediyl),	68412-54-4							
4-Nonylphenol, branched, ethoxylated	127087-87-0							
Unknown colourant 94 (SIN list Isononylphenol-ethoxylate)	37205-87-1							
Octylphenol Ethoxylates OPEO <sub>(1-2)</sub>	various	1	0.2					
Octylphenol Ethoxylates OPEO <sub>(3-18)</sub>	various	1	0.2					
(OPEs 3-18) alpha-[4-(1,1,3,3-Tetramethylbutyl)phenyl]-w-hydroxypoly(oxy-1,2-ethandiyl) (SIN List 95)	9002-93-1							
4-tert-Octylphenoethoxylate	9036-19-5							
4-tert-Octylphenoethoxylate	68987-90-6							
<b>2. Phthalates</b>								
Di-Butyl Phthalate (DBP)	84-74-2	1	0.3	Toluene Extraction and Followed by Gas Chromatography-Mass Spectrometry (GC-MS) Analysis or LC/MS. Extraction	Toluene Extraction and Followed by Gas Chromatography-Mass Spectrometry (GC-MS)	Extraction with toluene, GC-MS or LC/MS.	CEN-ISO-TS 16181; TS 16181; EN 15777; EN 14372; solvent extraction & GC-MS	Banned
Di(2-Ethyl Hexyl) Phthalate(DEHP)	117-81-7	1	0.3					
Benzyl Butyl Phthalate (BBP)	85-68-7	1	0.3					
Di-Iso-Nonyl Phthalate (DINP)	28553-12-0, 68515-48-0	1	0.3					
Di-N-Octyl Phthalate (DNOP)	117-84-0	1	0.3					

Plan of Action for the Partnership for Sustainable Textiles

Di-Iso-Decyl Phthalate (DIDP)	26761-40-0, 68515-49-1	1	0.3	with toluene at pH6, GC/MS*	Analysis or LC/MS.		analysis.	
Di-Iso-Butyl Phthalate (DIBP)	84-69-5	1	0.3					
Di-N-Hexyl Phthalate (DNHP)	84-75-3	1	0.3					
Di-(2-methoxyethyl) phthalate (DMEP)	117-82-8		declaration of non-use					
DHNUP	68515-42-4							
DIHP	71888-89-6							
DPP	131-18-0							

Substance	CAS no.	Detection Limit		Test Method				STATUS Banned/phase-out
		Input: Chemical Formulations / Output: Wastewater (µg/l)	Output: Products / Output: Wastewater Sludge (mg/kg)	Input: Chemical Formulations	Output: Wastewater	Output: Sludge	Output: Products	
<b>3. Brominated and Chlorinated Flame Retardants</b>								
Polybrominated biphenyls (PBBs)	59536-65-1 various			By Toluene Extraction and Followed By Liquid Chromatography - Mass Spectrometry (LC-MS) and Gas Chromatography - Mass Spectrometry (GC-MS) Analysis	By Toluene Extraction and Followed By Liquid Chromatography - Mass Spectrometry (LC-MS) and Gas Chromatography - Mass Spectrometry (GC-MS) Analysis	Extraction with toluene, GC-MS or LC/MS.	Solvent Extraction & GC- CE Analysis.	Banned
Monobromo biphenyls (MonoBB)		0.05	0.03					
Dibromo biphenyls (DiBB)	-	0.05	0.03					
Tribromo biphenyls (TriBB)	-	0.05	0.03					
Tetrabromo biphenyls (TetraBB)	-	0.05	0.03					
Pentabromo biphenyls (PentaBB)	-	0.05	0.03					
Hexabromo biphenyls (HexaBB)	-	0.05	0.03					
Heptabromo biphenyls (HeptaBB)	-	0.05	0.03					
Octabromo biphenyls (OctaBB)	-	0.05	0.03					
Nonabromo biphenyls (NonaBB)	-	0.05	0.03					
Decabromo biphenyl (DecaBB)	13654-09-6	0.05	0.03					
Polybrominated diphenyl ethers (PBDEs)	various	-	0.03					
Monobromo diphenyl ethers (MonoBDE)	-	0.05	0.03					
Dibromo diphenyl ethers (DiBDE)	-	0.05	0.03					
Tribromo diphenyl ethers (TriBDE)	-	0.05	0.03					
Tetrabromo diphenyl ethers (TetraBDE)	40088-47-9	0.05	0.03					
Pentabromo diphenyl ethers (PentaBDE)	32534-81-9	0.05	0.03					
Hexabromo diphenyl ethers (HexaBDE)	36483-60-0	0.05	0.03					
Heptabromo diphenyl ethers (HeptaBDE)	68928-80-3	0.05	0.03					
Octabromo diphenyl ethers (OctaBDE)	32536-52-0	0.05	0.03					
Nonabromo diphenyl ethers (NonaBDE)	63936-56-1	0.05	0.03					
Decabromo diphenyl ether (DecaBDE)	1163-19-5	0.05	0.03					

Plan of Action for the Partnership for Sustainable Textiles

Tris(2,3-Dibromopropyl) Phosphate	126-72-7	0.5	0.25					
Tris(2-Chloroethyl) Phosphate (TCEP)	115-96-8	0.05	0.25					
Hexabromocyclododecane (HBCDD)	134237-50-6, 134237-51-7, 134237-52-8, 25637-99-4, 3194-55-6	0.5	0.25					
Tetrabromo-bisphenol A (TBBPA)	79-94-7	0.5	0.25					
<b>Subgroup: OTHER FLAME RETARDANTS</b>								
TEPA	5455-55-1	declaration of non-use	Not tested				Solvent extraction and GC-MS / LC-MS analysis	Banned
TRIS	5412-25-9							
Sodium tetraborate	1303-96-4 1303-43-4 12179-04-3 215-540-4							
Boron trioxide	1303-86-2							
Boric acid	10043-35-3 11113-50-1							
Antimony trioxide	1309-64-4							
Tri-o-cresyl phosphate	78-30-8							
Tris(1,3-dichloro-2-propyl)phosphate (TDCPP)	13674-87-8							

Substance	CAS no.	Detection Limit		Test Method				STATUS Banned/phase-out
		Input: Chemical Formulations / Output: Wastewater (µg/l)	Output: Products / Output: Wastewater Sludge (mg/kg)	Input: Chemical Formulations	Output: Wastewater	Output: Sludge	Output: Products	
<b>4. Amines (Associated with Azo Dyes)</b>								
4-Aminodiphenyl	92-67-1	0.01	0.01	With Reference to EN 14362:1&3 and Followed by Gas Chromatographic – Mass Spectrometric (GC-MS) and High Performance Liquid Chromatographic (HPLC) Analysis	Output: Wastewater	Output: Sludge	Output: Products	Banned
Benzidine	92-87-5							
4-Chloro-o-Toluidine	95-69-2							
2-Naphthylamine	91-59-8							
o-Aminoazotoluene	97-56-3							
2-Amino-4-Nitrotoluene	99-55-8							
p-Chloroaniline	106-47-8							
2,4-Diaminoaniline	615-05-4							
4,4'-Diaminodiphenylmethane	101-77-9							

Plan of Action for the Partnership for Sustainable Textiles

3,3'-Dichlorobenzidine	91-94-1						
3,3'-Dimethoxybenzidine	119-90-4						
3,3'-Dimethylbenzidine	119-93-7						
3,3'-Dimethyl-4,4'-diaminodiphenylmethane	838-88-0						
p-Cresidine	120-71-8						
4,4'-Methylene-Bis(2-Chloroaniline)	101-14-4						
4,4'-Oxydianiline	101-80-4						
4,4'-Thiodianiline	139-65-1						
o-Toluidine	95-53-4						
2,4-Toluylenediamine	95-80-7						
2,4,5-Trimethylaniline	137-17-7						
o-Anisidine	90-04-0						
p-Aminoazobenzene	60-09-3						
2,4-Xylidine	95-68-1						
2,6-Xylidine	87-62-7						
<b>Subgroup: CARCINOGENIC DYES</b>							
C.I. Acid Red 26	3761-53-3						
C.I. Basic Red 9	569-61-9						
C.I. Basic Violet 14	632-99-5						
C.I. Direct Blue 6	2602-46-2						
C.I. Direct Red 28	573-58-0						
C.I. Direct Black 38	1937-37-7						
C.I. Disperse Blue 1	2475-45-8						
C.I. Disperse Yellow 3	2832-40-8						
C.I. Disperse Orange 11	82-28-0						
C.I. Disperse Yellow 23	6250-23-3						
C.I. Disperse Orange 149	85136-74-9						
C.I. Solvent Yellow 1	60-09-3						
C.I. Solvent Yellow 2	60-11-7 EN71-9						
C.I. Solvent Yellow 3	97-56-3						
C.I. Solvent Yellow 14	842-07-9						
C.I. Basic Blue 26	2580-56-5						
C.I. Basic Violet 1	8004-87-3 EN71-9						
C.I. Direct Brown 95	16071-86-6						
C.I. Direct Blue 15	2429-74-5						
C.I. Direct Blue 218	28407-37-6						
C.I. Acid Red 114	6459-94-5						
C.I. Acid Violet 49	1694-09-3						
<b>Subgroup: ALLERGENIC DISPERSE DYES</b>							
C.I. Disperse Blue 1	2475-45-8						
C.I. Disperse Blue 3	2475-46-9						
C.I. Disperse Blue 7	3179-90-6						
C.I. Disperse Blue 26	3860-63-7						
C.I. Disperse Blue 35	12222-75-2						
C.I. Disperse Blue 102	12222-97-8						
C.I. Disperse Blue 106	12223-01-7						
C.I. Disperse Blue 124	61951-51-7						

Plan of Action for the Partnership for Sustainable Textiles

C.I. Disperse Brown 1	23355-64-8							
C.I. Disperse Orange 1	2581-69-3							
C.I. Disperse Orange 3	730-40-5							
C.I. Disperse Orange 37/76	13301-61-6							
C.I. Disperse Red 1	2872-52-8							
C.I. Disperse Red 11	2872-48-2							
C.I. Disperse Red 17	3179-89-3							
C.I. Disperse Yellow 1	119-15-3							
C.I. Disperse Yellow 3	2832-40-8							
C.I. Disperse Yellow 9	6373-73-5							
C.I. Disperse Yellow 39	12236-29-2							
C.I. Disperse Yellow 49	54824-37-2							

Substance	CAS no.	Detection Limit		Test Method				STATUS Banned/phase-out
		Input: Chemical Formulations / Output: Wastewater (µg/l)	Output: Products / Output: Wastewater Sludge (mg/kg)	Input: Chemical Formulations	Output: Wastewater	Output: Sludge	Output: Products	
<b>5. Organotin compounds</b>								
MBT(Monobutyltin)	1118-46-3	0.01	0.01	With Reference to DIN EN17353 and Followed by Gas Chromatography-Mass Spectrometry (GC-MS) Analysis.	With Reference to DIN EN17353 and Followed by Gas Chromatography-Mass Spectrometry (GC-MS) Analysis.	Solvent extraction, derivatisation with tetraethylborate, GC/MS.	Extraction / derivation followed by GC-MS analysis	Banned
DBT(Dibutyltin)	1002-53-5							
TBT(Tributyltin)	56573-85-4							
TPhT(Triphenyltin)	892-20-6							
DOT(Dioctyltin)	94410-05-6							
MOT(Monooctyltin)	15231-44-4							
DPhT(Diphenyltin)	1011-95-6							
TeBT(Tetrabutyltin)	1461-25-2							
TCyT(Tricyclohexyltin)	NA							
TPT(Tripropyltin)	NA							
TeET(Tetraethyltin)	597-64-8							
TBTO	56-35-9		declaration of non-use					
DBTC	683-18-1							
TPT	668-34-8							
DBB	75113-37-0							

Plan of Action for the Partnership for Sustainable Textiles

Substance	CAS no.	Detection Limit		Test Method				STATUS Banned/phase-out
		Input: Chemical Formulations / Output: Wastewater (µg/l)	Output: Products / Output: Wastewater Sludge	Input: Chemical Formulations	Output: Wastewater	Output: Sludge	Output: Products	
<b>6. PFCs</b>								
PFOA	335-67-1	0.01	0.001	CEN/TS 15968:2010 - modified	C EN/TS 15968:2010. LC/MS analysis - modified	Solvent extraction CEN/TS 15968:2010. LC/MS analysis - modified	Solvent extraction, LC- MS analysis.	Phase-out
PFNA	375-95-1	0.01	0.001					
PFBS	375-73-5 or 59933-66-3	0.01	0.001					
PFOS	1763-23-1	0.01	0.001					
4:2 FTOH(**)	2043-47-2	0.1	0.01					
6:2 FTOH(**)	647-42-7	0.1	0.01					
8:2 FTOH(**)	678-39-7	0.1	0.01					
10:2 FTOH(**)	865-86-1	0.1	0.01					
POSF(**)	307-35-7	0.1	0.01					
PFHxS	355-46-4	0.01	0.001					
PFHxA	307-24-4	0.01	0.001					
PFOSA	754-91-6	0.1	0.01					
N-Me-FOSA	31506-32-8	0.1	0.01					
N-Et-FOSA	4151-50-2	0.1	0.01					
			0.01					
N-Me-FOSE alcohol	24448-09-7	0.1	0.01					
N-Et-FOSE alcohol	1691-99-2	0.1	0.01					
PFBA	375-22-4	0.01	0.001					
PFPeA	2706-90-3	0.01	0.001					
PFHpA	375-85-9	0.01	0.001					
PFDA	335-76-2	0.01	0.001					
PFUnA	2058-94-8	0.01	0.001					
PFDoA	307-55-1	0.01	0.001					
PFTtA	72629-94-8	0.01	0.001					
							Solvent extraction, LC- MS analysis.	
							Extraction / derivation followed by GC-MS analysis	
							Solvent extraction, LC- MS analysis.	



Plan of Action for the Partnership for Sustainable Textiles

PFteA	376-06-7	0.01	0.001					
PFHpS	375-92-8	0.01	0.001					
PFDS	335-77-3	0.01	0.001					
6:2 FTA(**)	17527-29-6	0.1	0.01					
8:2 FTA(**)	27905-45-9	0.1	0.01					
10:2 FTA(**)	17741-60-5	0.1	0.01					
PF-3,7-DMOA	172155-07-6	0.01	0.001					
HPFHpA	1546-95-8	0.01	0.001					
4HPFUnA	34598-33-9	0.01	0.001					
1H, 1H, 2H, 2H-PFOS	27619-97-2	0.01	0.001					

Substance	CAS no.	Detection Limit		Test Method				STATUS Banned/phase-out
		Input: Chemical Formulations / Output: Wastewater (µg/l)	Output: Products / Output: Wastewater Sludge (mg/kg)	Input: Chemical Formulations	Output: Wastewater	Output: Sludge	Output: Products	
<b>7. Chlorobenzenes</b>								
Dichlorobenzenes	various	0.02	0.01	Liquid extraction GC-MS analysis.	Liquid extraction GC-MS analysis.	Solvent extraction GC-MS analysis.	Extraction / derivation followed by GC-MS analysis	Banned
1,2-Dichlorobenzene	95-50-1							
1,3-Dichlorobenzene	541-73-1							
1,4-Dichlorobenzene	106-46-7							
Trichlorobenzenes	various							
1,2,3-Trichlorobenzene	87-61-6							
1,2,4-trichlorobenzene	120-82-1							
1,3,5-Trichlorobenzene	108-70-3							
Tetrachlorobenzene	12408-10-5							
1,2,3,4-tetrachlorobenzene	634-66-2							
1,2,3,5-tetrachlorobenzene	634-90-2							
1,2,4,5-tetrachlorobenzene	95-94-3							
Pentachlorobenzene	608-93-5							
Hexachlorobenzene #	118-74-1							

Plan of Action for the Partnership for Sustainable Textiles

Substance	CAS no.	Detection Limit		Test Method				STATUS Banned/phase-out
		Input: Chemical Formulations / Output: Wastewater (µg/l)	Output: Products / Output: Wastewater Sludge (mg/kg)	Input: Chemical Formulations	Output: Wastewater	Output: Sludge	Output: Products	
<b>CHLORO-TOLUENES</b> (Solvents and biocides. Production dyes. Chemical intermediates. Antifelting)								
2-chlorotoluene	95-49-8	1	declaration of non-use				Solvent extraction and GC-MS analysis	Phase-out
3-chlorotoluene	108-41-8							
4-chlorotoluene	106-43-4							
2,3-dichlorotoluene	32768-54-0							
2,4-dichlorotoluene	95-73-8							
2,5-dichlorotoluene	19398-61-9							
2,7-dichlorotoluene	118-69-4							
3,4-dichlorotoluene	95-75-0							
2,3,6-trichlorotoluene	2077-46-5							
2,4,5-trichlorotoluene	6639-30-1							
Benzotrichloride	98-07-7							
alpha,2,4-trichlorotoluene	94-99-5							
alpha,2,6-trichlorotoluene	2014-83-7							
alpha,3,4-trichlorotoluene	102-47-6							
alpha, alpha, 2,6-tetrachlorotoluene	81-19-6							
alpha, alpha, alpha, 2-tetrachlorotoluene	2136-89-2							
alpha, alpha, alpha, 4-tetrachlorotoluene	5216-25-1							
2,3,4,5,6-pentachlorotoluene	877-11-2							

Substance	CAS no.	Detection Limit		Test Method				STATUS Banned/phase-out
		Input: Chemical Formulations / Output: Wastewater (µg/l)	Output: Products / Output: Wastewater Sludge (mg/kg)	Input: Chemical Formulations	Output: Wastewater	Output: Sludge	Output: Products	
<b>8. Chlorinated solvents</b>								
Dichloromethane	75-09-2	1	0.3	By Headspace Gas Chromatography Mass Spectrometric (HS – GC/MS) Analysis.	By Headspace Gas Chromatography Mass Spectrometric (HS – GC/MS) Analysis.	GC-MS Headspace Analysis.	Extraction / derivation followed by GC-MS analysis	Banned (perchloroethylene phasing out)
Chloroform	67-66-3							
Tetrachloromethane	56-23-5							
1,1,2-Trichloroethane	79-00-5							

Plan of Action for the Partnership for Sustainable Textiles

1,1-Dichloroethane	75-34-3							
1,2-Dichloroethane	107-06-2							
Trichloroethylene	79-01-6							
Perchloroethylene	127-18-4							
1,1,1-trichloroethane	71-55-6							
1,1,1,2-Tetrachloroethane	630-20-6							
1,1,2,2-Tetrachloroethane	79-34-5							
Pentachloroethane	76-01-7							
1,1-Dichloroethylene	75-35-4							

Substance	CAS no.	Detection Limit		Test Method				STATUS Banned/phase-out
		Input: Chemical Formulations / Output: Wastewater (µg/l)	Output: Products / Output: Wastewater Sludge (mg/kg)	Input: Chemical Formulations	Output: Wastewater	Output: Sludge	Output: Products	
<b>OTHER VOCs</b>								
Methyl-ethyl ketone	78-93-3		0.1 ppm				Solvent extraction and GC-MS analysis	Phase-out
Benzene	71-43-2		0.1 ppm					
Toluene	108-88-3		0.1 ppm					
Ethylbenzene	100-41-4		0.1 ppm					
Xylene	1330-20-7		0.1 ppm					
Styrene	100-42-5		0.1 ppm					
Cyclohexanone	108-94-1		2.0 ppm					
2-ethoxyethylacetate	111-15-9		10.0 ppm					
1,2,3-trichloropropane	96-18-4		10.0 ppm					
Acetophenone	98-86-2		0.1 ppm					
Naphtalene	91-20-3		0.1 ppm					
N,N-dimethylformamide	68-12-2		0.1 ppm					
1-methyl-2-pyrrolidone	872-50-4		50.0 ppm					
2-phenyl-2-propanole	617-94-7		0.1 ppm					
Bis-(2-methoxyethyl) ether	111-96-6		20.0 ppm					
N,N-dimethylacetamide	127-19-5		20.0 ppm					

## Plan of Action for the Partnership for Sustainable Textiles

Substance	CAS no.	Detection Limit		Test Method				STATUS Banned/ phase-out
		Input: Chemical Formulations / Output: Wastewater (µg/l)	Output: Products / Output: Wastewater Sludge (mg/kg)	Input: Chemical Formulations	Output: Wastewater	Output: Sludge	Output: Products	
<b>9. Chlorophenols</b>								
Pentachlorophenols (PCP) #	87-86-5							
Tetrachlorophenols (TeCP)	25167-83-3							
2,3,4,5-tetrachlorophenol	4901-51-3							
2,3,4,6-tetrachlorophenol	58-90-2							
2,3,5,6-tetrachlorophenol	935-95-5							
Trichlorophenol (TriCP)	25167-82-2							
2,4,6-trichlorophenol	88-06-2							
2,3,4-trichlorophenol	15950-66-0							
2,3,5-trichlorophenol	933-78-8							
2,3,6-trichlorophenol	933-75-5	0.5	0.025	Extraction / derivation followed by GC-MS analysis	Liquid extraction, derivatisation, with acetic anhydride, GC-MS analysis.	Solvent extraction, derivatisation, with acetic anhydride, GC-MS analysis.	Extraction / derivation followed by GC-MS analysis	Banned
2,4,5-trichlorophenol	95-95-4							
3,4,5-trichlorophenol	609-19-8							
Dichlorophenols (DiCP)	25167-81-1							
2,3-dichlorophenol	576-24-9							
2,4-dichlorophenol	120-83-2							
2,5-dichlorophenol	583-78-8							
3, 4-dichlorophenol	95-77-2							
3, 5-dichlorophenol	591-35-5							
Mono Chlorophenol	various							

Substance	CAS no.	Detection Limit		Test Method				STATUS Banned/ phase-out
		Input: Chemical Formulations / Output: Wastewater (µg/l)	Output: Products / Output: Wastewater Sludge (mg/kg)	Input: Chemical Formulations	Output: Wastewater	Output: Sludge	Output: Products	
<b>10. SCCP</b>								
SCCP C <sub>10-13</sub>	85535-84-8	0.4	0.03	Extraction with toluene, GC-MS or LC/MS analysis.	Liquid extraction with toluene, GC-MS or LC/MS analysis.	Solvent extraction with toluene, GC-MS or LC/MS analysis.	Solvent Extraction & GC-CE Analysis.	Banned

Plan of Action for the Partnership for Sustainable Textiles

Substance	CAS no.	Detection Limit		Test Method				STATUS Banned/ phase-out
		Input: Chemical Formulations / Output: Wastewater (µg/l)	Output: Products / Output: Wastewater Sludge (mg/kg)	Input: Chemical Formulations	Output: Wastewater	Output: Sludge	Output: Products	
<b>11. Heavy metals</b>								
Total Cadmium (Cd)	7440-43-9	0.1	1				EN 1122-2001 / Acid Digestion followed by ICP analysis. (Total)	
Total Lead (Pb)	7439-92-1	1	1					
Total Mercury (Hg)	7439-97-6	0.05	0.006				ISO 105-E04 acid perspiration extraction & ICP analysis. (Extractable)	
Total Nickel (Ni)	7440-02-0	1	1					
Total Hexavalent Chromium (Cr VI)	18540-29-9		1				DIN 53314-1996 UNE EN 17075:2008	
Total Arsenic (As)	7440-38-2	1	1	Digestion, ICP analysis.	Digestion, ICP analysis.	Digestion, ICP analysis.		
Total Chromium (Cr)	7440-47-3	1	1					
Total Copper (Cu)	7440-50-8	1	1				ISO 105-E04 acid perspiration extraction & ICP analysis. (Extractable)	Phase-out
Total Zinc (Zn)	7440-66-6	1	4					
Total Manganese (Mn)	7439-96-5	1	1					
Total Antimony (Sb)	7440-36-0	1	1					
Total Cobalt (Co) (Extractable heavy- metals by artificial acidic sweat)	7440-48-4		≤ 4 ppm (≤ 1 ppm for children)				Heavy metals extractable: by acid sweat extraction UNI EN ISO 105-E04. Determination AAS- ICP/OES/MS. Determination CrVI: extraction in alkaline buffer - colorimetric detection method to diphenylcarbazine.	

Plan of Action for the Partnership for Sustainable Textiles

Substance	CAS no.	Detection Limit		Test Method				STATUS Banned/ phase-out
		Input: Chemical Formulations / Output: Wastewater (µg/l)	Output: Products / Output: Wastewater Sludge (mg/kg)	Input: Chemical Formulations	Output: Wastewater	Output: Sludge	Output: Products	
<b>OTHERS</b>								
Cyanide	-	4	-		Digestion, ICP analysis.	Digestion, ICP analysis.	ISO 105-E04 acid perspiration extraction & ICP analysis. (Extractable)	Phase-out
Formaldehyde (gas)	50-00-0		declaration of non-use, unless authorised in writing in special cases, with child limit ≤ 16 ppm, adult < 75 ppm				UNI EN ISO 14184-1	Phase-out
<b>BIOCIDES</b>								
Aldrin	309-00-2							
Captafol	2425-06-1							
Chlordane	57-74-9							
DDT	50-29-3							
o,p'-DDT	789-02-6							
Dieldrin	60-57-1							
Endrin	72-20-8							
Heptachlor	76-44-8							
<b>Hexachlorobenzene #</b>	118-74-1							
α-Hexachlorocyclohexane	319-84-6							
β-Hexachlorocyclohexane	319-85-7							
δ-Hexachlorocyclohexane	319-86-8							
2,4,5-T	93-76-5							
2,4-D	94-75-7							
chlordimeform	6164-98-3							
Ethyl-4,4'-dichlorobenzilate	510-15-6							
Dinoseb	88-85-7							
monocrotophos	6923-22-4							
<b>Pentachlorophenol #</b>	87-86-5							
Toxaphene	8001-35-2							
methamidophos	10265-92-6							
methyl parathion	298-00-0							
parathion	56-38-2							
phosphamidon	13171-21-6							
			declaration of non-use / <1ppm				Organo-chlorinated pesticides: US EPA 8081: cotton and cellulose natural fibres - Soxhlet extraction or ultrasonic bath with apolar solvents (iso-octane, n-hexane). Chlorinated herbicides: US EPA 8151: cotton and cellulose natural fibres - methanol extraction. Organo-phosphorous compounds: US EPA 8141: cotton and cellulose natural fibres. Semi-volatile organic compounds: US EPA 8270 C: cotton and cellulose natural fibres. IWTO Draft Test Method 59: Wool and animal keratin fibres - determination using GC-MS and LC-MS.	Phase-out

Plan of Action for the Partnership for Sustainable Textiles

lindane	58-89-9						
DDD	53-19-0						
DDD (Dichlorodiphenyl-dichloroethane)	72-54-8						
diazinon	333-41-5						
propetamphos	31218-83-4						
chlorfenvinphos	470-90-6						
dichlofenthion	97-17-6						
chlorpyrifos	5598-15-2						
fenchlorphos	299-84-3						
diflubenzurone	35367-38-5						
triflumurone	64628-44-0						
cypermethrin	52315-07-8						
deltamethrin	52918-63-5						
fenvalerate	51630-58-1						
cyhalothrin	91465-08-6						
flumethrin	69770-45-2						
Azinophosmethyl	86-50-0						
Azinophosethyl	2642-71-9						
Bromophos-ethyl	4824-78-6						
Carbaryl	63-25-2						
Coumaphos	56-72-4						
Cyfluthrin	68359-37-5						
DEF	78-48-8						
DDE	3424-82-6 72-55-9						
Dichlorprop	120-36-2						
Dicrotophos	141-66-2						
Dimethoate	60-51-5						
Endosolfan, $\alpha$ -	959-98-8						
Endosolfan, $\beta$ -	33213-65-9						
Esfenvalerate	66230-04-4						
Heptachloroepoxide	1024-57-3						
Isodrine	465-73-6						
Kelevane	4234-79-1						
Kepone	143-50-0						
Malathion	121-75-5						
MCPA	94-74-6						
MCPB	94-81-5						
Mecoprop	93-65-2						

## Plan of Action for the Partnership for Sustainable Textiles

Mirex	2385-85-5							
Methoxychlor	72-43-5							
Perthane	72-56-0							
Phosdrin/Mevinphos	7786-34-7							
Profenophos	41198-08-7							
Quinalphos	13593-03-8							
Strobane	8001-50-1							
Telodrine	297-78-9							
Trifluralin	1582-09-8							



Plan of Action for the Partnership for Sustainable Textiles

Substance	CAS no.	Detection Limit		Test Method				STATUS Banned/ phase-out	
		Input: Chemical Formulations / Output: Wastewater (µg/l)	Output: Products / Output: Wastewater Sludge (mg/kg)	Input: Chemical Formulations	Output: Wastewater	Output: Sludge	Output: Products		
<b>ORTHO-PHENYLPHENOL</b>									
o-Phenylphenol (OPP)	90-43-7		Adult limit <100ppm , child limit 50ppm					Phase-out	
<b>NITROSAMINES</b>									
N-Nitrosodimethylamine (NDMA)	62-75-9		Lower than the detection limit of the method				UNI EN 14602		
N-Nitrosodiethylamine (NDEA)	55-18-5								
N-Nitrosodi-n-propylamine (NDPA)	621-64-7								
N-Nitrosodi-n-butylamine (NDBA)	924-16-3								
N-Nitrosopiperidine (NPIP)	100-75-4								
N-Nitrosopyrrolidine (NPYR)	930-55-2								
N-Nitrosomorpholine (NMOR)	59-89-2								
N-nitroso N-methyl N-phenylamine (NMPPhA)	614-00-6								
N-nitroso-N-ethyl-N-phenylamine (NEPhA)	612-64-6								
<b>POLYAROMATIC HYDROCARBONS</b>									
Benzo-[a]-pyrene (BaP)	50-32-8		declaration of non-use				Solvent extraction and GC- MS analysis	Phase-out	
Benzo-[e]-pyrene(BeP)	192-97-2								
Benzo-[a]-anthracene(BaA)	56-55-3								
Chrysene(CHR)	218-01-9								
Benzo-[b]-fluoranthene(BbFA)	205-99-2								
Benzo-[j]-fluoranthene(BjFA)	205-82-3								
Benzo-[k]-fluoranthene(BkFA)	207-08-9								
Dibenzo-[a,h]-anthracene (DBAhA)	53-70-3								
<b>BIOCIDES – ANTI-MOULD</b>									
Dimethyl fumarate (DMF)	624-49-7		declaration of non-use				Solvent extraction and GC- MS/SLC-MS analysis	Phase-out	
N,N-Dimethyl formamide (DMF(A))	68-12-2						Extraction and GC-MS/SLC- MS analysis		

