



Broken Threads & Twisted Yarns: Legislating the Reform of Fashion

Principal Editors:

Shelley Rogers


Fashion for the Earth
EARTHDAY.ORG

Thomas Cosgrove

Chief Creative and
Content Officer
EARTHDAY.ORG

With special thanks to:

**Mykhail Helm and
Elise Mizerak**

 *Now is the time to stop the fast fashion industry from fueling the global addiction to clothing. That addiction is robbing the planet of its natural resources, polluting our air and water, accelerating biodiversity loss, exploiting a workforce of the poor and harming the health of living beings. We must hold the industry accountable for the damage it has caused.*

— Kathleen Rogers, President, EARTHDAY.ORG



INTRODUCTION

The fashion industry, particularly the fast fashion sector, has operated with minimal oversight for decades, resulting in a host of environmental damages—ranging from water and air pollution to deforestation, oceanic microplastic contamination, and biodiversity loss.

Human rights abuses are rampant across the industry's supply chains, with labor exploitation, unsafe working conditions, and wage theft being all too common. The consequences of these practices extend beyond local communities, with profound implications for climate change and global sustainability.

In response to these concerns, legislators worldwide are moving toward regulatory frameworks that hold fashion brands accountable for their environmental footprints and labor practices. This report not only highlights the critical issues the industry contributes to, but also

provides a summary of recently passed and pending legislation in the European Union, the United States, and other countries. This includes the E.U.'s Corporate Sustainability Due Diligence Directive, the U.S. Fashion Sustainability and Social Accountability Act, and Canada's proposed national strategy on textile waste reduction. Each of these initiatives seeks to push the fashion industry toward a more sustainable and equitable future, outlining stringent requirements for transparency, supply chain responsibility, and environmental impact reduction.

CONTENTS

INTRODUCTION	2
--------------	---

01 THE FASHION INDUSTRY'S IMPACTS ON THE ENVIRONMENT BY SECTOR	4
---	----------

1. Water
2. Air
3. Oceans
4. Soil
5. Waste
6. Forests
7. Biodiversity
8. Chemicals
9. Garment workers

02 RECENT REGULATIONS, DIRECTIVES, AND PROPOSALS	23
---	-----------

- The European Union
- Individual Countries in the European Union
- The United States
- Individual U.S. States
- Brazil
- Canada
- Chile
- Columbia
- Mexico
- Peru

CONCLUSION	62
------------	----

ACTIONS NEEDED	65
----------------	----

SOURCES	68
---------	----



THE FASHION INDUSTRY'S IMPACTS ON THE ENVIRONMENT BY SECTOR

The fashion industry's environmental and social footprint is vast, spanning multiple sectors that directly impact the planet and its people.

From water and air pollution to the destruction of forests and ecosystems, the industry's supply chains contribute to the degradation of the environment at every stage of production.

Additionally, fashion's reliance on fossil fuels, unsustainable agricultural practices, and synthetic materials has led to significant harm to oceans, soil, and biodiversity. These issues are further compounded by the extensive use of hazardous chemicals in textile manufacturing and the unsafe working conditions endured by garment workers in countries across the globe.

This section of the report provides a detailed analysis of the key

environmental and human impacts of the fashion industry, divided into nine critical areas: water, air, oceans, soil, waste, forests, biodiversity, chemicals, and garment workers. Each of these sectors reveals the damaging consequences of fast fashion and unsustainable practices, illustrating the urgent need for regulatory intervention. By examining the data and case studies for each sector, this section sheds light on the industry's role in exacerbating global environmental crises and human rights abuses, setting the stage for the necessary changes that must follow.

Below are synopses of the fashion industry's impacts on each area of the environment.



1. WATER

Water scarcity and stress are exacerbated enormously by the textile sector. Textile production consumes approximately 93 billion cubic meters of water¹ annually and generates enormous pollution² at every stage.

Cotton production requires substantial water to grow and mature. In some areas, cotton farming **relies on rainfall alone**.³ Where cotton production relies on irrigated water, producing 1 kg of cotton lint consumes an average of **1,931 liters of water**,⁴ enough to make just one tee-shirt and one pair of jeans. The amount of irrigated water needed varies depending on the farming region's climate and rainfall. Brazil uses 17 liters of irrigated water per kilogram of lint, but Turkmenistan requires **13,696 liters per kilogram**.⁵

In arid regions experiencing water scarcity, irrigation for cotton can severely impact local populations. The Aral Sea, once the fourth

largest lake in the world, was largely **drained in the late 1960s**⁶ to irrigate cotton farms. In drier climates, farmers will source from **ground water for irrigation, depleting water basins and aquifers**⁷ that take thousands of years to recharge. Runoff from irrigation contaminates shared freshwater resources **with toxic agricultural chemicals**.⁸

An average-sized textile mill (producing 8,000 kg of fabric per day) consumes around **1.6 million liters of water daily**.⁹ Throughout the process, the industry employs at least **8,000 chemicals that are toxic**.¹⁰ These substances are **flushed from factories**¹¹ into clean water systems.

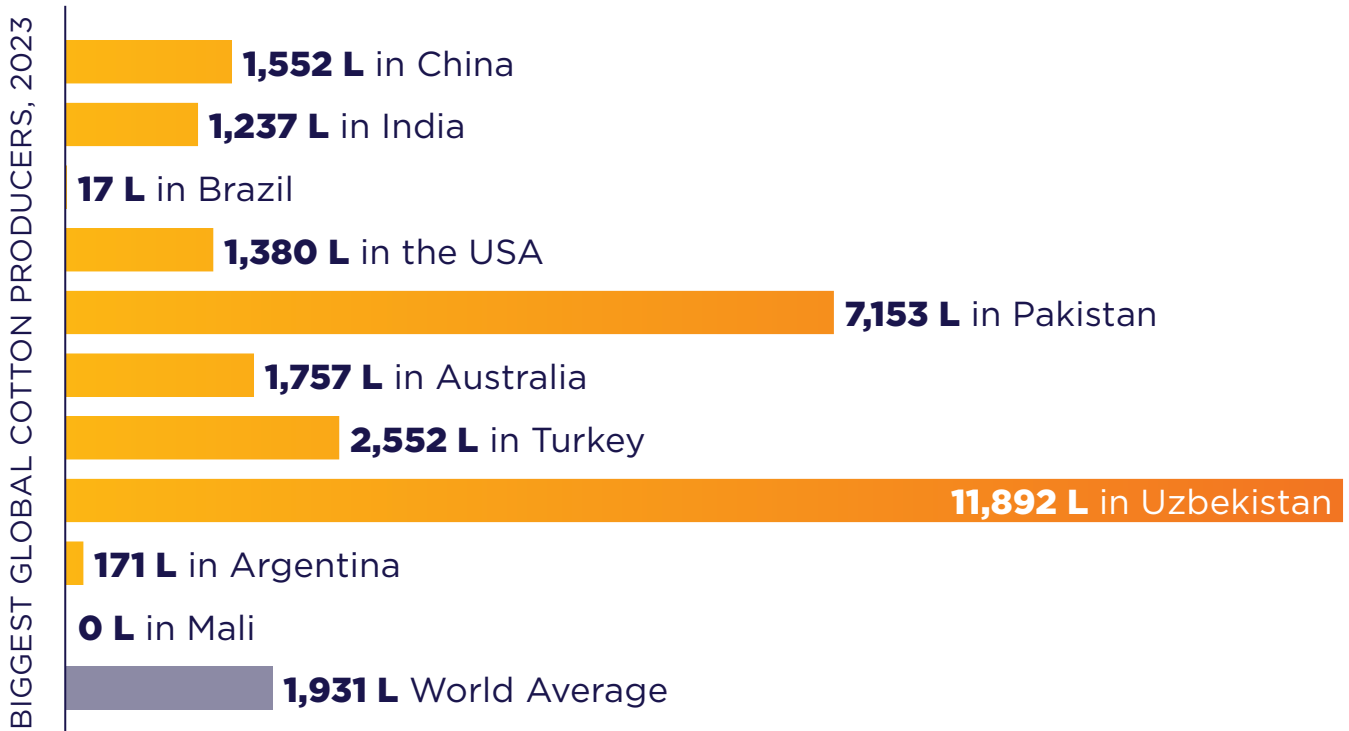
The Citarum River,¹² the largest river in West Java Indonesia and the source of water for the Jatiluhur Reservoir. It is used by 2,000 companies, most of which are coal-fired textile factories that **discharge their chemicals into the water**,¹³ and is one of the most polluted rivers on earth. 15 million people rely on the water. The toxic chemicals filling the river are above international levels such as lead levels that are **more than 1,000 times**¹⁴ the United States EPA's drinking water standard.

Populations living along the river experience **serious health problems**.¹⁵ **Thousands of acres of rice fields**¹⁶ are irrigated with the contaminated water reducing rice yields and **fishing has decreased by 60%**.¹⁷ Textile factories are the **primary source**¹⁸ of the river's **high microplastic pollution**.¹⁹

Rivers in Lesotho in southeast Africa such as the **Caledon River and its tributaries**²⁰ are contaminated by textile factory effluent. Called the "Blue River," by the local population, the toxic water is stained by effluent from denim manufacturing. Water samples from Tanzania's **Msimgazi River**²¹ had a basic pH level as high as 12, the level of bleach — making the water used for drinking, bathing and irrigation hazardous and putting the communities relying on the river at risk.

Toxic dyes and chemicals from textile factories threaten life in **Bangladesh and China**.²² Accumulating toxins lower oxygen levels in the water killing aquatic animals and plants. Heavy metals increase the chance of cancers and skin conditions.

IRRIGATED WATER USE: 1 KG OF COTTON LINT CONSUMES...





In each of the countries we visited, we found clear evidence that viscose manufacturers are dumping untreated wastewater, which is contaminating local lakes and waterways.

This pollution is having a devastating impact... In some areas we visited it is suspected to be behind the growing incidence of cancer, and villagers have stopped drinking the well water for fear of the effect it will have on their family's – particularly their children's – health. The factories are also destroying many traditional livelihoods, with local fishermen particularly badly impacted.

— **Dirty Fashion**, Evidence and impacts of pollution from viscose manufacturing in Indonesia, China and India, Changing Markets Foundation

Chemicals in textile dyes resist degrading and are **persistent in natural atmospheres**.²³ They are highly durable in water and require advanced wastewater treatments. When dyes are released without treatment into water, they pose serious **ecotoxicological threats to living organisms**,²⁴ degrade water quality, impair photosynthesis,

and affect soil health. They can bioaccumulate.

Clothing waste can cause pollution. In landfills, pollution occurs through precipitation and runoff that carry production chemicals and synthetic microfibers into **surface and groundwater**.²⁵



2. AIR

By conservative estimates, the fashion industry is responsible for between roughly 2%²⁶ and 4%²⁷ of all global greenhouse gas emissions equal to that of France, Germany and the U.K. combined.

According to **Apparel Impact Institute**,²⁸ if business continues as usual it will rise to 1.243 gigatons by 2030. To stay within 1.5 °C to achieve a 45% reduction by 2030 in line with the Paris Agreement, the fashion industry must reduce emissions to 489 gigatons annually — and even more to achieve net zero no later than 2050.



But this is a big “if”. Most brands do not have direct relationships beyond the Tier 1 factories in their

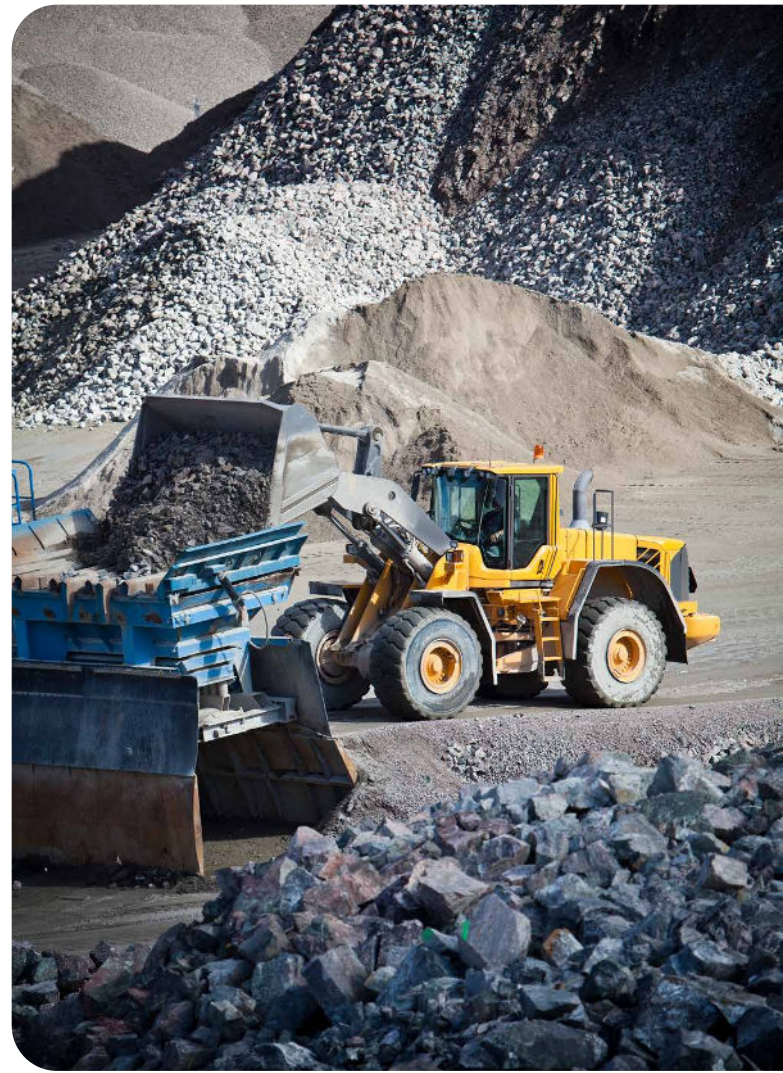
supply chain, but the majority of greenhouse gas emissions **occur further upstream**²⁹ in Tier 2, 3 and 4. According to a McKinsey report, the **70% of fashion’s GHG emissions**³⁰ that occur upstream could be reduced by as much as 60%. Currently, brands may provide advice, or direct their suppliers to loans to finance decarbonization, **but expect their suppliers to foot the bill**.³¹ Factories mostly work on tight margins and **do not have the capital to transform**³² their facilities. And even if they did, they would have to raise costs which has historically resulted in brands simply **taking their business elsewhere**.³³ Reducing supply chain emissions depends on brands and retailers co-investing in their supply

chain's infrastructure with access to **larger loans and lower cost financing**.³⁴

According to the **Fashion Transparency Index 2023**,³⁵ only 9% of brands disclose how they intend to support investment towards decarbonization in their supply chain and 6% disclose the proportion of their supply chain that is powered by coal.



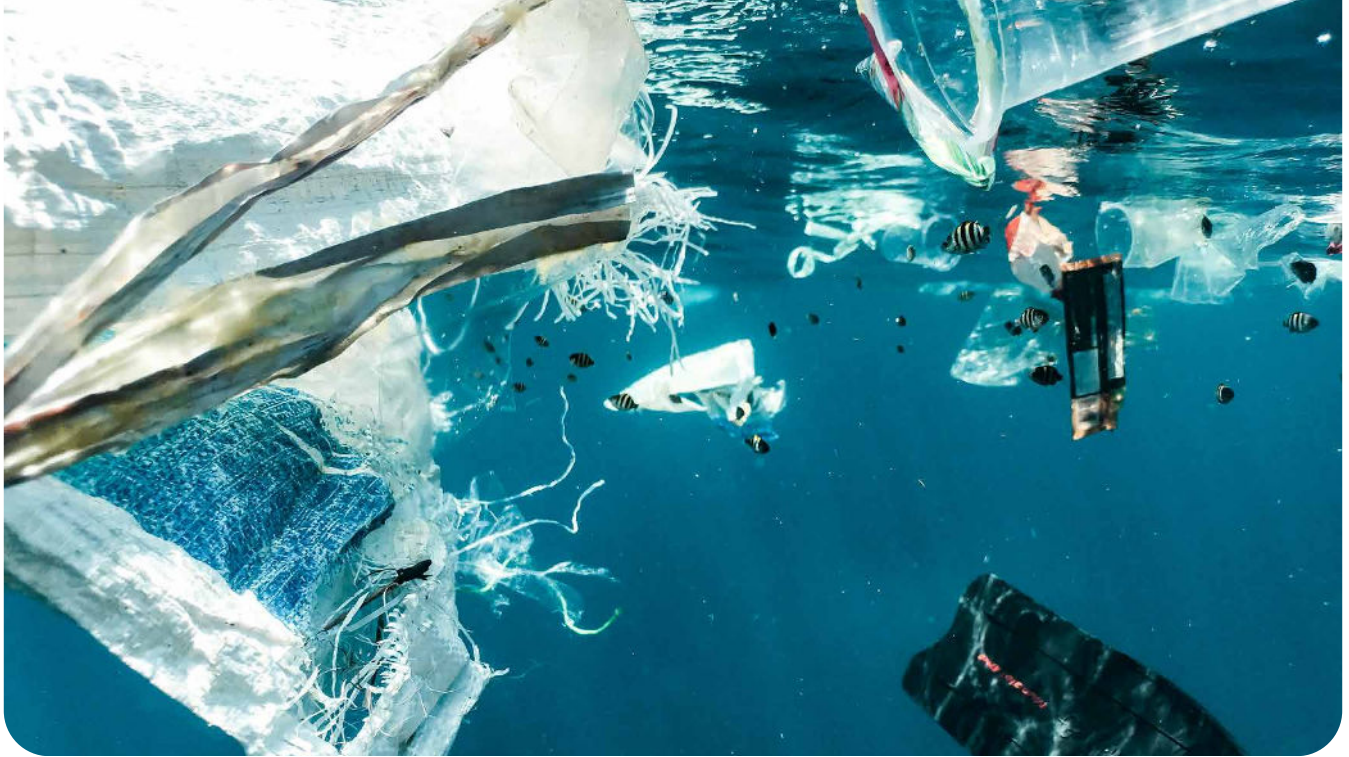
China is the **world's largest exporter of clothing**³⁶ and the world's **largest emitter of carbon dioxide**.³⁷ China's textile factories are **largely fueled by coal**.³⁸ In 2023, it approved new coal power projects at the equivalent of **two plants every week**.³⁹ And its increased demand for oil is being



driven by the need to produce feedstocks for its petrochemical industry including fibers used in **synthetic clothing**.⁴⁰ China's output of synthetic fibers rose by **21 million metric tons**⁴¹ between 2018 and 2023.

After five years the fashion industry simply isn't at the point where we can say that it is truly changing, and implementation is truly happening. Less than half of active signatories [to the Fashion Industry Charter for Climate Change] are compliant with setting climate targets needed to limit global heating... their extensive supply chains aren't aligned with Charter goals either. This is the reality.

— **Simon Stiell**, UN Climate Change Executive Secretary
Fashion Industry Charter for Climate Action 2023



3. OCEANS

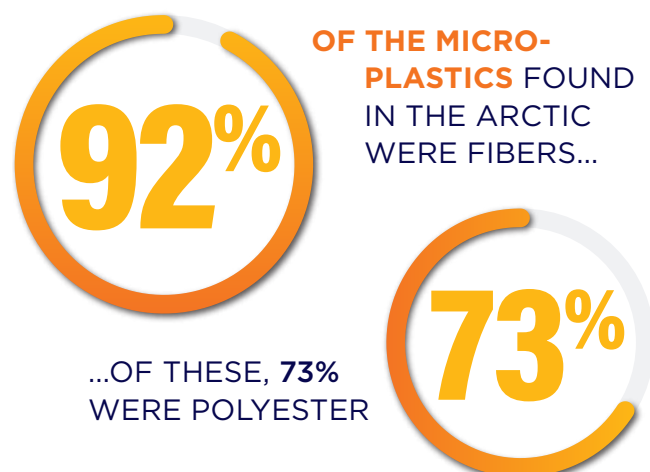
Of the 100 billion garments manufactured every year, 69%⁴² are made of plastic from fossil fuels.

Globally, **500,000 tons⁴³** of microfibers are released into oceans every year through domestic clothes washing. Of the **171 trillion microplastics⁴⁴** in oceans, microfibers from clothing are responsible for **35%.⁴⁵**

In 2016, **92% of the microplastics⁴⁶** found in the Arctic were fibers, and of these, 73% were polyester. Synthetic fibers do not biodegrade, and production of polyester fiber, the dominant synthetic, is projected to exceed **92 million tons⁴⁷** in the next 10 years — an increase of 47%.

While microfibers from clothing are **coated with toxic chemicals⁴⁸**, they also become vectors for free floating toxic chemicals and heavy metals in the ocean that **readily attach⁴⁹** to them.

Microfibers in the marine environment get trapped in the guts of zooplankton and myriad aquatic life forms at the bottom of the food chain affecting the entire chain. Their accumulation in marine life affects **feeding and growth⁵⁰**, causes **genetic damage⁵¹**, **oxidative stress⁵²**, **impacts on behavior⁵³**, **reducing fertility⁵⁴** and reproduction and **mortality⁵⁵**.





4. SOIL

Fast fashion's intensive land use degrades soil quality mainly through unsustainable farming practices and deforestation for fabrics such as cotton, wool, cashmere, and leather.

Cotton is grown on nearly **35 million hectares in over 100 countries**.⁵⁶ Conventional cotton cultivation **severely exhausts soil**.⁵⁷ Intensive irrigation and continuous monocropping damages soil structure over time and leads to habitat destruction as farm fields are expanded into new areas. Exposure to pesticides is hazardous to farmers and nearby populations. Pesticides runoff can contaminate fresh water sources **affecting entire ecosystems**.⁵⁸

Driving demand for cashmere has led to the doubling of the number of goats in Mongolia since 2000 to **70 million**.⁵⁹ Goats are particularly harsh on the land, pulling out grass by the roots and preventing

regeneration of the **once lush Mongolian steppes**,⁶⁰ one of the world's largest grasslands.

Along with climate change, the doubling of herd sizes has degraded 70% of Mongolia's pastureland, turning it into a desert. Livestock grazing intensity, particularly in areas of high aridity, significantly reduces the grass cover, biomass, and species richness and **links directly to desertification**.⁶¹

The cattle industry is the biggest source of **deforestation in the Amazon**.⁶² In 2021, Brazil exported a total of **395.6 thousand tons of leather**⁶³ with a value of \$1.41 billion. Over 100 brands have supply-chain links to these Brazilian leather exporters. When forests

are cleared for cattle ranching, the exposed soil is more **prone to erosion, reducing fertility and crop yields**.⁶⁴ The roots of **trees hold moisture and keep soil in place**.⁶⁵ When trees are removed, soil washes into nearby waterways leading to downstream sediment buildup and damaging watersheds.

Microfibers from our clothing impact soil. Municipal Wastewater Treatment Plants trap microfibers in “bio-solid” sludge which is transferred for use as a fertilizer on farmlands. There, **evidence shows**,⁶⁶ microfibers and the chemicals they carry impact **terrestrial ecosystems**,⁶⁷ **harming soil biota**,⁶⁸ **rooting ability**,⁶⁹ and soil **nutrient cycling**.⁷⁰



PRINCIPAL CAUSES OF SOIL DEGRADATION⁷¹

- INDUSTRIALIZATION
- AGRICULTURAL PRACTICES
- OVERGRAZING
- OVER EXPLOITATION FOR FUELWOOD
- DEFORESTATION

NORTH AMERICA



CENTRAL AMERICA



SOUTH AMERICA



EUROPE



ASIA



AFRICA




OCEANIA



WORLD



 *It takes approximately 500 years to replace 25 mm (1 inch) of topsoil lost to erosion. The minimal soil depth for agricultural production is 150 mm. From this perspective, productive fertile soil is a nonrenewable, endangered ecosystem.*

— David Pimental, “Soil as an Endangered Ecosystem”, Bioscience; Nov 2000



5. WASTE

Fashion companies produce 100 billion garments annually (from estimates as far back as 2014⁷²). Of that number, 87% end up in a landfill or an incinerator, 12% is downcycled for industrial uses or exported to countries in the global south and less than 1%⁷³ recycled into new garments.

Each year the fashion industry is responsible globally for **92 million tons⁷⁴** of textile waste. Pre-consumer waste includes cutting room scraps, unused material and unsold goods.

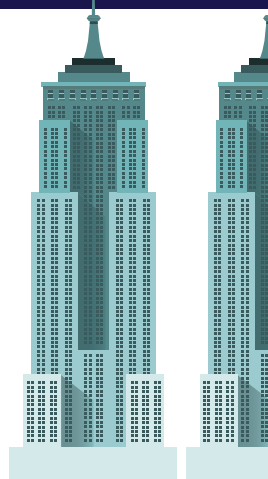
92 MILLION TONS OF TEXTILE WASTE EACH YEAR

IS EQUIVALENT TO...



● A GARBAGE TRUCK OF CLOTHES **EVERY SECOND**, OR

● ENOUGH WASTE TO FILL **1½** EMPIRE STATE BUILDINGS **EVERY DAY**



Today, nearly **\$120 billion worth of unused fabric⁷⁵** is either stored in warehouses or sent to landfills. **A study in Europe⁷⁶** found that 22%–43% of all returned clothing bought online and one-fifth of unsold stock ends up being destroyed.

Post-consumer waste, the clothing discarded by consumers and retailers, is aggregated by collectors and separated for downcycling or shipped to foreign countries such as **Chile⁷⁷**, Nigeria and **Kenya⁷⁸** where clothing is resold in markets by second-hand sellers.

Clothing that enters the global secondhand supply chain can have



disastrous consequences in countries without the necessary infrastructure to deal with the massive amounts of incoming waste.

Currently, the volume of clothing produced and discarded is growing at a faster rate than recycling facilities can process. In addition, highly recyclable or compostable materials only represent a nominal share of the overall market.

— Hey Fashion Report 2022
Fashion's Waste and How to Solve It
Eileen Fisher Foundation

Ghana, the **largest importer**,⁷⁹ receives 15 million garments weekly at the port of Accra destined for

the Kantamanto market. According to the Or Foundation, **40% of this clothing**⁸⁰ leaves the market as trash. **Some is collected**⁸¹ by waste management services (70 metric tons daily) and sent to landfills, some burned, and the rest illegally dumped where waste pollutes the air, soil, groundwater and ocean.

Clothes clog drains and gutters which can lead to **water-borne disease**⁸² and flooding. Landfills leach chemicals and microfibers into **nearby estuaries**.⁸³ Burning of landfills causes **respiratory and cardiovascular health**⁸⁴ complications. Clothing ends up in runoff water and enters the sea where it **accumulates on the seabed**⁸⁵ and blights the local fishing industry.



6. FORESTS

With its ever-increasing demand for raw materials, the fashion industry is contributing to global deforestation.

Each year, over **300 million trees**⁸⁶ are cut down to be transformed into man-made cellulosic fibers (MMCF) for materials such as viscose, rayon and lyocell.

Production of MMCF is growing. The annual production volume of MMCF was around **7.9 million tons**⁸⁷

in 2023 more than doubling since 1990 and is expected to continue growing in the coming years. Despite the **high market share**⁸⁸ of brands sourcing material through certified forest management non-profit organizations, such as **FSC**⁸⁹ and **PEFC**,⁹⁰ the risk of sourcing MMCFs from ancient or endangered forests **remains high**⁹¹ with less than 60% sourced from certified forests.

The impact of deforestation includes a significant increase in carbon emissions. Since 1850, deforestation has accounted for **roughly 30%**⁹² of all carbon dioxide emissions. Land-use changes and deforestation associated with fast fashion contribute to higher carbon emissions, exacerbating climate change.



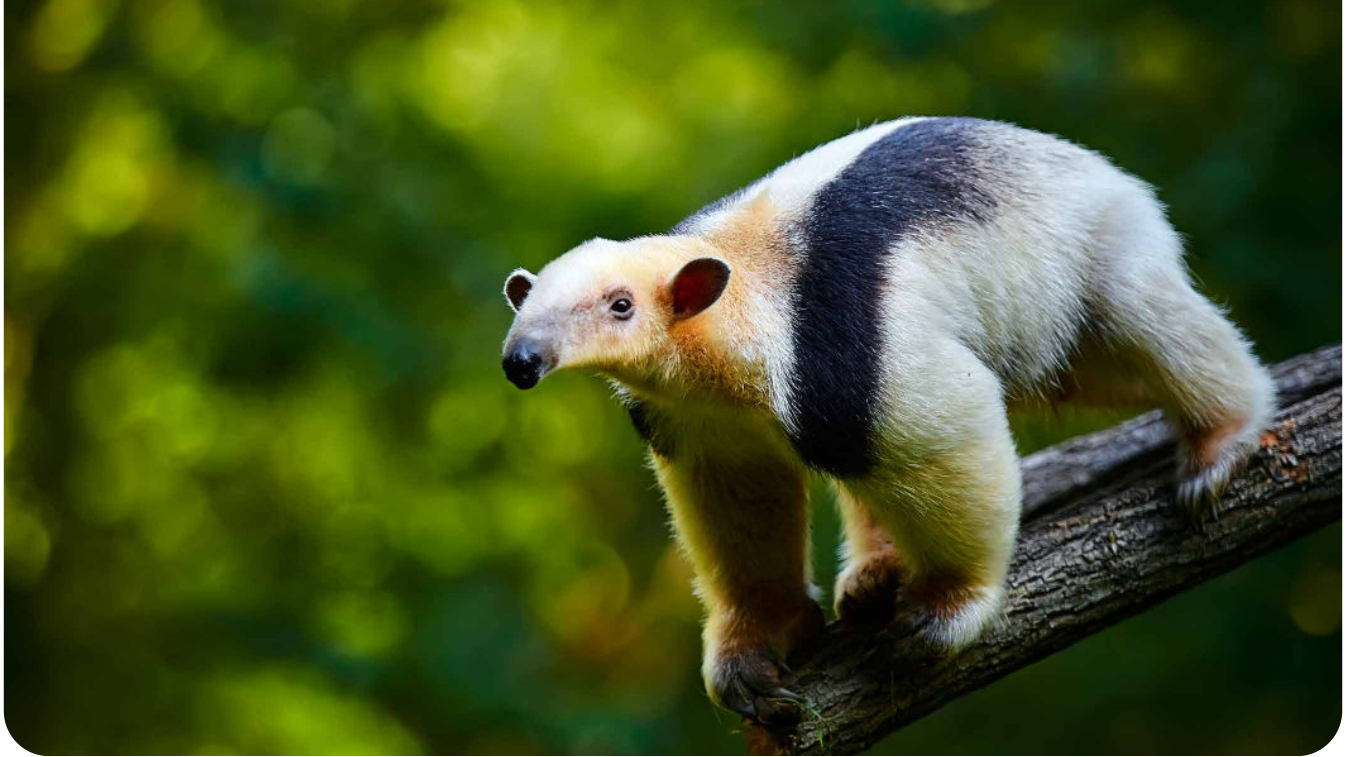
300 MILLION TREES
IS EQUIVALENT TO
A FOREST THE SIZE
OF **MASSACHUSETTS**

The Amazon is a vital carbon sink absorbing millions of tons of carbon dioxide annually. Major fashion companies contribute to **deforestation in the Amazon**.⁹³ According to United Nations trade data, **about 20%**⁹⁴ of all leather used in the fashion industry comes from the Brazilian Amazon.

Deforestation is also driven by the need for more cotton farms. A **year-long investigation**⁹⁵ by the nonprofit Earth-sight revealed that cotton grown on illegally deforested land in Brazil's Cerrado region, a vast tropical savannah that is an important carbon sink and water reserve, was used in garments certified by Better Cotton and used by fast fashion companies.

Besides providing carbon sinks where carbon is sequestered in trees and soil, forests are also home to **70% of Earth's land animals**.⁹⁶ Deforestation is the **leading cause of biodiversity loss**⁹⁷ with disruption of entire ecosystems and food chains. Considering wildlife populations have declined **69% in the past 48 years**,⁹⁸ this is an urgent problem.





7. BIODIVERSITY

The World Economic Forum's [Global Risks Report 2024](#)⁹⁹ has identified biodiversity loss and ecosystem collapse as one of the top four global risks over the next decade.

Biodiversity loss¹⁰⁰ is attributed to changes in **land use**,¹⁰¹ **climate change**¹⁰² and pollution all of which highlight the fashion's contribution to the problem.



THE FASHION INDUSTRY IS PROJECTED TO **INCREASE ITS LAND USE FOR FIBER PRODUCTION BY 35% BY 2030**

Fashion relies on **growing and processing diverse species**¹⁰³ for materials. Fashion's reliance on natural resources for materials has resulted in land use changes including clearing land for cotton farming, ranching for animal-derived products and for wood pulp

needed to make cellulosic fibers. Major fashion brands use leather sourced from cattle raised **in the Amazon**¹⁰⁴ on deforested land. The fashion industry is projected to increase its land use for fiber production **by 35% by 2030**,¹⁰⁵ which equates to an additional 115 million hectares that could otherwise preserve biodiversity.

Large quantities of hazardous pesticides, fertilizers, and chemicals are used in material production for fashion, such as conventional cotton farming, **leather processing**¹⁰⁶ and **cellulosic fiber**¹⁰⁷ processing. These contaminate soil and fresh water sources **harming the ecosystems**¹⁰⁸ living within them and those dependent upon them.



Microfibers from our clothing affect biodiversity. Aquatic and terrestrial systems are polluted with microplastics from our clothing through oceans, fresh-water systems and through the air. Microfibers have been shown to be toxic to microscopic life in oceans affecting **feeding and growth**,¹⁰⁹ **causing genetic damage**,¹¹⁰ reducing fertility and

reproduction. In soil, microplastics can alter physiochemical properties including **structure and nutrient cycling**¹¹¹ affecting plant growth and soil dwelling organisms. There is evidence of **bioaccumulation and biomagnification of microplastics**¹¹² throughout all trophic levels affecting entire food chains which can ultimately **harm biodiversity and ecosystem stability**.¹¹³

📖 While fashion relies on biodiversity, it is also responsible for accelerating biodiversity loss.

Fashion ‘takes’ from nature, using it as a bank of resources — and the fashion industry has built up an enormous debt... and much of what we take from nature is processed in ways that prevent it from being returned to the earth.

— Fashion Values



8. CHEMICALS

Chemicals are applied to garments in the Tier 2 and Tier 3 processing stages of the supply chain which include pretreatment, coloration and finishing treatments.¹¹⁴ The industry employs over 8,000¹¹⁵ different chemicals, including more than 3,600 textile dyes.¹¹⁶

Clothing factories **discharge millions of gallons¹¹⁷** of these hazardous chemicals into local water supplies, polluting rivers and soil, impacting workers and community health. A few in the **long list¹¹⁸** of toxic chemicals discharged

from textile mills include heavy metals such as copper, arsenic, lead, mercury, nickel, cadmium, and chromium compounds, as well as sulfur, naphthol, nitrates, acetic acid, chlorine bleach and formaldehyde.

The World Bank has identified **72 toxic chemicals¹¹⁹** solely from textile dyeing processes. Among these are Azo dyes, synthetic nitrogen-based dyes used in garment manufacturing for vibrant color, **which are carcinogenic.¹²⁰** Common additives like phthalates, used to soften plastics, and PFAS for flame retardancy and **stain and water resistance properties¹²¹** are extensively used. Other **volatile**



FAST FASHION AND TOXIC CHEMICALS¹²⁸



MORE THAN **8,000** **CHEMICALS** ARE USED TO MANUFACTURE RAW MATERIAL INTO CLOTHING



AZO DYES **RELEASE** **CHEMICALS** WHEN THE FABRIC COMES IN **CONTACT WITH SKIN**



90% OF CLOTHING IN THE USA CONTAINS OF TOXIC CHEMICALS



43 MILLION TONS OF CHEMICALS ARE USED TO **DYE AND TREAT** CLOTHES EVERY YEAR



ONLY **30%** OF BRANDS AND RETAILERS HAVE A TARGET TO **ELIMINATE HAZARDOUS CHEMICALS** IN THEIR SUPPLY CHAIN

organic chemicals (VOCs)¹²² used for easy care finishes include toluene, ethylene glycol, benzene, methylene chloride, 1,3-butadiene, xylene, and tetrachloroethylene.

Beyond environmental impacts, these chemicals pose substantial health risks. Toxic chemicals from clothing **can be absorbed**¹²³ through the skin. **Azo dyes**¹²⁴ can release cancer-causing compounds, while **PFAS**,¹²⁵ are linked to cancers, fetal abnormalities, and immune system suppression; these “forever chemicals” are toxic even in minuscule blood concentrations.

Our clothes are produced by guzzling water in regions where it is scarce and by using thousands of toxic chemicals. Yet, only 23% of major brands and retailers [of 250] disclose their methodology to identify these risks and even fewer (7%) disclose their wastewater test results.

— **Fashion Transparency Index 2023**

Studies, such as those conducted by the **Center for Environmental Health**¹²⁶ in California and the **Canadian Broadcasting Corporation**,¹²⁷ have found alarming levels of chemicals like BPA, PFAS, and lead in fast-fashion clothing, exceeding safety limits and posing risks.



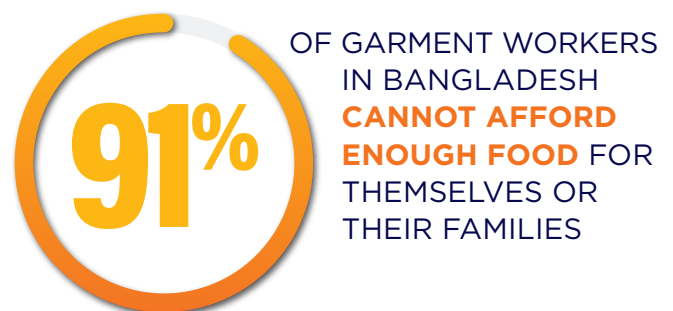
9. GARMENT WORKERS

Fast fashion relies heavily on low-cost labor¹²⁹ in countries such as India, Bangladesh, China, and Vietnam and other countries in the global south.

The **2013 Rana Plaza factory collapse**,¹³⁰ that killed over **1,138 workers**¹³¹ and injured over 2,500 others who had been forced to work in an unsafe building, brought global attention to the mistreatment of garment workers. Today, garment workers endure unsafe conditions, **wage theft**,¹³² long hours, low pay, and **gender-based mistreatment**¹³³ including harassment and violence.

Labor in the fashion industry is referred to as '**modern day slavery**'.¹³⁴ Garment workers are paid **poverty wages**,¹³⁵ in some cases less than a country's minimum wage, significantly less than a '**living wage**'¹³⁶ and sometimes in '**slave-like**' conditions.¹³⁷ **Child labor**¹³⁸ and **indentured servitude exist**.¹³⁹

An Oxfam report found that **91%**¹⁴⁰ of garment workers in Bangladesh cannot afford enough food for themselves or their families. Despite contributing nearly **16%**¹⁴¹ to Bangladesh's GDP, the industry continues to pay its workers poorly.



In late 2023, protests over low wages led to the imprisonment of over **100 workers and advocates**.¹⁴² Although the Bangladeshi government raised the minimum wage by **56% to \$113 per month**¹⁴³ in response to protests, it was



a little over half of **what unions were asking**¹⁴⁴ for based on cost of living calculations, well below the **\$210 monthly living wage**¹⁴⁵ needed to lift workers out of poverty.



OF BANGLADESHI
GARMENT WORKERS
**EXPERIENCE SOME
FORM OF ABUSE**

Wage theft¹⁴⁶ exists in the industry as brands frequently do not pay for months after work has been completed. This theft was exacerbated during the Covid-19 pandemic when brands canceled **\$40 billion**¹⁴⁷ worth of completed orders, leading to mass factory closures and layoffs.

Additionally, **25%**¹⁴⁸ of Bangladeshi garment workers experience some form of abuse. Women garment workers suffer the most, facing


gender-based harassment, violence, and, in some cases, **resorting to sex work**¹⁴⁹ or forced into it to support their families.

“This lack of regulation and incentives to grow infinitely are an absurdity on a finite planet. Fast fashion is far from cheap – someone, somewhere is paying the real price. Whether they are workers in Leicester being paid £3.50 an hour in sweat-shop conditions, or farmers in India dying from dangerous chemicals in the production of cotton – collectively and individually, we are all paying.”

— **Dilys Williams**, Director,
Centre for Sustainable Fashion,
University of the Arts London



RECENT REGULATIONS, DIRECTIVES, AND PROPOSALS

JURISDICTION STATUS LEGISLATION	
THE EUROPEAN UNION	
 <p>Adopted 1/5/23</p> <p>UNDERGOING REVISION</p>	<p>Corporate Sustainability Reporting Directive¹ (CSRD)</p> <p>The CSRD² is a unified reporting standard that requires companies to report on their environmental impact, social impact and governance structure. It succeeds existing legislation called NFRD (EU Non-Financial Reporting Directive), but introduces the double materiality concept³.</p> <p>This means that companies are required to do a risk analysis on their impact on the environment and society and will pro-actively need to identify key metrics to improve. It requires reports verified by an auditor.</p> <p>Overall, it aims to create a more uniformed approach to sustainability reporting across the E.U. and to ensure that the information is consistent, reliable and easy to understand. The CSRD will mandate companies to disclose specific metrics regarding their impacts on nature and biodiversity, as well as their exposure to nature and biodiversity loss.</p> <p>See “Omnibus Simplification Proposal”</p> <p>The Omnibus Simplification Proposal published on February 26, 2025 seeks to streamline the rules of several policies including the CSRD and the CSDDD, to address overlapping reporting and address unnecessary or disproportionate rules creating undue burden on businesses.</p>

JURISDICTION STATUS	LEGISLATION
-----------------------	-------------



Adopted
6/9/23

EU Regulation Prohibiting the making available and exporting of deforestation and forest degradation products (EUDR)⁴

This Regulation lays down rules regarding the placing and making available on the Union market as well as the export from the Union of relevant products that contain, have been fed with or have been made using relevant commodities, namely cattle, cocoa, coffee, oil palm, rubber, soya and wood.

The law has a view to:

- minimising the Union's contribution to deforestation and forest degradation worldwide, and thereby contributing to a reduction in global deforestation
- reducing the Union's contribution to greenhouse gas emissions and global biodiversity loss
- addressing all deforestation driven by agricultural expansion to produce the commodities in the scope of the regulation, as well as forest degradation

Relevant commodities and products shall not be placed or made available on the market or exported, unless all the following conditions are fulfilled:

- they are deforestation free
- they have been produced in accordance with the relevant legislation of the country of production
- they are covered by a due diligence statement

In scope are: leather products, wood pulp, and rubber-derived apparel and clothing accessories imports.

In November 2024, in response to concerns by EU member states, the E.U. Commission has proposed the postponement of the application date of the deforestation regulation by one year to December 30, 2025 for large operators and until June 30, 2026 for small enterprises.



Adopted
9/25/23

Microplastic Legislation⁵ — for intentionally added microplastics

Amending Annex XVII to Regulation (EC) No. 1907/2006 of the European Parliament and of the Council concerning the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) as regards synthetic polymer microparticles.

This relates to microplastics **intentionally added on purpose** that release microplastics when used. Based on the scientific evidence provided by ECHA, the Commission drafted a restriction proposal for microplastics under REACH that was later endorsed by the European Parliament and the Council of the European Union before adoption.

JURISDICTION STATUS	LEGISLATION
-----------------------	-------------

These rules prohibit the sale of microplastics as such, and of products to which microplastics **have been added on purpose** and that release those microplastics when used. When duly justified, derogations and transition periods for the affected parties to adjust to the new rules apply. The Commission Regulation was published in the Official Journal on 27 September 2023.

Some microplastics are formed when larger plastics break down but these fall outside of the scope of the new initiative. There is currently no E.U. law in place applying to microplastics in a comprehensive manner.



Adopted
2/20/24

Empowering Consumers for the Green Transition (ECGT)⁶

The Law prohibits misleading environmental and social responsibility claims, ensures that consumers are provided with better information on the durability and reparability of goods and the consumer's legal guarantee rights. It will also strengthen consumer protection rules against greenwashing and early obsolescence practices.

The main provisions are to:

- enhance consumer information and combat deceptive practices in marketing including disclosing the producer's durability guarantee for all goods, and indicating product reparability through a reparability score or relevant repair information
- ensure consumers are not misled about environmental and social impacts, durability, and reparability as part of the main product characteristics
- prohibit potentially misleading practices, including unfair claims based on greenhouse gas emissions offsetting
- place restrictions on making future environmental performance claims without clear commitments and advertising common market practices as unique benefits
- allow comparisons between products only with transparent information, including through a sustainability information tool
- ban the display of sustainability labels without certification is prohibited
- ban generic environmental claims without demonstrating excellent performance as per relevant regulations
- restrict claims about the entire product and only to the specific aspect concerned
- prohibit presenting a mandatory requirement imposed by law as a distinctive feature of the offer

JURISDICTION | STATUS | LEGISLATION

The new Directive⁷ amends two existing consumer law Directives: the **Consumer Rights Directive⁸** and the **Unfair Commercial Practices Directive⁹**. It will make E.U. horizontal consumer law better fit for the green transition and will support the changes needed in consumer behavior to achieve climate and environmental objectives under the **European Green Deal¹⁰**.



Adopted
4/11/24

The Waste Shipment Regulation,¹¹ (the WSR), a revision of the 2006 Waste Shipment Regulation.

It transposes into E.U. law the provisions of the Basel Convention and the OECD decision, requiring member states to ensure that waste shipments and treatment operations are managed in ways that protect the environment and human health from any adverse effects generated by such waste.

The new regulation's rules ensure that:¹²

- the E.U. does not export its waste challenges to third countries and contributes to environmentally sound management of waste
- enforcement will be strengthened to prevent illegal shipments of waste occurring within the EU, as well as from the E.U. to third countries
- traceability of shipments of waste within the E.U. is increased and facilitating recycling and re-use
- companies exporting waste from the E.U. will have to demonstrate that the waste exported is properly managed in the facility that manages the waste in the recipient country

Companies must ensure that independent audits are carried out in the facilities to which they ship waste, demonstrating that those facilities manage waste in an environmentally sound manner. In the absence of a positive audit, the companies must stop exporting their waste to the facility concerned. The Regulation entered into force on 5/20/24.




Adopted
11/19/24

EU Regulation Prohibiting products made with forced labor in the EU¹³

On April 23, 2024, the E.U. formally adopted the regulation to ban products made from forced labour from the E.U. market — (the **Forced Labour Regulation¹⁴**, or the Regulation).

The new Forced Labour Regulation will impact businesses that sell their products into or from the EU. The **proposal¹⁵** imposes a complete restriction on the entry of these goods into the E.U. market. It establishes a framework to investigate forced labor practices in supply chains, prohibiting the import and export of such products and their components within E.U. borders. This ban extends to products manufactured both inside and outside the E.U. and applies to economic operators of all sizes, including SMEs.

The Forced Labour Regulation will apply 36 months following its entry into force.

JURISDICTION STATUS	LEGISLATION
 Adopted 5/24/24 UNDERGOING REVISION	<p>The Corporate Sustainability Due Diligence Directive (CSDDD)¹⁶</p> <p>The CSDDD establishes a corporate due diligence duty. In addition, the Directive sets out an obligation for large companies to adopt and put into effect, through best efforts, a transition plan for climate change mitigation aligned with the 2050 climate neutrality objective of the Paris Agreement as well as intermediate targets under the European Climate Law.</p> <p>The CSDDD holds companies accountable for impacts throughout their upstream supply chain and some “limited” downstream activities (such as distribution). Below are summaries of what its mandatory due diligence requires of companies, what human and environmental rights are covered, their enforcement, penalties and the timeline for adoption.</p> <p>Due Diligence requirements are:</p> <ul style="list-style-type: none"> • to identify actual and potential adverse human rights and environmental impacts from their business operations or subsidiaries • to create a code of conduct and integrate a policy ensuring risk-based due diligence, a process for implementing due diligence and a method to ensure compliance • to establish a risk management system to monitor the effectiveness of the due diligence • to take action to prevent, end, mitigate impacts and provide remediation • to establish a notification and complaints procedure • to communicate publicly through an annual statement on due diligence • to implement a transition plan for climate change to ensure compatibility of the business model and strategy with limiting global warming to 1.5 °C <p>Human Rights confirmed are:</p> <ul style="list-style-type: none"> • the right to life, liberty and security • the prohibition of torture, cruel, inhuman or degrading treatment • the right to enjoy just and favorable conditions of work, including a <i>fair wage and an adequate living wage</i> • the prohibition to restrict workers’ access to adequate housing, food, clothing, water and sanitation in the workplace • the protection of children’s rights and the <i>prohibition of child labour</i> • the prohibition of all forms of slavery • the right to freedom of association, assembly, to organize and collective bargaining • the prohibition of unequal treatment in employment, including the right to <i>equal pay for equal work and to non-discrimination</i>

Environmental Rights confirmed are:

- the right of individuals, groups and communities to lands and resources and to not be deprived of means of subsistence, including the prohibition to unlawfully evict or take land, forests and waters when acquiring, developing or otherwise using land, forests and waters, including by deforestation
- the prohibition of causing any measurable environmental degradation, such as harmful soil change, water or air pollution, harmful emissions, excessive water consumption, degradation of land, or any other impact on natural resources, such as deforestation, that substantially impairs the natural bases for the preservation and production of food, or that denies a person access to safe and clean drinking water, or that makes it difficult for a person to access sanitary facilities or destroys them, or that harms a person's health, safety, normal use of land or lawfully acquired possessions, or that adversely affects ecosystem services through which an ecosystem contributes directly or indirectly to human wellbeing

Enforcement

Each E.U. Member State will designate supervisory authorities to ensure compliance and, if non-compliance is found, order the company to end infringing actions or conduct, take remedial action, impose measures to avoid risk of severe harm and impose pecuniary sanctions. Companies may be liable for civil damages if failing to mitigate adverse impacts where the failures lead to damage.

Penalties for non-compliance

EU Member States shall ensure that a company can be held liable for damages caused to an individual or organization and will appoint its own authority to investigate noncompliance and impose penalties. Financial penalties may include fines of **up to 5%**¹⁷ of a company's net worldwide turnover.

The CSDDD can be seen as an extension of the CSRD, however, where the CSRD is mainly a reporting standard, the CSDDD focuses on changing the underlying behavior.

The CSDDD entered into force on 7/25/24. Member States have until 7/26/26 to transpose the Directive into national law.

The deadline for EU Member States to transpose the CSDDD into national law is July 26th, 2026. The implementation of the CSDDD will be phased in gradually with larger companies complying with the requirements first:

- by the end of July 2027 — companies with 5,000+ employees and €1.5 billion net turnover
- by the end of July 2028 — companies with 3,000+ employees and €900 million turnover

JURISDICTION | STATUS | LEGISLATION

- by the End of July 2029 — companies with 1,000+ employees and €450 million turnover

See “[Omnibus Simplification Proposal](#)”

The Omnibus Simplification Proposal published on February 26, 2025 seeks to streamline the rules of several policies including the CSRD and the CSDDD, to address overlapping reporting and address unnecessary or disproportionate rules creating undue burden on businesses.



Adopted
5/27/24

The Ecodesign for Sustainable Products Regulation (ESPR)¹⁸ was adopted including the E.U. Digital Product Passport (DPP)¹⁹ and a new Ban on the destruction of unsold textiles and footwear²⁰

The ESPR establishes a comprehensive legislative framework that ensures that all products sold on the E.U. market are compatible with a circular economy, climate neutral and resource efficient.

The ESPR sets out a framework for binding “Ecodesign” requirements for textiles. Textile products are expected to be the first to comply with this regulation.

The minimum ecodesign criteria for each group of products cover aspects such as:

- durability, reuse, repairability
- restrictions on substances that hinder circularity
- energy and resource efficiency
- recycled content
- remanufacturing and recycling
- carbon and environmental footprints
- information requirements, including a Digital Product Passport

The implementation of the [E.U. Digital Product Passport \(DPP\)²¹](#) is planned with standards expected to be published toward the end of 2025.

The new, mandatory digital product passport will require:

- circular and environmental requirements to ensure transparency, fairness, and credibility across the entire textile supply chain
- apparel companies to provide accessible information about the durability, reparability, recycled content, and materials used to allow consumers to make smart purchases.
- information will need to be included either in the physical or in the digital label, providing a single access point to all relevant information about a product

The Ban On Destruction Of Unsold Textiles²²

- the new ban limits destruction of unsold or retained textile products, encouraging the repair or reuse of goods
- the regulation allows for additional product categories to be added to the unsold product destruction ban

JURISDICTION | STATUS | LEGISLATION

- the ban requires reporting on the quantities of unsold goods that are destroyed and the reasons for their destruction

The ESPR regulation entered into force July 18, 2024 and will begin to apply in 2026.



Adopted
9/18/24

The Regulation on the registration, evaluation, authorization and restriction of chemicals (REACH)²³ entered force in 2007 and is the main E.U. law to protect human health and the environment from the risks that can be posed by chemicals.

On September 18, 2024 the European Commission adopted new measures under the **REACH Regulation²⁴** to ban the sale and use of PFHxA and PFHxA-related substances, subgroups of PFAS, in consumer textiles.

The restriction of PFHxA will ban its sale in consumer textiles such as rain jackets and is important as PFHxA is used as a substitute for PFOA, another PFAS already banned.

The ban came into effect on October 10, 2024.

This ban is distinct from a potential restriction on the entire PFAS group which the European Chemical Agency (ECHA) is assessing following a 2023 proposal.



Proposed
3/12/23

The E.U. Substantiation and Communication of Explicit Environmental Claims²⁵ (The Green Claims Directive)

The Green Claims Directive amending earlier Directives from 2005 and 2011 is a proposal for the substantiation and communication of explicit environmental claims with new criteria to stop companies from making misleading claims about environmental merits of their products and services. It addresses “greenwashing” and introduces requirements on various aspects of consumer-facing product claims.

It enforces stricter rules against greenwashing which prohibits the use of general claims such as ‘green’, ‘eco-friendly’ or ‘good for the environment’ unless backed by a recognized E.U. eco-label or official authority.

The law:

- provides criteria on how companies should prove environmental claims and labels and requires them to verify claims with an independent and accredited verifier
- includes new rules on governance of environmental labeling schemes to ensure they are solid, transparent and reliable and use a standard methodology to assess their impact on the environment

The proposal²⁶ will:

- make green claims reliable, comparable and verifiable across the EU
- protect consumers from greenwashing

JURISDICTION | STATUS | LEGISLATION

- contribute to creating a circular and green E.U. economy by enabling consumers to make informed purchasing decisions
- help establish a level playing field when it comes to environmental performance of products
- require substantiation of explicit environmental claims based on an assessment that relies on recognized scientific evidence and technical knowledge
- demonstrate the significance of impacts, aspect and performance from a life-cycle perspective
- take into account aspects and impacts to assess performance
- demonstrate whether the claim is accurate for the whole or only parts of it
- demonstrate the claim is not equivalent to requirements imposed by law
- provides information on whether the product performs environmentally significantly better than what is common practice
- requires GHG offsets to be reported in a transparent manner

On June 17, 2024 The European Council adopted its general approach following the European Parliament's adoption. The directive is expected to be agreed and adopted early or mid-2025.



Proposed
7/5/23

EU Revision of the Waste Framework Directive (WFD)²⁷

The Waste Framework Directive is the EU's legal framework for waste management. It has been revised to include **Extended Producer Responsibility** (EPR)²⁸ for textile waste.

The new rules would set up EPR schemes whereby:

- economic operators that make textiles available on the E.U. market would cover the costs by paying fees to help fund their separate collection, transporting, sorting and recycling
- EU countries would need to ensure the separate collection of textiles for re-use, preparing for re-use and recycling
- producer registers and designate Producer Responsibility Organizations (PROs) would be established
- producers would be responsible for the **full lifecycle of textile products**²⁹ — in other words from the waste production to the final disposal or recovery

This initiative will:

- accelerate development of the separate collection, sorting, reuse and recycling sector for textiles in the EU
- create local jobs and save money for consumers, alleviate the impacts of textile production on natural resources

JURISDICTION | STATUS | LEGISLATION

- give producers **incentives to reduce waste**³⁰ and increase the circularity of textile products
- create better products from the start
- provide additional labeling and record keeping

The current waste framework directive obliges member states to ensure the separate collection of textiles, preparation for re-use and recycling. Negotiations between the Council, Commission, and Parliament commenced on 22 October 2024. The legislative file is expected to be finalized by Q1 of 2025. By the end of 2028, the Commission will consider setting specific targets for waste prevention, collection, preparing for re-use and recycling of the waste textile sector.



November
2022

Packaging and Packaging Waste Directive (PPWR)³¹ **Revision of Directive 94/62/EC on Packaging and Packaging Waste (REFIT)**



At the end of 2023, the E.U. Council adopted its negotiating position on new regulations aimed at preventing the production of packaging waste and, as additional fundamental principles, seeks the reusing of packaging, and recycling and other forms of recovering packaging waste and, hence, at reducing the final disposal of such waste.

As a key element of the **Circular Economy Action Plan**,³² the European Commission embarked on a broad review of its **Packaging and Packaging Waste Directive**,³³ transforming it into a regulation.

The Directive:

- sets mandatory minimum of recycled content in plastic packaging
- sets up systems for the return and separate collection of all packaging waste creation of deposit-return schemes
- creates direct obligations on companies to prevent excessive packaging waste minimizing weight and volume
- establishes labeling standards
- restricts certain forms of unnecessary packaging
- bans lightweight carrier bags
- sets new targets for reusable and refillable packaging solutions for food and non-food products
- makes all packaging recyclable by 2030
- exempts compostable plastic packaging or where plastic represents less than 5% of the total packaging weight

On 3/4/24 the EU Council and European Parliament reached a provisional agreement on the proposal. It was adopted in Parliament in Plenary Session on 4/24/24 and will enter into force once adopted by the Council and published in the EU Official Journal.

JURISDICTION STATUS	LEGISLATION
 <p>Initiative for a Proposal 12/19/23</p>	<p>EU Revision of The Textile Labeling Regulation³⁴ by the European Commission planned for the 4th quarter 2024</p> <p>This initiative is to:</p> <ul style="list-style-type: none"> • introduce specifications for physical and digital labeling of textiles, including sustainability and circularity parameters based on requirements under the proposed Regulation on Ecodesign for Sustainable Products • streamline label requirements on composition and origin of textile products made available in the E.U. and addresses shortcomings in the current rules as well as diverging labeling requirements between Member States <p>In principle aims are to:</p> <ul style="list-style-type: none"> • ensure accurate, intelligible and comparable information to consumers, notably on environmentally relevant aspects • reduce compliance costs • ensure regulatory clarity and consistency <p>A legislative proposal to amend the existing regulation is expected to be introduced by the Commission in the first quarter of 2025.</p>
 <p>Proposed 2/26/25</p>	<p>The Omnibus Proposal³⁵</p> <p>On February 26, 2025 the E.U. proposed an Omnibus Proposal with a series of Omnibus Simplification Packages³⁶ designed to cover a far-reaching simplification in corporate sustainability reporting and due diligence to relieve any effect regulations would have on the competitiveness of EU companies, and streamlining regulations to reduce the burden resulting from the CSRD and CSDDD reporting regulations especially on small and medium sized companies (SMEs).</p> <p>The Omnibus Simplification Package³⁷ regarding the CSRD and the CSDDD.</p> <p>Proposed changes to the CSRD:</p> <ul style="list-style-type: none"> • postponement of the reporting requirements' entry into application by two years for some companies • the number of companies required to report has been reduced by 80% to those companies with over 1,000 employees and either a turnover above 540 million Euros or a balance sheet of above 25 million Euros <p>Proposed changes to the CSDDD:</p> <ul style="list-style-type: none"> • the implementation of due diligence requirements for the CSDDD will be postponed to the middle of 2028

JURISDICTION STATUS	LEGISLATION
-----------------------	-------------

- the scope of due diligence obligations is limited. Companies will only be required to perform due diligence with “direct value chain partners” meaning Tier 1 suppliers which eliminates the obligation to perform due diligence on their Tier 2, 3 and 4 suppliers
- due diligence measures will be conducted every five years, as opposed to yearly

INDIVIDUAL COUNTRIES IN THE EUROPEAN UNION

FRANCE



Adopted
2/10/20

Microfiber Filtration³⁸ (2020-105-Article 79) part of the Waste & Circular Economy Law (AGEC)

The law requires:

- as of January 2025 all new washing machines will have built-in micro-fiber filters



Adopted
4/29/22

Extended Producer Responsibility Law³⁹

“The Law relating to the fight against waste for a circular economy” (**AGEC Law**) French Decree 2022-748 is a revision of the French Environmental Code Law L541-10 of 2007

The objective of the law is to:

- facilitate a change from a linear to a circular economy through **Ecodesign⁴⁰** of products, responsible consumption, preserving longevity of garments and recycling of waste
- packaging and labels must include information that displays impact categories including geographical traceability through the supply chain, recyclability including plastic packaging, compostability, amount of plastic microfibers, hazardous chemical content, traceability, amount of recycled material. Labels will be with a new receipt transmission system and not printed to avoid waste. Sorting information through a digital passport on a label is required to assist in the deployment of sorting
- requires producers to pay for collection and treatment systems or pay a Producer Responsibility Organisation (PRO, known as **Refashion⁴¹**) to manage this on their behalf
- prohibits the destruction of unsold goods through landfilling or incineration. It promotes expanded collection, funded sorting, and encouraged reuse, repair, and recycling
- create a fund to address the challenges of disposable fashion from fashion producers to support the Fashion Repair Program begun by Refashion

JURISDICTION | STATUS | LEGISLATION

- prohibit misleading environmental claims on packaging. It requires a display of environmental and social rating to indicate the impact of an item of clothing with marking, labeling or through digital methods



Proposal
3/14/24

National Assembly Bill No. 2129⁴² (The “Fast Fashion” Bill)

The bill, aimed at reducing the environmental impact of the textile industry, was passed unanimously in the Assembly.

The bill aims to:

- strengthen consumer information and awareness on the environmental impact of fast fashion
- strengthen the extended producer responsibility (EPR) sector for clothing textiles, household linen and footwear — in particular to ensure that the financial contributions paid by producers also depend on the environmental and carbon impact of their production, and on whether or not they are part of a fast-fashion business approach
- prohibit advertising for fast fashion companies and products to bring the advertising sector into line with national, European and international commitments in terms of environmental protection
- make people pay for the reality of the environmental costs generated by the worst practices in the industry as to make the most polluting companies responsible The article intends to establish a progressive trajectory for increasing the penalty. A graduated penalty on fast fashion clothing is provided of €5/product from 2025, then an additional €1 per year ultimately reaching €10/product in 2030
- target fast fashion stakeholders by providing an obligation for “individuals who engage in the commercial practice...(to) put on display on their online selling platform” information, to be determined later by Decree, aimed at encouraging “sobriety, re-employment, repair, reuse and recycling of products and raising awareness of their environmental impact” including an advertising ban that extends to social networks, where promotion of these items is at its most lucrative, affecting affiliation programmes as a result
- enforce financial penalties for non-compliance from July 2025

The Bill was approved by the Assembly. It will pass to the Senate for a vote before it can become law.

GERMANY



Adopted
June 2021

Corporate Due Diligence Obligations in Supply Chains Act⁴³
The Corporate Due Diligence Obligations in Supply Chains⁴⁴ (LkSG⁴⁵), was enacted in June 2021.

JURISDICTION | STATUS | LEGISLATION

The Act:

- requires companies to conduct due diligence, placing German businesses under the obligation to respect human rights by implementing defined due diligence obligations. It includes the obligation to include the establishment of a risk management system to identify, prevent or minimize the risk of human rights violations and damage to the environment.
It sets out the necessary preventive and remedial measures, makes complaint procedures mandatory and requires regular reports. The obligations apply to a business's own operations, to partners and actions of other indirect suppliers along their entire supply chain
- prohibits child labour, slavery and forced labor, the disregard of occupational safety and health obligations, withholding an adequate wage, the disregard of the right to form trade unions or employee representation bodies, the denial of access to food and water as well as the unlawful taking of land and livelihoods and environmental violations
- prohibits particular environmental violations such as the production/use/treatment of mercury added products and waste, the production/use of chemicals under the POPs (Persistent Organic Pollutants) Convention, and the export/import of certain hazardous wastes
- imposes fines for failure to comply with obligations up to 8 million euros, or 2% of annual global turnover for companies with annual turnover of more than 400 million euros

THE NETHERLANDS



Adopted
4/14/23

Netherlands Extended Producer Responsibility for Textiles⁴⁶

The Decree on Extended Producer Responsibility for Textiles took effect on July 1, 2023, making producers and importers of clothing and textiles accountable for product waste in the Dutch market.

It obliges:

- manufacturers of clothing and textiles to be responsible for the recycling and preparation of reuse of the product they market in the Netherlands. Also responsible for an appropriate collection system and its financing on the basis of EPR
- producers established outside the Netherlands to appoint a legal entity or natural person established in the Netherlands as an authorized representative
- producers to organize an appropriate collection system for the clothing and household textiles that they place on the market
- manufacturers of clothing and home textiles to be responsible for the waste phase of the products they put on the market

JURISDICTION STATUS	LEGISLATION
-----------------------	-------------

- legal and enforceable targets to be imposed on producers regarding preparation for reuse and recycling
- textile producers to bear the responsibility and therefore also the costs for waste management. This means that producers must collect discarded textile products after use and ensure that they are processed to the highest quality possible (at least according to the objectives)

Goals are: by 2025, 50% reuse and recycling, 20% reuse, 10% reuse in the Netherlands, and 25% fiber-to-fiber recycling. By 2030, 75% reuse and recycling, 25% reuse, 15% reuse in the Netherlands and 33% fiber-to-fiber recycling.



Proposed
3/2021

Act for Responsible and Sustainable Business Conduct (RBC)⁴⁷

The RBC wants Dutch companies to engage in responsible business practices abroad. Taking into account human rights, working conditions and the environment. Its most important rules are set out in the OECD Guidelines for Multinational Enterprises on RBC. It incorporates elements of the proposed E.U. CSDDD.

The policy encompasses measures to promote responsible business conduct:

- having a due diligence policy in place for which one of the directors will become responsible
- making a risk assessment of the negative impacts of the business' own activities as well as those of the business relationships
- having an action plan and a climate plan to prevent, mitigate or terminate the identified risks of its own activities and its business relationships that cause or contribute to negative impacts
- monitoring of implementation and effectiveness
- reporting annually
- having a remediation mechanism in place and offering remediation or contributing to it

If E.U. companies know its activities or its business relationships' activities may have adverse impacts on human rights or the environment in countries outside the Netherlands, those companies must (i) take all measures to prevent such impacts; (ii) where impossible, mitigate or reverse these impacts as much as possible, and remedy such impacts; and (iii) where the impacts cannot sufficiently be mitigated, terminate the activities insofar as this can reasonably be requested from the company.

Key social and environmental impacts forming part of the duty of care include restriction on the freedom of association and collective bargaining, discrimination, forced labour, child labour, climate change, environmental damages, unsafe labour conditions, violation of animal welfare regulations, slavery, or exploitation.

NORWAY



Adopted
June 2021

The Transparency Act⁴⁸ or Forbrukertilsynet

Norway enacted the Transparency Act that applies to larger Norwegian enterprises offering goods and services in or outside Norway and larger foreign enterprises offering goods within Norway.

It requires enterprises to carry out due diligence in accordance with the OECD guidelines including:

- to embed responsible business conduct
- identify actual and potential adverse impacts on human rights and decent working conditions
- implement measures to cease, prevent or mitigate adverse impacts and track the implementation and results of the measures
- communicate with affected stakeholders how adverse impacts are addressed; and provide for remediation and compensation where required

Due diligence accounts of the enterprise's key findings and the measure implemented to address adverse impacts shall be made annually, shall be publicly available and shall be updated and published no later than June 30th of each year. In the case of infringement of the Act, a penalty maybe imposed, paid to the party to whom the decision is directed.

AUSTRIA



Proposed
March 2021

Supply Chain Act⁴⁹

This Proposal aims to uphold: human rights, labor rights, animal rights, and environmental protection along a company's supply chain as well as for products produced in Austria. The proposal is under review by the Committee on Economic Affairs, Industry & Energy.

This Motion for a Resolution to the Federal government to submit a draft law to the National Council that obliges companies to:

- perform due diligence which includes risk analysis at least once a year
- take follow-up measures to stop and prevent adverse impacts
- perform an effectiveness review of measures taken
- set up an internal company early warning system and way of dealing with violations and complaints

It will require creation of an inter-ministerial authority that will monitor complaints and if necessary, impose penalties or sanctions. Companies must be liable for damages. Penalties and sanctions must be proportionate, effective and dissuasive and sanctions must be introduced for breaches of human rights and environmental due diligence obligations. It obliges companies to provide evidence they have fulfilled their due diligence obligations. Civil claims and effective remedies for those affected by human rights violations and environmental damage in connection with corporate activities must have access to effective remedies.

JURISDICTION | STATUS | LEGISLATION

BELGIUM



Proposal
8/8/22

Value Chain Duty of Vigilance & Responsibility Laws⁵⁰

The Proposal is currently being considered in a specialized commission of the Chamber of Representatives for a law mandating corporate due diligence and responsibility for companies.

It would compel businesses to:

- continuously identify, prevent, mitigate and cease environmental harm, human rights and labour rights violations, or any risks thereof, throughout their value chain
- regular risks analyses
- publicly report on their efforts, and address outcomes
- developing plans to mitigate impacts
- remedy any damage caused

FINLAND



Adopted
2021

The Decree on Textile Waste⁵¹

In 2021, Finland introduced the Textile Waste Decree. Finland aims to achieve a target of 55% of its municipal waste being prepared for reuse and recycling by 2025.

By January 1st 2023, municipalities had to:

- arrange for a sufficient network of regional reception points for textile waste with separately collected waste to be delivered to processing, and as much of it as possible prepared for reuse or mechanical high-quality recycling
- require separate collection for businesses producing textile waste

SPAIN



Adopted
2022

Law on Waste and Contaminated Soils for a Circular Economy⁵²

Spain's **Waste Law** that came into force in 2022 requires separate collection of textile waste in all municipalities and the participation of fashion brands in collecting used garments. It incorporates the requirements of the EU's 2018 Waste Framework Directive.

The Law aims to establish the principles of the circular economy through basic waste legislation, as well as contribute to the fight against climate change and protect the marine environment.

It requires that:

- separate textile collection systems must be in place by January 2025
- that the destruction or disposal by landfill of unsold surpluses of non-perishable products such as textiles is prohibited
- mandating Extended Producer Responsibility (EPR) by 2025

JURISDICTION | STATUS | LEGISLATION

Targets for waste preparation for reuse and recycling will be aimed at achieving an objective of reducing the weight of waste by the following schedule:

- 55% by 2025 – 5% by weight
- 60% by 2030 – 10% by weight
- 65% by 2035 – 15% by weight

SWEDEN


Adopted
January
2022

Extended Producer Responsibility for Textiles⁵³

The purpose of Sweden's Extended Producer Responsibility for Textiles is to achieve environmental benefit through increased collection of textiles for re-use and textile waste for recycling and to place responsibility for waste management and recycling of textiles on the producers, based on the polluter pays principle.

It requires that:

- a producer that places textiles on the Swedish market is obliged to ensure that a body that holds a license to run a collection system has undertaken to manage the producer's textiles when they become waste, and to notify the Swedish Environmental Protection Agency
- to be considered adequate, the collection system must provide easily accessible collection points for households and businesses and operate collection in a way that encourages preparation for re-use and material recycling
- the long-term targets are: by 2028, the average amount of how many kilograms of waste each person throws away annually decreases by 70%, in 2032 by 80%, in 2036 by 90%

GREECE


Adopted
2021

Integrated Framework for Waste Management⁵⁴

In 2021, Greece introduced the Integrated Framework for Waste Management in line with E.U. directives with two goals relating to textiles:

- according to the law 4819/2021 transposing the EU's Waste Framework Directive (WFD) and Packaging and Packaging Waste Directive (PWD) into national law (Government of Greece, 2021b), from the beginning of 2024 it will be prohibited to landfill textiles
- according to law 4819/2021 (article 10) producers of textiles shall organize Producer Responsibility Organizations (PRO) by the end of 2023 for the obligatory separate collection of textiles

ITALY



Proposed
2023

Decree for a textile Extended Producer Responsibility scheme⁵⁵

A draft Decree for a textile Extended Producer Responsibility (EPR) scheme was prepared by the Ministry of the Environment and Energy Security (MASE) and the Ministry of Enterprise and Made in Italy (MIMIT).

This comes out of the E.U. Council's Waste Framework Directive which includes holding producers responsible for the cost of processing the waste they create.

The main changes are that textile producers must:

- take responsibility for financing the collection, recycling and recovery of textile waste through collective or individual management systems
- set up a textile waste management system with a collection network individually or collectively. A Coordination Centre for Textile Recycling (CORIT) will be established, consisting of the individual and collective management systems recognized by the Ministry
- ensure that they are capable of creating a 'capillary' waste system of collection throughout Italy
- pay an "environmental fee" to encourage innovation
- develop products suitable for reuse and repair that contain recycled materials that are durable and repairable
- use ecodesign measures including: use of bio-compatible textile fibers and natural materials, elimination of hazardous substances including microplastics released to the environment, reduction of defects in products, durability and repairability
- a digital labeling system that describes product characteristics

THE UNITED STATES



Passed
12/23/21

U.S. Uyghur Forced Labor Prevention Act (UFLPA)⁵⁶ (H.R. 6256/S.65)

The UFLPA is an amendment of the U.S. Tariff Act of 1930.

It states: Except as provided in subsection (b), all goods, wares, articles, and merchandise mined, produced, or manufactured wholly or in part in the Xinjiang Uyghur Autonomous Region of China, or by persons working with the Xinjiang Uyghur Autonomous Region government for purposes of the "poverty alleviation" program or the "pairing-assistance" program which subsidizes the establishment of manufacturing facilities in the Xinjiang Uyghur Autonomous Region, shall be deemed to be goods, wares, articles, and merchandise described in section 1307 of the Tariff Act of 1930 (**19 U.S.C. 1307⁵⁷**) and shall not be entitled to entry at any of the ports of the United States.

JURISDICTION | STATUS | LEGISLATION

The Tariff Act (19 U.S.C. 1307)⁵⁸

All goods, wares, articles, and merchandise mined, produced, or manufactured wholly or in part in any foreign country by convict labor or/and forced labor or/and indentured labor under penal sanctions shall not be entitled to entry at any of the ports of the United States, and the importation thereof is hereby prohibited, and the Secretary of the Treasury is authorized and directed to prescribe such regulations as may be necessary for the enforcement of this provision.

Regulations include:

- importers must prove that the goods made wholly or in part in Xinjiang are not produced using forced labor before they can be imported into the United States. Therefore, fashion companies need to demonstrate due diligence, effective supply chain tracing and supply chain management measures to ensure that they do not import any goods made by forced labor. (This is relevant to fashion because the Uyghur Region **produces 23%**⁵⁹ of the world's cotton)
- U.S. Customs and Border Protection (CBP) has been actively enforcing the UFLPA. Statistics around enforcement actions taken are available on **CBP's website**⁶⁰



Introduced
6/15/23

Import Security and Fairness Act (S.2004)⁶¹

This legislation, which is amending the Tariff Act of 1930, bans countries with non-market economies and countries on the U.S. Trade Representative's Priority Watchlist from taking advantage of the de minimis tax loophole.

The de minimis loophole allows foreign companies to ship goods into the United States duty-free and without other additional fees, so long as the value of package is under \$800.

This bill is expected to:

- adversely impact Shein and Temu
- stimulate the domestic manufacturing industry, which has **suffered from competition**⁶² with the ultra-fast fashion industry. Fashion manufacturers based in the U.S. have considered moving their operations outside of the country so that they can take advantage of the de minimis loophole

Introduced in the Senate, the bill has not yet made it out of the Committee on Finance.



Introduced
7/27/23

Sustainable Farms, Fibers and Forests Act of 2023 (S.2667)⁶³

The bill includes:

JURISDICTION | STATUS | LEGISLATION

- support for sustainable fibers and agroforestry in the Local Agriculture Market Program (LAMP). This Agricultural Marketing Service (AMS) program supports the development, coordination, and expansion of direct producer-to-consumer marketing, local and regional food markets and enterprises, and value-added agricultural products
- under the bill, *sustainable fibers* are fibers produced by farming operations that use sustainable cropping or grazing systems, including textile products from plant-based fibers, animal-based fibers and products, and natural dye products

Introduced in the Senate and referred to the Committee on Agriculture, Nutrition, and Forestry.



Introduced
5/12/22

Fashioning Accountability and Building Real Institutional Change Act (The Fabric Act) (H.R. 5502/S.2817)⁶⁴

Amending the Fair Labor Standards Act of 1938, this bill seeks to create more transparent and just working conditions for garment manufacturers.



The Bill establishes:


- companies up the supply chain be held accountable for the working conditions within their manufacturing sector
- employers are required to eliminate the piece rate payment system
- employers must register with the Department of Labor and provide the following information: verification of Worker's Comp insurance, previous violations of the Fair Labor Standards Act of 1938, and list of contractors and subcontractors with whom they work. Companies not registered can face \$50 million penalty/establishing a \$50 million grant program
- grants will be set aside for relevant projects which can be related to training and workforce development, tools and equipment acquisition, facility upgrades, and employee education on workplace rights

Any companies that are not registered with the Department of Labor can face a \$50,000,000 penalty/establishing a \$50,000,000 grant program.

Introduced in the Senate and referred to the Committee on Health, Education, Labor, and Pensions.

Introduced in the House and referred to House Committee on Education and the Workforce.


JURISDICTION STATUS	LEGISLATION
 Introduced 3/6/24	<p>Americas Act (S.3878)⁶⁵</p> <p>This bill seeks to energize the American textile industry and strengthen economic competition against China, which houses two ultra-fast fashion giants: Shein and Temu.</p> <p>If passed, the Americas Act would set aside \$14 billion for circularity programs⁶⁶ across apparel, footwear, accessories and home linens. The bill would also incentivizes re-shoring and near-shoring manufacturing with Latin American countries to steer away from importing from China, as there is still a strong likelihood that China's textile industry is tainted by forced Uyghur labor.</p> <p>Key provisions of the bill:</p> <ul style="list-style-type: none"> • the bill proposes a 15% net income tax exclusion for circular businesses (including resale, repair, rental, fiber recycling, sorting and reuse) • apparel companies who wish to incorporate apparel reuse and recycling programming get priority access to grants and loans from the near-shoring and re-shoring accounts • there is \$10 billion set aside for loans and \$3 billion for grants. Any domestic company or company in a qualifying country that is engaged with textile reuse and recycling has priority access to this funding that must support facility expansions, retrofits, and low-emission transportation • recycled textiles must be certified by a third-party auditor prior. There will be textile production verification teams that ensure integrity of supply chains in partner countries. Grants and loans from the account can also go towards an innovation program and a public education program on fast fashion <p>Introduced in the Senate but has not yet made it out of the Committee on Finance.</p>
 Introduced 7/10/24	<p>Voluntary Sustainable Apparel Labeling Act (HR.8978)⁶⁷</p> <p>The Environmental Protection Agency will work with apparel manufacturers to develop a voluntary apparel sustainability label to place on products that will contain EPA-verified information relating to the carbon footprint of that product including greenhouse gas emissions released during the production, manufacturing, distribution, consumer use, end-of-life reuse, and recycling of an item of apparel.</p> <p>This will help apparel producers showcase the work they've done to reduce their carbon footprint while empowering consumers with more information to shop more sustainably. The EPA will establish a public data base to provide access to information pertaining to the program.</p> <p>Introduced in the House and referred to the House Committee on Energy and Finance.</p>

JURISDICTION STATUS	LEGISLATION
 <p>Introduced 7/31/24</p>	<p>The Fighting Fibers Act of 2024 (S.4884)⁶⁸</p> <p>Introduced by Senator Jeff Merkley will require all new washing machines sold or offered for sale in the United States contain a micro-fiber filtration system by January 1, 2030 to reduce microfiber pollution with a mesh size with equal to or greater efficiency compared to a mesh size of not greater than 100 micrometers.</p>

It will also commission research on the impact of microfibers in our water. Introduced in the Senate and referred to the Committee on Commerce, Science and Transportation.


INDIVIDUAL U.S. STATES

CALIFORNIA

 <p>Passed 11/8/86</p>	<p>The Safe Drinking Water and Toxic Enforcement Act of 1986⁶⁹ (Prop 65)</p> <p>Under Proposition 65, businesses are required to put a warning label on products that are made with toxic chemicals that have been linked to cancer, birth defects, and other illnesses.</p>
---	--

The list is consistently updated and can include **clothing dyes**.⁷⁰ These warnings are commonly found on products from fast fashion companies, as these brands primarily use synthetic fabrics.

The law does not ban the use of these toxins; it allows for greater awareness among consumers and, ideally, shifts them away from fast fashion.

 <p>Passed 9/30/10</p>	<p>The California Transparency in Supply Chains Act (SB657)⁷¹</p> <p>This law obligates businesses to provide consumers with information about how they are accounting for human trafficking and slavery up their supply chains.</p>
---	--

It applies to any company doing business in California that identifies as a retail seller or manufacturer that makes more than \$100 million annually. The Transparency in Supply Chains Act is merely a reporting bill — it mandates transparency from producers but does not force or incentivize companies to eradicate all instances of modern slavery and trafficking from their supply chains. Instead, it serves as an opportunity for consumers to make more informed purchasing decisions.

Companies are required to report on the following five topic areas:

- **verification** — Companies must disclose whether and how they verify that their supply chains are free of risks for human trafficking and slavery, specifying if this verification was done by a third-party. Companies should also highlight whether they are doing anything to mitigate the risks brought forth
- **audit** — Companies must disclose the extent to which they audit their suppliers to ensure compliance with their standards for modern slavery and human trafficking

JURISDICTION | STATUS | LEGISLATION

- **certification** — Companies must disclose whether they require direct suppliers to certify that materials incorporated into a product comply with slavery and trafficking laws of the countries in which they are doing business. In the disclosure, companies must give an overview of their certification requirement and any consequences for violating it
- **internal accountability** — Companies must report whether they have procedures for discerning whether employees and contractors are complying with standards for slavery and human trafficking internally
- **training** — Companies must report whether they train relevant employees how to identify human trafficking and slavery in their supply chains as well as how to eliminate the risks they pose



Passed
9/27/21

The Garment Worker Protection Act of 2022 (SB62)⁷²

This law, which serves as the model for the Federal FABRIC Act, holds the contracted garment factories, manufacturers, and brand guarantors liable for labor law violations. Specifically, it bans companies from paying their garment workers at a piece rate, which is the most common form of wage theft by the garment industry.

Key provisions:

- **record keeping** — manufacturers and contractors are expected to keep detailed records of who they employed, the hours worked, wages, how much they produce, and price per order agreed upon with brand guarantors. Brand guarantors are responsible for keeping records of their contracts with different manufacturers and their subcontractors
- **licensing and registration** — any person engaged with garment manufacturing, from the employees at garment factories to the CEOs of the fashion brands, must register with the Labor Commissioner
- **enforcement** — workers can file a complaint regarding a potential violation on the Labor Commissioner's website. Wage violations after January 1, 2022 will be penalized with a \$200 fine per employee per pay period



Passed
9/29/22

Safer Clothes and Textile Act (AB1817)⁷³

Beginning on January 1, 2025, any manufacturer, distributor, or seller of clothing is prohibited from selling articles of clothing containing PFAS.

Manufacturers are expected:

- to replace PFAS, manufacturers, distributors, and sellers are expected to use the "least toxic alternative"
- to provide sellers with a certificate verifying that the apparel is free of PFAS

JURISDICTION | STATUS

LEGISLATION

A ban on PFAS in outdoor apparel for severe wet conditions will not be issued until January 1, 2028, because there are not viable alternatives available for these garments currently.



Passed
9/28/24

Responsible Textile Recovery Act of 2024 (SB707)⁷⁴

This act builds upon the California Integrated Waste Management Act of 1989, which established a stewardship program for carpets, mattresses, and pharmaceutical waste.

Under the Responsible Textile Recovery Act:

- apparel producers are required to develop and/or become party to a producer responsibility organization (PRO), which must be approved by the Department of Resources Recycling and Recovery (CalRecycle). From here, the PRO submits a complete plan for collecting, transporting, repairing, sorting, recycling, and safely and properly managing apparel and textile articles. The Department can approve or disapprove of this plan
- beginning January 1, 2030, potentially earlier, the bill would prevent a producer from selling, offering for sale, importing, or distributing apparel or textiles in or into the state unless the producer is part of a PRO, and the Department has approved of their stewardship plan
- the Department will also create two funds to support the program: (1) the Textile Stewardship Recovery Fund, which will house all general fees that PROs are obliged to pay, and (2) the Textile Stewardship Recovery Penalty Account, which will charge producers who are not compliant with the program. The penalty amount will depend upon the severity of the violation
- the bill would also require an online marketplace to notify CalRecycle and the PRO of all third-party sellers with sales of apparel or textile articles over \$1,000,000 sold on their online marketplace in the preceding year and provide all required information, as specified, and to provide those sellers with information regarding the related laws governing the PRO plan, as provided
- the bill mandates the PRO's plan addresses excluding PFAS and other banned chemicals in California



Vetoed
1/29/2024

Microfiltration Bill (AB1628)⁷⁵

Beginning January 1, 2029, all new washing machines sold in California must have a microfiber filtration system with a mesh size not greater than 100 micrometers. The unit can either be built into the washing machine or installed once the machine is purchased.

This is a key effort in addressing the microplastic crisis, given that textiles are **responsible for 35%**⁷⁶ of microfibers in the ocean.

JURISDICTION | STATUS | LEGISLATION

While the bill passed in the Assembly and the Senate, Governor Newsom vetoed it. This is likely due to the **intense backlash from the Coin Laundry Association**,⁷⁷ which advocates for laundromat owners.



Proposed
2/4/25

California's Fashion Environmental Accountability Act of 2025 (AB405) ("CFEAA")⁷⁸

This law obligates businesses that exceed \$1 billion in annual revenues operating in California to conduct effective environmental due diligence as provided.

The bill requires companies that earn over \$1 billion in annual revenues:

- to map their supply chain as suppliers as follows:
 - by January 1, 2027, at least 80% of tier one suppliers shall be disclosed by volume
 - by January 1, 2028, at least 75 percent of tier 2 suppliers shall be disclosed by volume
 - by January 1, 2030, at least 50% of tier three suppliers shall be disclosed by volume or dollar value
 - by January 1, 2032, at least 50% of tier four suppliers shall be disclosed by volume or dollar value
- to establish a quantitative baseline for their emissions of greenhouse gases and targets for reductions in emissions of greenhouse gases in the near-term and long-term covering their Scopes 1, 2, and 3 emissions
- to report its greenhouse gas emissions inventory, including absolute figures, that conforms with the accounting and reporting requirements of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standards, the Scope Two Guidance, and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard promulgated by the World Resources Institute and the World Business Council for Sustainable Development. The greenhouse gas emissions inventory shall be independently verified not less than once every two years
- to embed responsible business conduct in its policies and management systems, including identifying areas of significant risks of societal and ecological harms from its own activities and its supply chain relationships, identifying, prioritizing, assessing the significant potential and actual adverse impacts of those risks, and to cease, prevent, or mitigate those risks. In carrying out its environmental due diligence under this article, a fashion seller shall comply with the environmental guidelines of OECD's Guidelines for Multinational Enterprises on Responsible Business Conduct and OECD's Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector

JURISDICTION | STATUS | LEGISLATION

- to require by January 1, 2028, that for all of its significant Tier 2 dyeing, finishing, printing, and garment washing suppliers:
 - suppliers must sample and annually report on wastewater chemical concentrations and water usage, report on chemical inventory, provide evidence that the supplier is in compliance with local chemical management laws
 - that if a supplier uses indirect wastewater management, a fashion seller must report all of the following: (a) the chemical concentrations of the wastewater treatment facilities, (b) the percentage of significant suppliers that have a chemical remediation plan for wastewater in place (c) the actions taken by the fashion seller to remediate wastewater that reports from suppliers must be independently verified
- to develop, and submit to the department and the state board, beginning July 1, 2027 and annually thereafter, an Environmental Due Diligence Report pertaining to the effective environmental due diligence performed by the fashion seller for the prior calendar year
 - the report shall also include the fashion seller's annual volume of material produced including a breakdown by material type
 - the information specified in the Environmental Due Diligence Report shall be independently verified before submission

Failure to file an Environmental Due Diligence Report may be subject to a civil penalty of up to 2% of a fashion seller's annual revenues. Civil penalties collected pursuant to this section shall be deposited in the Fashion Environmental Remediation Fund. The Fashion Remediation Fund is established for purposes of implementing one or more environmental benefit projects or remediation projects that benefit communities directly impacted at the location where the injury has occurred.

MAINE



Passed
4/16/24

Maine Act to Amend Laws Relating to Prevention of PFAS Pollution (LD1537/SP610)⁷⁹

The bill provides transparency by informing consumers when PFAS is present in products.

It requires:

- manufacturers to submit notification of any product with intentionally added PFAS including a concise product description, the purpose of PFAS use in the product, the amount of each PFAS used and proof that the use is unavoidable

Exception is made for "outdoor apparel" for severe wet conditions as long as accompanied by a legible, easily discernable disclosure that includes the following statement: "Made with PFAS chemicals."

MARYLAND



Introduced
1/19/23

Maryland Sales and Use Tax — Second-hand Apparel Exemption (HB0187/SB0219)⁸⁰

The bill is to promote the reuse of clothing and provide cost relief to consumers who rely on low-cost, second-hand items for essential clothing needs.

The bill:

- exempts from the sale and use tax for the sale of secondhand apparel where clothing or footwear that has been previously sold to a consumer and is offered for resale for \$20 or less

MASSACHUSETTS



Passed
11/1/22

Massachusetts Textile Waste Ban⁸¹ — Solid Waste Master Plan

Beginning on November 1, 2022, it is illegal to throw away textiles in the State of Massachusetts.

This ban is part of the Massachusetts Department of Environmental Protection's 2030 **Solid Waste Master Plan**,⁸² which seeks to reduce waste disposal by 30% in the next decade and by 90% by 2050.

To enforce the ban, the Massachusetts Department of Environmental Protection will audit solid waste facilities throughout the state to determine if there are a lot of textiles and, if so, identify who dumped the textiles.

In addition to identifying the myriad environmental harms brought forth by textile pollution, the Department of Environmental Protection revealed that Massachusetts is running out of landfill space, making textile recycling and the circular economy more appealing.



Introduced
2/16/23

An Act to Establish Fashion Sustainability and Social Accountability in the Commonwealth (Bill H.420)⁸³

Modeled after the **New York Fashion Act**, fashion sellers and manufacturers must carry out human rights and environmental due diligence for apparel or footwear production.

It requires fashion companies:

- to be responsible for mapping supply chains, from Tier 1-4. For "Tier 1" suppliers, sellers have to report the mean wages of the supplier's workers and how those wages compare with the local minimum and livable wages, the percentage of unionized factories, and the weekly hours, including overtime. Fashion Sellers are liable for the wages of their Tier 1 suppliers, including overtime wages, paid leave, incentives, bonuses, severance, and other forms of payment or compensation

JURISDICTION | STATUS | LEGISLATION

- to produce a due diligence report consisting of a link on the seller's website listing relevant policies and responsible business practices, identifying, prioritizing, and assessing risks along their supply chains, highlighting how they are preventing those risks, and measuring implementation and results. This report must be submitted annually, beginning two years after the bill is passed
- have their due diligence processes verified by accredited verification services

The Attorney General is responsible for overseeing and enforcing the contents of this bill. Sellers that do not submit a due diligence report or have an inadequate report can be subject to civil proceedings. Noncompliant sellers who have received notice of noncompliance and failed to rectify problems can be fined for up to 2% of annual revenues — these fines will go into the Fashion Sustainability and Social Accountability Fund.

This bill replaces H420 introduced 2/16/23.

MINNESOTA



Passed
5/24/23

Bill to Restrict PFAS in products (HF2310/SF2438)⁸⁴

The bill beginning January 1, 2025:

- bans all non-essential uses of PFAS in 11 product categories including clothing
- companies must disclose PFAS presence in products to the Pollution Control Agency commissioner including product descriptions, stock codes, purpose of use and amount of PFAS
- bans PFAS in all products by 2032 unless deemed “currently unavoidable” or “essential for health, safety or the functioning of society and for which alternatives are not reasonably available

NEW YORK



Passed
Dec 2023

PFAS in Apparel Law (SB1322/A994)⁸⁵

The structure of this law is very similar to California's PFAS in Apparel legislation to prevent adverse impacts of PFAS on human and environmental health. The law modifies previous legislation expanding restrictions on PFAS in clothing and apparel.

The bill stipulates:

- effective January 1, 2025 no one can sell new apparel with intentionally added PFAS
- beginning January 1, 2028, outdoor apparel for severe wet conditions cannot contain intentionally added PFAS

JURISDICTION | STATUS | LEGISLATION

It is recommended that apparel sellers receive certification from manufacturers to ensure that their garments do not contain any PFAS. Sellers cannot be held responsible for selling clothing with PFAS if they received verification from manufacturers declaring otherwise.



Introduced
1/7/22

The Fashion Environmental Accountability Act⁸⁶ “The Fashion Act” (S4558A/A4631A)

The Fashion Act aims to mandate fashion companies selling products within the state to adhere to standardized environmental due diligence policies, requiring them to map their supply chains, identify potential negative impacts on the environment and take steps to mitigate them.

The Fashion Act covers fashion companies that exceed one hundred million dollars in annual gross receipts. It requires:

- **Supply Chain Mapping:** Sellers must Map their supply chain across Tier 1 through Tier 4 of production. Tier 1 suppliers shall be disclosed within 12 months and contain a minimum of 85% by volume, Tier 2 suppliers shall be disclosed within 2 years and contain a minimum of 75% of suppliers by volume, Tier 3 shall be disclosed within 4 years and contain a minimum of 50% of suppliers by volume and Tier 4 shall be disclosed within 6 years and contain a minimum of 50% of suppliers by volume.
- **Responsible Business Practices:** in carrying out effective due diligence sellers shall be in compliance with the Organization for Economic Co-operation and Development (OECD) Guidelines and the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear sector.
 - Sellers must embed responsible business conduct into the company’s policies and management systems, identify areas of significant risks in the context of its own activities and business and supply chain relationships and cease, prevent or mitigate those risks including: contract renewal, longer-term contracts, price premium, providing reasonable assistance to suppliers to meet environmental standards including carbon reduction targets, and developing pricing models that account of the cost investments.
- **Greenhouse Gas Emissions Reporting:** Sellers must establish quantitative baseline and reduction targets on greenhouse gas emissions. Greenhouse gas emission shall be reported annually beginning in 2024 for emissions and include absolute figures conforming to the most recent Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, and Scope Two and Scope Three accounting promulgated by the World Business Council.
 - Greenhouse gas emissions inventory reported in the due diligence report shall be independently verified no less than once every two years.

JURISDICTION | STATUS | LEGISLATION

- Greenhouse gas emission reduction targets must be near-term and long-term, covering Scopes One, Two and Three emissions, and align with Science Based Target Initiatives (SBTIs) most recent target validation criteria as promulgated by World Resources Institute, CDP United Nations Global Compact and the World Wildlife Fund.
- **Chemical Management and Wastewater Testing:** For Tier 2 dyeing, finishing, printing and washing:
 - Within 2 years Sellers must sample and report on wastewater chemical concentrations and water usage, report on chemical inventory and provide evidence that the supplier is in compliance with local chemical management laws.
 - If significant Tier 2 Suppliers have not made adequate progress in remediation of wastewater pollution concentrations and chemical management, remedies shall seek to restore affected locations including financial or non-financial compensation including funds for victims and other punitive sanctions.
- **Annual Due Diligence Reporting:** Sellers must submit an annual due diligence report made publicly available on the seller's website. Reports must be accredited by an authorized verification body.
- **Failure to Conduct Due Diligence:** Sellers that fail to conduct effective due diligence or file a complete due diligence report, after the Attorney General has provided notice of non-compliance, and after a three-month period to meet obligations has lapsed, may be assessed a civil penalty not to exceed fifteen thousand dollars per violation per day. Fines shall be deposited in the Fashion Remediation Fund for implementing environmental benefit or remediation projects.

The Fashion Act was originally introduced in 2022.



Introduced
5/3/23

New York Proposal for Textile EPR (S6654/A8078)⁸⁷

AN ACT to amend the environmental conservation law, in relation to establishing extended producer responsibility for textiles

This act, which essentially follows the same structure as the California EPR bill, would require textile manufacturers, retailers, distributors, and wholesalers to be party to a collection program for apparel and other relevant products.

The purpose of the act is to incentivize companies to take responsibility for their garments and ultimately generate fewer products, reducing textile waste.

Key provisions:

- producers or organizations must create a collection plan using its established collection sites. Companies cannot sell apparel unless they are signed on to an approved collection program

JURISDICTION | STATUS | LEGISLATION

- collection programs must write an annual report to the Department including details such as the methods used to collect, transport, and process covered products in the state, the options for consumers, analysis of the program's convenience for consumers, a list of collection sites in the state, the weight of collected textiles, cost of the program, and educational materials disseminated to the public
- the State Government is responsible for tracking compliant companies, publishing a list of them on their website for public awareness, posting locations for collection sites, evaluating proposed producer collection plans and sharing them once finalized
- products that are offered for sale have to be accompanied by a label with the producer's name and contact information
- the bill establishes a stewardship advisory board
- companies are charged with a \$500 penalty for any violation of the bill

The bill was initially introduced in the New York Senate on May 3, 2023. It has since been reintroduced on January 3, 2024 and referred to the Committee on Environmental Conservation. It is still under consideration in the Senate.

NORTH DAKOTA



Introduced
1/16/23

North Dakota Sales Tax Exemption for sales of used clothing (HB1402)⁸⁸

A bill for an Act:

- to create an enact a new subsection to 57-39.204 relating to sales tax exemption for sales of used clothing sold by a thrift store of a non-profit corporation
- to provide an effective date

The bill failed to pass in the Senate on March 15, 2023.

RHODE ISLAND



Introduced
2/17/23

Rhode Island Comprehensive PFAS Ban Act of 2023 (H5673)⁸⁹

Beginning 1/1/25:

- no covered product in the law shall be manufactured or sold in the state containing intentionally added PFAS
- on or after 1/1/25, no new outdoor apparel for severe wet conditions containing PFAS may be manufactured or sold unless accompanied by a legible disclosure with the statement "Made with PFAS chemicals"
- on or after 1/1/28, no new outdoor apparel for severe wet conditions that contain PFAS shall be manufactured or sold

JURISDICTION | STATUS | LEGISLATION

The bill was referred to the House Environment and Natural Resources Committee. Committee recommended measure held for further study 3/23/23.

WASHINGTON



Introduced
1/11/24

Washington Fashion Sustainability Accountability (HB2068/SB5965)⁹⁰

The bill would require fashion companies: to carry out due diligence including:

- mapping at least 50% of suppliers by volume taking on a risk based approach
- impact due diligence disclosures that include information on measures to embed responsible business conduct into policies and management systems, the covered fashion business's areas of significant risks and significant adverse impacts, and actions taken to prevent or mitigate risks
- tracking and disclosure of energy and greenhouse gas emissions, water and chemical management baselines and reduction targets; annual material production volumes; information related to the displacement of production with recycled materials; targets for environmental impact reductions and progress toward those targets
- greenhouse gas emission reduction targets must include absolute targets that align with the World Resources Institute's apparel and footwear sector science-based targets guidance
- starting 7/1/25 companies must post an environmental sustainability report on their website including results from supply chain mapping and due diligence efforts
- reports on progress towards these performance targets must be submitted annually to the Department of Ecology

The bill is applicable to any fashion manufacturer doing business in the state that takes in more than \$100,000,000 in gross receipts worldwide. Penalties may be issued of \$5,000 for a first offense and \$10,000 for repeat offense.

The bill was originally introduced January 26, 2023 (SB5607).



Introduced
1/24/23

Washington Transparency in Supply Chains (SB5541)⁹¹

The Act requires retail sellers and manufacturers with an annual worldwide gross income exceeding \$100,000,000 must annually report on efforts to address human trafficking and forced labor in their supply chain. Sellers and manufacturers must disclose to what extent they do the following:

- engage in verification of their product supply chains to evaluate and address risks of human trafficking and forced labour
- take a risk-based approach map at least 50% of supply chains

JURISDICTION | STATUS | LEGISLATION

- conduct third-party assessments of suppliers to evaluate compliance with retail seller's or manufacturer's standards for human trafficking and forced labor in supply chains—the disclosure must specify if the verification was not an independent, unannounced audit
- certify that materials incorporated into the product comply with the laws regarding human trafficking and forced labour of the country or countries in which the direct suppliers are doing business
- maintain internal accountability standards including policies, a code of conduct
- provide training on human trafficking and forced labour for employees and manufacturers' employees



Introduced
1/20/25

HB 1420 Establishing producer responsibility for textiles⁹²

The proposed bill establishes a statewide extended producer responsibility program for apparel and textile articles aimed at promoting repair and reuse while reducing hazardous waste and environmental impacts. It requires producers of apparel and textile products to establish and fund a producer responsibility organization (PRO) to implement a program for the postconsumer management of apparel and textile products.

The bill requires:

- By January 1, 2027, producers of textiles and fashion apparel (covered textile products) must join a producer responsibility organization (PRO) that registers on behalf of the producers with the Department of Ecology, or must register independently
- Beginning July 1, 2031, a producer is subject to penalties if the producer is not a member of a PRO plan that accounts for all of the producer's textile products
- Duties assigned to the PRO for the management of covered textile products include:
 - preparing a complete plan, which must be submitted to Ecology for approval by January 1, 2029 for the collection, transportation, repair, sorting, recycling, and the safe and proper management of covered products in Washington, and updated every five years, beginning to implement an approved plan by April 1, 2031, and fully implementing the plan by January 1, 2032
 - paying all administrative and operational costs associated with establishing the program
 - managing collection sites for covered textile products, including a system of free and convenient drop-off or collection systems that meet minimum convenience standards for statewide distribution based on population density

JURISDICTION | STATUS | LEGISLATION

- providing for the transport of textile products from collection sites to sorters, repair businesses, nonprofit organization, or recycling facilities
- implementing a statewide education and outreach program
- take actions and investments to avoid contamination from toxic chemicals in recycling processes and end markets for textile materials
- maintain detailed records and provide annual reports
- Each PRO must pay fees to Ecology to cover its costs to implement and enforce requirements
- Beginning January 1, 2027, each producer of apparel must annually disclose to Ecology: a notice consistent with the CSPA identifying each apparel product that contains a CHCC under the CSPA or a priority chemical identified under the Safer Products for Washington program
- Producers of apparel whose annual worldwide gross income exceeds \$100 million must additionally disclose to Ecology the producer's: due diligence policies, processes, and outcomes, including environmental impacts, recycled content measurements, and greenhouse gas emissions associated with apparel and the working conditions of their direct suppliers of products or inputs.
- The department may administratively impose a civil penalty of up to \$1,000 per violation per day on any producer who violates this chapter and up to \$10,000 per violation per day for the second and each subsequent violation

The Bill was referred to Appropriations on February 17, 2025

BRAZIL



Introduced
2/15/22

Revision of the National Solid Waste Policy of 2010 (Project 270/22)⁹³

The bill is to establish responsible disposal and reuse of textiles

The bill institutes the national reverse logistics system for textile waste after disposal, for the purposes of conservation and preservation of the environment, with the encouraged participation of manufacturers, importers, distributors, traders and consumers of the product, amends the wording of articles 33 and 34 of Law No. 12,305, of August 2, 2010, and provides other measures.

The bill requires:

- implementing a reverse logistics system for used and discarded products, fabric scraps, and packaging
- requiring consumers to dispose of textile waste and packaging in accordance with rules to be established by the National Environmental System (SISNAMA)

JURISDICTION | STATUS | LEGISLATION

- providing tax incentives for businesses and free goods for consumers, relative to the amount in kilos of textile waste discarded at collection points (note: the consumer will receive 20% of free textile product suitable for use and consumption, free from the trader in exchange for the textile waste discarded at the collection points)
- establishing joint responsibility for distributors, manufacturers, and importers to create and manage a reverse logistics system for textile waste

CANADA



Adopted
5/11/23

Canadian Fighting Against Forced Labour and Child Labor in Supply Chains Act (2023) (Bill S-211)⁹⁴

The Act stipulates any government institution producing, purchasing or distributing goods in Canada or elsewhere must on or before May 31 of each year, make a report to the Minister of Public Safety and Emergency Preparedness and publicly available on its measures to reduced forced labour and child labour.

Reporting should include:

- information on corporate policies and due diligence related to forced labor and child labor
- assessment of risks within the business and its supply chain that carry a risk of forced or child labor being used and steps it has taken to assess and manage the risk
- measures taken to remediate violations
- description of efforts to remediate potential loss of income to the most vulnerable families due to corporate action to eliminate forced and child labor
- the training provided to employees on forced labour and child labour
- outline the effectiveness of anti-slavery policies

The Act came into force on January 1, 2024



Introduced
6/6/23

An Act to establish a national strategy on the reduction of textile waste (C-337)⁹⁵

This bill advocates for the Minister of the Environment to work with provincial and Indigenous governing bodies to develop a robust strategy that reduces textile waste in Canada.

This strategy would:

- include policies that promote reuse, repair, repurposing
- support the development of textile recycling technology and infrastructure across Canada, as well as the extension of product lifetimes
- include an educational campaign informing consumers of the immense dangers associated with the fast fashion industry and how they can approach the issue of fashion in a more sustainable way

JURISDICTION | STATUS | LEGISLATION

- include plans to develop financial incentives that encourage a circular economy, such as getting rid of a sales tax for repairing companies
- implement goals to decarbonize fashion supply chains
- eliminate toxic chemicals and excessive water use from fashion manufacturing
- require polluters to pay for the full cost of textile waste and encourage industry collaboration in textile design, collection, sorting and recycling
- impose textile labeling transparency requirements, including for recycled content and chemicals used in the manufacturing process
- implement sustainable design and production requirements to control microplastic emissions from textiles
- prevent the export of unusable textile waste to developing countries

Within two years after the day on which this Act comes into force, the Minister of the Environment has two years to develop a strategy in cooperation with provincial and Indigenous governments that covers all of the criteria outlined above.

CHILE



Draft Law
Introduced
8/22/24

Draft Circular Economy Strategy for Textiles by 2040⁹⁶ **The 2016 Law 20920**

The Strategy established a framework for waste management and extended producer responsibility.

The draft law would add textiles to the scope of the current 2016 EPR Law. The draft law addresses the importation of used textiles 70% of which end up in landfills or illegal dumps resulting in severe environmental pollution. It also addresses the high per capita consumption of textiles. The purpose of the law is to reduce the generation of waste and promote its reuse, recycling and other types of recovery, through the establishment of extended producer responsibility and other waste management instruments in order to protect human health and the environment.

The laws intends to:

- regulate the importation of second-hand clothing
- make textile products subject to the Extended Producer Responsibility Law
- decrease overconsumption of textiles
- increase local jobs and business linked to circular business models
- increase textile waste valorization
- prevent illegal disposal of textiles
- promoting ecodesign for textiles

JURISDICTION STATUS	LEGISLATION
-----------------------	-------------

- change consumer behavior

The proposal would be implemented in 2040 but inclusion of textiles in EPR Law must be completed by 2025.

COLUMBIA



Introduced
9/29/22

Draft Law on the Management of textile waste for large manufacturing and retail companies⁹⁷

The law intends to establish a comprehensive textile waste management system for large textile producing or marketing companies, in order to promote the circular economy, mitigate climate change, reduce the water footprint and alleviate the pressure on landfills.

The law mandates:

- environmental protection measures in textile waste management
- implements an extended producer responsibility for textile producers
- encourages sustainable production and consumption practices

MEXICO



Adopted
2/17/23

Mexican Forced Labour Statute (2023)⁹⁸

To prevent the use of forced or compulsory labor in all forms, the law:

- prohibits the importation of goods produced with forced or compulsory labor, including child labor
- the law is intended to implement Article 23.6 of the United States-Mexico-Canada Agreement (USMCA), which requires the three countries to prohibit the importation of goods produced with forced labor



Introduced
10/6/20

Proposal for a General Law of Corporate Responsibility and Corporate Due Diligence⁹⁹

To prevent forced labor and to amend the Customs Tariff, the law:

- establishes corporate responsibility for human rights violations for both national and foreign companies that operate in the national territory
- empowers the Ministry of Economy to sanction companies that have been reported for any violation that generates corporate responsibility
- regulates corporate responsibility regarding human rights violations and prevent risks through the implementation and control of compliance mechanisms
- creates a corporate responsibility registry to monitor compliance with human rights priorities

JURISDICTION | STATUS | LEGISLATION

- incorporates arbitration and mediation mechanisms to resolve disputes

Since it was introduced in 2020, the proposal has made no significant progress. The US-Mexico-Canada Agreement (USMCA) may drive increased corporate responsibility.

PERU



1/19/21

Platform for a claim for a fair and sustainable textile and clothing industry¹⁰⁰

Proposals directed at employers and the government to:

- demand the withdrawal of law 22342 to prevent companies that produce for export from hiring staff on short-term contracts for permanent functions
- withdraw the anti-union laws
- ensure the right to organize and promote collective bargaining and social dialogue
- ensure the provision of resources for labour inspection and labour laws that restrict precarious work
- establish measures to protect decent employment and measures to safeguard national production





CONCLUSION

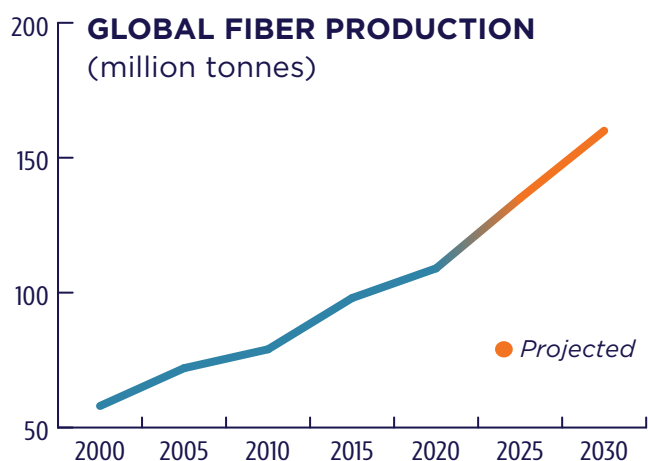
Today most clothing is made in the “global south,” mainly Asia and Southeast Asia where cheap labor, cheap materials and lax regulations around social and environmental issues make manufacturing profitable. With no individual country or international oversight, fashion companies have been able to avoid transparency and accountability and, in essence, to “[grade their own homework](#).”¹

All of the social and environmental harms that fashion is responsible for have been hidden behind an opaque curtain far from brands’ company headquarters. Fashion brands can operate out of many hundreds of factories through their Tier 1 to Tier 4 supply chains (from sourcing raw materials to production of fibers, fabric and finished goods) in foreign countries. Most brands may [only know some of their Tier 1 factories](#),² the final Tier where garments are assembled, cut and sewn.

In manufacturing countries that rely on the industry as a significant part of their exports and GDP, deregulation and low labor costs have been a [main competitive advantage](#),³ and labor unions and regulations are suppressed leaving workers [with no assistance](#)⁴ and allowing unsafe working conditions rife with abuse. [Child labor](#)⁵ and [indentured servitude](#)⁶ exist in the industry, and regular [subcontracting](#)⁷ deep in the supply chain makes human rights abuse difficult to ascertain.

Now is the time for legislative solutions, to create the guardrails for a modern fashion industry that can thrive within human and planetary bounds; whether we like it or not, they are one and the same. We need legislation that creates a legal duty of care that extends to a company's supply chain; that requires companies to operate those supply chains within the bounds of the Paris agreement... and that requires companies to pay the workers who make our clothes a living wage.

— Maxine Bédat, Executive Director New Standard Institute

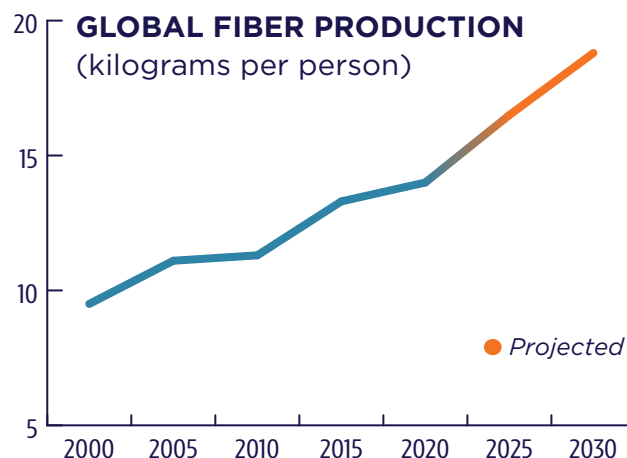


Today, the fashion industry conservatively produces 100 billion garments, **87% of which end in landfills or incinerators⁸** and **less than 1% recycled.⁹** The industry generates **92 million tons of waste.¹⁰**

While brands continue to participate in “sustainable” practices and institute “circular” business models, brands are not focused on real change. They are focused on growth and maintaining the business-as-usual, “take-make-waste” highly polluting linear model that has resulted in its colossal overproduction. The fashion industry, in a word, is “rapacious.” Production has more than doubled over the past

15 years while the amount of time clothing is worn **has dropped 40%.¹¹**

According to Textile Exchange’s 2024 **Materials Market Report¹²** fiber production increased from 58 million tons in 2000 to 116 million tons in 2022 to a record 124 million tons in 2023 and will grow to 160 million tons by 2030 if business continues as usual. The industry is relying ever more on virgin fossil-based synthetic materials which, at 84 million tonnes, made up 67% of global fiber production in 2023. Meanwhile, less than 1% of the global fiber market came from pre- and post-consumer recycled textiles.





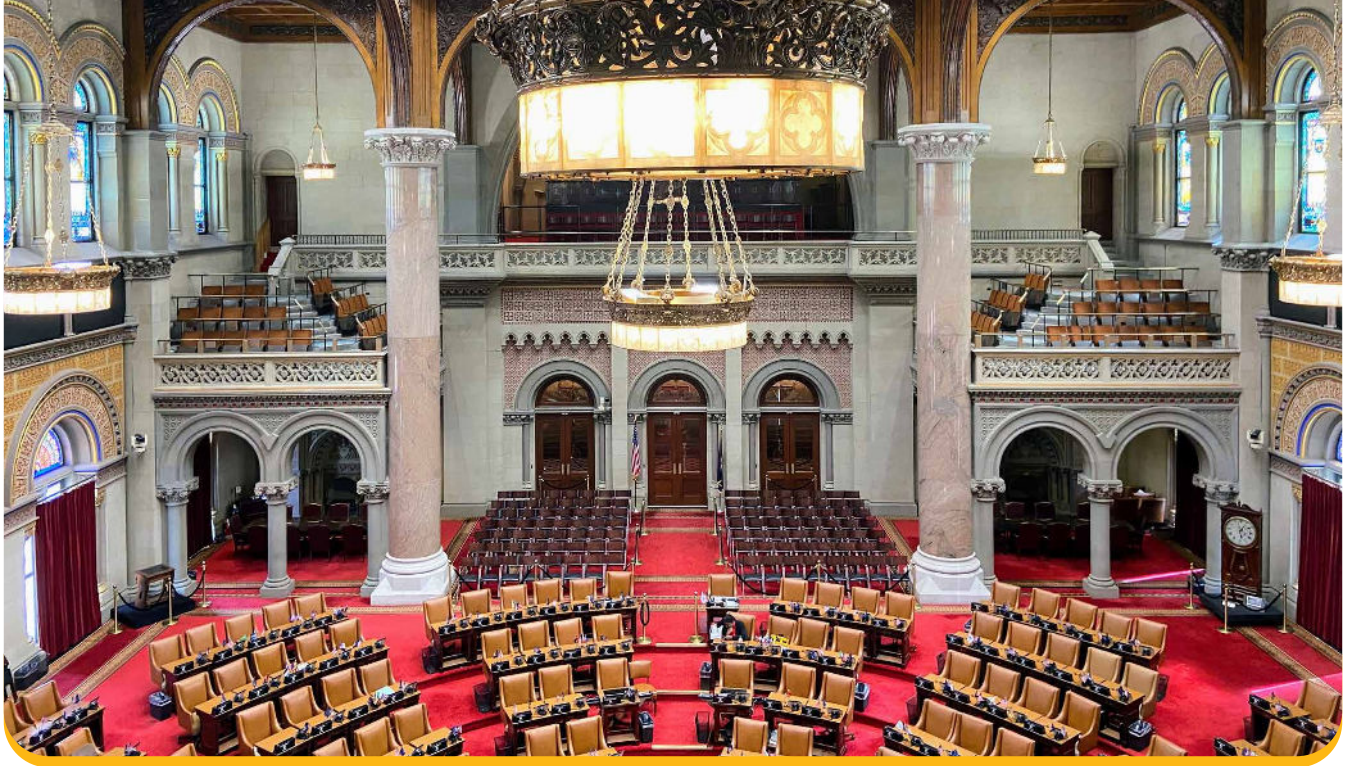
Fashion brands continue to make commitments to align with the Paris Accord pathway to 1.5 °C, but according to a **2024 McKinsey report**¹³ about “two-thirds of brands are behind on their own decarbonization schedules, and 40% have seen their emissions output increase since making their sustainability commitments.”

Reporting on **sustainability by brands is discretionary**.¹⁴ For example, according to Fashion Revolution’s **2023 Fashion Transparency Index**¹⁵ only 7% of 250 major brands publish their supplier wastewater test results including from their highly polluting **Tier 2 and 3 mills**,¹⁶ only 1% will say if the workers who make their clothes are paid a “living wage.” 88% do not disclose their production volumes and 12% publish how many clothes they destroy each year.

In 2024, The European Parliament adopted laws significantly

regulating the fashion industry that has been, until now, almost entirely **unregulated**.¹⁷ These laws represent enormous progress and will have sizable impacts on fashion businesses requiring transparency and traceability in their supply chains. Brands will no longer be able to use the excuse that they don’t own their production factories or employ the garments workers who toil in them and are, therefore, not responsible for the problems.

These laws hold out great hope for the future. EARTHDAY.ORG was one of the original members of the Act on Fashion Coalition supporting **The Fashion Act**¹⁸ in New York, and we are hopeful that the outcomes of these regulations will bring meaningful change calling to account the excesses of the fashion industry that have damaged the environment and unfairly exploited a labor force consisting mostly of the powerless poor.



ACTIONS NEEDED

As this report outlines, The European Union has passed important regulations that will change the trajectory of the fashion industry. Unfortunately, the United States has implemented far fewer federal restrictions with individual states taking up the task by implementing their own legislation.

Action is needed! We call for stronger regulations across the board at the state and federal level, including support for those laws that have been introduced but not yet passed.

● **Enact the sweeping regulations proposed in New York, The Fashion Sustainability and Social Accountability Act¹ (“The Fashion Act”), and in Massachusetts An Act to Establish Fashion Sustainability and Social Accountability in the Commonwealth²** that call for due diligence across the industry. These have the potential to affect the entire industry by requiring due diligence by brands that wish to

sell goods in their states. These force brands to account for their entire supply chain and to cease, prevent, mitigate, account for, and remediate actual and potential adverse impacts to human rights and the environment in their own operations and across their entire supply chain from Tier 1 through Tier 4 of production.

- **Impose a Synthetic Textile Tax** on all clothing made from virgin synthetic materials based on percentage of the volume of plastic clothing manufactured by a brand.
- **Enact an Extended Producer Responsibility (EPR)** requirement for fashion brands to sustainably dispose of their waste across all 50 U.S. States. The EPR plan requires fashion brands to pay for their waste by supporting an infrastructure and standard systems for consistent, convenient and widespread collection and sorting of used clothing to prevent the waste of 17 million of tons of textiles in the U.S. each year. California is the first state in the U.S. to enact an EPR program for textiles: **Responsible Textile Recovery Act of 2024**:³ (SB707)



for collecting, transporting, repairing, sorting, recycling, and safely and properly managing apparel and textile articles. And New York has proposed a similar bill, **An ACT to amend the environmental conservation law, in relation to establishing extended producer responsibility for textiles**⁴ (S6654)

- **Mandate all new clothes washing machines have a filter installed** to capture plastic microfibers as proposed. This has been introduced in the U.S. Senate in **The Fighting Fibers Act of 2024**⁵ (S.4884).
- **Restrict the manufacture, import and export of clothing containing harmful chemicals/substances** and provide a warning label on products made with toxic chemicals that are mutagenic, carcinogenic, and reprotoxic. The United States requires chemical oversight and testing around clothing made in the U.S. which means less than 3% of what we wear. We need to demand the elimination of hazardous chemicals besides the legislation on PFAS and phthalates that exist only in a few states and the chemicals that are banned in children's clothing only. As a minimum, Prop 65 in California requiring a warning of more than 800 chemicals should be adopted across all 50 States: **The Safe Drinking Water and Toxic Enforcement Act of 1986**⁶ (Prop 65).

- **Require labeling of garments for transparency and traceability**, the percentage of recycled content, the amount of micro-fiber shedding during washing, the carbon footprint of the product including greenhouse gas emissions released during the production, manufacturing, distribution, consumer use, end-of-life reuse, and recycling of an item of apparel. In the E.U. these are addressed in **The Textile Labeling Regulation**⁷ and in the U.S. Congress in **H.R.8978 — Voluntary Sustainable Apparel Labeling Act**.⁸
- **Update the U.S. Fair Trade Commission's Green Guidelines** for accuracy in claims related to sustainability that has not been updated since 2012. In the E.U., the Green Claims Directive calls for the substantiation and communication of explicit environmental claims with new criteria to stop companies from making misleading claims about the environmental merits of their products and services. It addresses “greenwashing” and introduces requirements on various aspects of consumer-facing product claims. **The E.U. Substantiation and Communication of Explicit Environmental Claims**.⁹
- **Require fashion businesses to report to consumers how they account for human trafficking and slavery** in their entire supply chains and strictly enforce a ban on the importation of clothing made with forced labor, indentured servitude or child labor from any and all countries where it has been found to occur. Individual countries in the E.U. have regulations prohibiting these violations of human rights. The E.U. prohibits all forms of slavery in **The Corporate Sustainability Due Diligence Directive**¹⁰ (CSDDD) and The United States has passed the **U.S. Uyghur Forced Labor Prevention Act**¹¹ (UFLPA): **Public Law 117-78**,¹² (H.R. 6256 /S.65) restricting all goods made in the Xinxiang Uyghur Autonomous Region of China.
- **Eliminate unfair practices for apparel workers** working below minimum wage or under a piece-rate system and create multilateral accountability that holds not only factories but brands liable for unsafe conditions and unpaid wages. This law has been introduced in the Senate. **Fashioning Accountability and Building Real Institutional Change Act (The Fabric Act)**¹³ (H.R. 5502/S.2817)

We call on Consumers to write to their lawmakers in Washington to pass legislation that will affect the entire industry.

SOURCES

01: THE FASHION INDUSTRY'S IMPACTS ON THE ENVIRONMENT BY SECTOR

- 1 <https://www.worldbank.org/en/news/feature/2019/09/23/costo-moda-medio-ambiente>
- 2 <https://www.ellenmacarthurfoundation.org/a-new-textiles-economy>
- 3 <https://cottonworks.com/en/topics/sustainability/cotton-sustainability/cotton-sustainability-basics/#:~:text=In%20the%20U.S.%2C%2064%25%20of,used%20only%20during%20dry%20spells.>
- 4 https://static1.squarespace.com/static/5efdeb17898fb81c1491fb04/t/61de9a24d5a36752ad-cbf737/1641978418846/CottonPaper_120122_TransformersFoundation_.pdf
- 5 https://static1.squarespace.com/static/5efdeb17898fb81c1491fb04/t/61de9a24d5a36752ad-cbf737/1641978418846/CottonPaper_120122_TransformersFoundation_.pdf
- 6 <https://earthobservatory.nasa.gov/world-of-change/AralSea>
- 7 <https://www.nytimes.com/interactive/2023/08/28/climate/groundwater-drying-climate-change.html>
- 8 https://d2ouvy59p0dg6k.cloudfront.net/downloads/impact_long.pdf
- 9 <https://www.sciencedirect.com/science/article/abs/pii/S0959652618320183>
- 10 <https://www.sciencedirect.com/science/article/abs/pii/S0959652618320183>
- 11 <https://www.theguardian.com/global-development/article/2024/may/29/alarming-levels-of-forever-chemicals-found-in-water-near-bangladesh-garment-factories>
- 12 <https://www.theguardian.com/global-development/2020/nov/02/rotten-river-life-on-one-of-the-worlds-most-polluted-waterways-photo-essay>
- 13 <https://ejatlas.org/conflict/pt-kahatex-pt-insan-sandan-internusa-and-pt-five-star-textile>
- 14 <https://www.worstpolluted.org/docs/TopTen-Threats2013.pdf>
- 15 <https://www.fabricoftheworld.com/post/citarum-river-is-polluted-by-factories-that-make-your-clothes#:~:text=Over%201000%20textile%20factories%20dump,water%20to%20visibly%20change%20colour.>
- 16 <https://www.water-alternatives.org/index.php/cwd/item/103-citarum2#:~:text=Summary,higher%20than%20the%20maximum%20allowance.>
- 17 <https://www.theguardian.com/global-development/2020/nov/02/rotten-river-life-on-one-of-the-worlds-most-polluted-waterways-photo-essay>
- 18 https://www.researchgate.net/publication/347164426_Distribution_and_environmental_risk_of_microplastics_pollution_in_freshwater_of_Citarum_Watershed
- 19 <https://libmast.utm.my/Record/doaj.art-1bd0006e90584bd2bf0105b601201e8e>
- 20 <https://www.thetimes.com/article/african-dream-turns-sour-for-orphan-army-9m5ln8n30hb>
- 21 <https://www.euronews.com/green/2021/08/19/blue-rivers-and-water-as-strong-as-bleach-the-destructive-impact-of-fast-fashion-in-africa>
- 22 <https://www.cnn.com/style/article/dyeing-pollution-fashion-intl-hnk-dst-sept/index.html>
- 23 [https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4553892/#:~:text=Textile%20dyes%20are%20chemicals%20of,%2C%202011%5B23%5D\).](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4553892/#:~:text=Textile%20dyes%20are%20chemicals%20of,%2C%202011%5B23%5D).)
- 24 [https://www.sciencedirect.com/science/article/pii/S0147651321012720#:~:text=They%20then%20remain%20in%20the,Dutta%20and%20Bhattacharjee%2C%202022\).](https://www.sciencedirect.com/science/article/pii/S0147651321012720#:~:text=They%20then%20remain%20in%20the,Dutta%20and%20Bhattacharjee%2C%202022).)
- 25 <https://www.sciencedirect.com/science/article/pii/S0956053X21005390#bb0265>
- 26 https://apparelimpact.org/wp-content/uploads/2024/03/Aii_ImpactReport_2023.pdf
- 27 https://hotorcool.org/wp-content/uploads/2022/12/Hot_or_Cool_1_5_fashion_report_.pdf
- 28 <https://apparelimpact.org/wp-content/uploads/2024/05/Taking-Stock-of-Progress-Against-the-Roadmap-to-Net-Zero-2024-5.15.pdf>
- 29 <https://reports.fashionforgood.com/wp-content/uploads/2021/11/REPORT-Unlocking-The-Trillion-Dollar-Fashion-Decarbonisation-Opportunity-Fashion-for-Good-Aii.pdf>
- 30 <https://www.fs-finance.com/blog/2023/12/11/can-the-fashion-industry-reach-net-zero/>
- 31 <https://reports.fashionforgood.com/wp-content/uploads/2021/11/REPORT-Unlocking-The-Trillion-Dollar-Fashion-Decarbonisation-Opportunity-Fashion-for-Good-Aii.pdf>

- 32 <https://trustrace.com/knowledge-hub/supplier-investment-collaboration-is-crucial-for-fashions-future>
- 33 https://uk.finance.yahoo.com/news/fashion-brands-must-stop-moving-155131726.html?guccounter=1&guce_referrer=aHR0cHM-6Ly93d3cuZ29vZ2xILmNvbS8&guce_referrer_sig=AQAAAEaWcYFj1ubXiKM52lxHUKP3aow-gz_YIRz_aQDCGPJl8qOKum7dNHtIXHGrXUKB3I-5L3YxA-m31wsOKkjpqxy-zcAja2WVHwAfj-X2D-j7uCttQuc2yJQG5iZieQRyKILNe1CVaneeZFOT-Kqyof54ul68B_g2Eko3JC4f4GaBnYQ
- 34 <https://reports.fashionforgood.com/wp-content/uploads/2021/11/REPORT-Unlocking-The-Trillion-Dollar-Fashion-Decarbonisation-Opportunity-Fashion-for-Good-Aii.pdf>
- 35 https://issuu.com/fashionrevolution/docs/fashion_transparency_index_2023_pages
- 36 <https://www.bloomberg.com/news/news-letters/2023-10-31/supply-chain-latest-china-s-dominance-in-apparel-manufacturing>
- 37 <https://www.nytimes.com/2023/07/19/climate/us-china-climate-issues.html>
- 38 <https://ir.lawnet.fordham.edu/cgi/viewcontent.cgi?article=2849&context=ilj>
- 39 <https://www.theguardian.com/world/2023/aug/29/china-coal-plants-climate-goals-carbon>
- 40 <https://www.eia.gov/todayinenergy/detail.php?id=61503>
- 41 <https://www.japantimes.co.jp/commentary/2024/04/01/world/china-oil-demand/>
- 42 <https://changingmarkets.org/report/synthetics-anonymous-fashion-brands-addiction-to-fossil-fuels/#:~:text=Synthetic%20fibres%20represent%20over%20two,the%20annual%20consumption%20of%20Spain>
- 43 <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9734713/>
- 44 <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0281596>
- 45 <https://www.nytimes.com/wirecutter/blog/reduce-laundry-microfiber-pollution/>
- 46 <https://www.nature.com/articles/s41467-020-20347-1>
- 47 <https://www.bloomberg.com/graphics/2022-fashion-industry-environmental-impact/>
- 48 <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10221355/#:~:text=Titanium%20dioxide%20is%20widely%20used,coatings%20%5B38%2C39%5D>
- 49 <https://progearthplanetsci.springeropen.com/articles/10.1186/s40645-020-00405-4>
- 50 <https://www.frontiersin.org/articles/10.3389/fmars.2022.991650/full>
- 51 <https://iopscience.iop.org/article/10.1088/1755-1315/631/1/012006/pdf#:~:text=Influence%20of%20Microplastics%20on%20Marine%20Fishes&text=The%20microplastics%20can%20have%20a,oxidative%20damage%20and%20abnormal%20behavior>
- 52 <https://www.mdpi.com/2073-4441/14/23/3797>
- 53 <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8987311/>
- 54 <https://www.sciencedirect.com/science/article/pii/S0048969718308088>
- 55 <https://www.sciencedirect.com/science/article/abs/pii/S0166445X21000072>
- 56 <https://www.unsustainablemagazine.com/organic-cotton-production/>
- 57 <https://terrathread.com/blogs/news/environmental-impact-of-conventional-cotton-farming>
- 58 <https://storymaps.arcgis.com/stories/117213e-72f8a4c228de7ed5707933d70>
- 59 <https://terrathread.com/blogs/news/environmental-impact-of-conventional-cotton-farming>
- 60 <https://www.science.org/content/article/exploding-demand-cashmere-wool-ruining-mongolia-s-grasslands>
- 61 <https://metode.org/issues/monographs/intensification-of-livestock-farming-in-times-of-climate-change.html>
- 62 <https://www.regnskog.no/en/news/european-leather-use-could-determine-future-of-the-brazilian-amazon>
- 63 <https://dv719tqmsuwvb.cloudfront.net/documents/Economic-study-of-shift-in-global-leather-demand-on-Brazilian-slaughterhouses-report-by-NINT-for-Rainforest-Foundation-Norway.pdf>
- 64 <https://onetreeplanted.org/blogs/stories/effects-of-deforestation>
- 65 <https://sciencing.com/effects-of-land-clearing-13406919.html>
- 66 <https://pubmed.ncbi.nlm.nih.gov/34742990/#:~:text=Microplastics%20have%20been%20shown%20to,chlorophyll%20a%2Fchlorophyll%20b%20ratios>
- 67 <https://link.springer.com/article/10.1007/s11356-023-29210-4>
- 68 <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8792138/>

- 69 <https://pubmed.ncbi.nlm.nih.gov/34742990/#:~:text=Microplastics%20have%20been%20shown%20to,chlorophyll%20a%2Fchlorophyll%20b%20ratios.>
- 70 <https://link.springer.com/article/10.1007/s11356-023-29210-4>
- 71 <https://www.theglobaleducationproject.org/earth/agriculture-food/principal-causes-of-soil-degradation>
- 72 <https://www.mckinsey.com/capabilities/sustainability/our-insights/style-thats-sustainable-a-new-fast-fashion-formula>
- 73 <https://emf.thirdlight.com/link/kccf8o3ldtmd-y7ilfx/@/preview/1?o>
- 74 <https://www.fashionrevolution.org/waste-is-it-really-in-fashion/#:~:text=The%20number%20of%20garments%20produced,is%20land-filled%20or%20burned%20globally.>
- 75 <https://sdgs.un.org/partnerships/queen-raw>
- 76 <https://www.eea.europa.eu/publications/the-destruction-of-retained-and#:~:text=We%20estimate%20that%2022%2D43,resold%20or%20sold%20in%20outlets>
- 77 <https://grist.org/international/burn-after-wearing-fashion-waste-chile/>
- 78 <https://www.textilemountainfilm.com/about#:~:text=%5B3%5D%20Receiving%20countries%20often%20lack,waterways%20in%20the%20Global%20South.>
- 79 <https://www.france24.com/en/live-news/20240207-ghana-struggling-with-tsunami-of-secondhand-clothes>
- 80 <https://theordev2.s3.amazonaws.com/2023-01/Waste Landscape Report - Compressed.pdf>
- 81 <https://www.theguardian.com/global-development/2023/jun/05/yvette-yaa-konadu-tetteh-how-ghana-became-fast-fashions-dumping-ground>
- 82 <https://www.bu.edu/sph/news/articles/2022/the-aftermath-of-fast-fashion-how-discarded-clothes-impact-public-health-and-the-environment/#:~:text=From%20there%2C%20the%20gas%20and,preventing%20water%20from%20flowing%20properly>
- 83 <https://theordev2.s3.amazonaws.com/2023-01/Waste Landscape Report - Compressed.pdf>
- 84 [https://business.catholic.edu/news/2024/04/clothes-are-destroying-the-environment.html#:~:text=In%20Ghana%20for%20example%2C%20these,Lundberg%20and%20Devoy%2C%202022\).](https://business.catholic.edu/news/2024/04/clothes-are-destroying-the-environment.html#:~:text=In%20Ghana%20for%20example%2C%20these,Lundberg%20and%20Devoy%2C%202022).)
- 85 <https://ejatlas.org/print/waste-pickers-fight-for-recognition-and-inclusion-as-kpone-landfill-closes-accra-ghana>
- 86 <https://canopyplanet.org/change-together/canopystyle>
- 87 <https://textileexchange.org/app/uploads/2024/09/Materials-Market-Report-2024.pdf>
- 88 https://textileexchange.org/app/uploads/2021/03/Textile-Exchange_Prefered-Fiber-Material-Market-Report_2020.pdf
- 89 https://fsc.org/en/about-us?gad_source=1&gclid=EAlaIqobChMIg8LqOpuRiQMVAU7_AR3i-wAAuEAAYASAAEgl2OPD_BwE
- 90 <https://www.pefc.org/>
- 91 <https://uk.fsc.org/newsfeed/forest-friendly-fashion-are-mmcs-sustainable>
- 92 <https://climate.mit.edu/explainers/forests-and-climate-change#:~:text=Since%201850%2C%20about%2030%25%20of,emissions%20have%20come%20from%20deforestation.&text=Deforestation%20can%20also%20have%20more,in%20North%20America%20and%20Eurasia.>
- 93 <https://stand.earth/resources/no-where-to-hide-how-the-fashion-industry-is-linked-to-amazon-rainforest-destruction/#slidedeck>
- 94 <https://www.fastcompany.com/90702567/brands-like-nike-coach-and-gap-are-destroying-the-amazon-with-their-leather-products>
- 95 <https://www.earthsight.org.uk/media/download/1790>
- 96 <https://sciencing.com/the-effects-of-cutting-down-trees-on-the-ecosystem-12000334.html>
- 97 <https://www.nhm.ac.uk/discover/news/2022/november/destruction-forests-and-grasslands-biggest-cause-of-biodiversity-loss.html>
- 98 <https://www.cnn.com/2022/10/13/world/wwf-living-planet-report-2022-climate-intl-scli-scn/index.html>
- 99 https://www3.weforum.org/docs/WEF_The_Global_Risks_Report_2024.pdf
- 100 https://files.worldwildlife.org/wwfcmprod/files/Publication/file/279c656a32_ENGLISH_FULLL.pdf
- 101 <https://www.nature.com/articles/s41467-022-28245-4>
- 102 <https://wildlife.org/climate-change-becoming-main-driver-of-global-biodiversity-declines/>
- 103 <https://fashionvalues.org/methods/Introduction-Fashion-and-Biodiversity>

- 104 <https://slowfactory.earth/supplychange>
- 105 <https://www.fashionrevolution.org/nature-in-freefall/>
- 106 <https://ourworld.unu.edu/en/colours-of-water-bangladeshs-leather-tanneries>
- 107 <https://goodonyou.eco/material-guide-viscose-sustainability/>
- 108 <https://eos.com/blog/monoculture-farming/>
- 109 <https://www.frontiersin.org/journals/marine-science/articles/10.3389/fmars.2022.991650/full>
- 110 <https://iopscience.iop.org/article/10.1088/1755-1315/631/1/012006/pdf#:~:text=Influence%20of%20Microplastics%20on%20Marine%20Fishes&text=The%20microplastics%20can%20have%20a,oxidative%20damage%20and%20abnormal%20behavior.>
- 111 <https://link.springer.com/article/10.1007/s11356-023-29210-4>
- 112 <https://link.springer.com/article/10.1007/s11356-023-29210-4>
- 113 <https://wasserdreinull.de/en/blog/microplastic-analytics-eu-plans-are-not-enough/>
- 114 <https://reports.fashionforgood.com/wp-content/uploads/2022/01/Textile-Processing-Guide-3.pdf>
- 115 <https://www.sciencedirect.com/science/article/abs/pii/S0959652618320183>
- 116 https://www.researchgate.net/publication/265893071_Textile_dyeing_industry_an_environmental_hazard
- 117 <https://www.cnn.com/2023/04/21/middleeast/textile-wastewater-pollutant-cleaner-hnk-scn-spc-intl/index.html>
- 118 https://www.researchgate.net/publication/265893071_Textile_dyeing_industry_an_environmental_hazard
- 119 <https://www.cnn.com/style/article/dyeing-pollution-fashion-intl-hnk-dst-sept/index.html>
- 120 [https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5870118/#:~:text=Human%20exposure%20to%20xenobiotics%20including,contaminants%20\(28%2C%20138\).](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5870118/#:~:text=Human%20exposure%20to%20xenobiotics%20including,contaminants%20(28%2C%20138).)
- 121 <https://www.nrdc.org/stories/forever-chemicals-called-pfas-show-your-food-clothes-and-home>
- 122 <https://www.earthday.org/toxic-textiles-the-chemicals-in-our-clothing/>
- 123 <https://www.theguardian.com/fashion/2023/jul/02/fashion-chemicals-pfas-bpa-toxic>
- 124 <https://www.cnn.com/style/article/dyeing-pollution-fashion-intl-hnk-dst-sept/index.html>
- 125 <https://dceg.cancer.gov/research/what-we-study/pfas#:~:text=Higher%20kidney%20cancer%20incidence%20and,community%20with%20contaminated%20drinking%20water.>
- 126 <https://ceh.org/what-you-need-to-know-about-bpa-in-clothing/>
- 127 <https://www.cbc.ca/news/business/marketplace-fast-fashion-chemicals-1.6193385>
- 128 <https://herbones.com/fast-fashion-statistics/>
- 129 <https://mcandrewleadership.uk/fashions-global-footprint-fast-fashions-toll-on-the-global-south/#:~:text=To%20keep%20prices%20low%2C%20most,workers%20in%20the%20global%20south.>
- 130 <https://goodonyou.eco/impact-fast-fashion-garment-workers/>
- 131 <https://cleanclothes.org/news/2024/11-years-since-the-rana-plaza-collapse-factories-are-safer-but-the-root-causes-of-tragedy-persist>
- 132 <https://globallaborjustice.org/wp-content/uploads/2023/02/FightTheHeistReportFeb-2023FINAL.pdf>
- 133 <https://www.business-humanrights.org/en/from-us/briefings/unbearable-harassment/#:~:text=Our%20research%20found%20all%20women,target%20set%20by%20fashion%20brands.>
- 134 <https://www.walkfree.org/global-slavery-index/findings/spotlights/stitched-with-slavery-in-the-seams/>
- 135 <https://cleanclothes.org/poverty-wages>
- 136 <https://cleanclothes.org/poverty-wages>
- 137 <https://www.business-humanrights.org/en/from-us/briefings/unbearable-harassment/#:~:text=Our%20research%20found%20all%20women,target%20set%20by%20fashion%20brands.>
- 138 https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-products?tid=All&field_exp_good_target_id=5798&items_per_page=All
- 139 <https://theconversation.com/debt-wage-theft-and-coercion-drive-the-global-garment-industry-the-only-answer-is-collective-action-220924>
- 140 <https://www.oxfam.org.au/wp-content/uploads/2021/11/Made-in-Poverty-the-True-Price-of-Fashion-Oxfam-Australia.pdf>
- 141 <https://www.voanews.com/a/bangladesh-increases-garment-workers-minimum-wage-/7345476.html>
- 142 <https://www.businessoffashion.com/news/sustainability/bangladesh-labour-rights-workers-american-apparel-footwear-association/>

- 143 <https://www.voanews.com/a/bangladesh-increases-garment-workers-minimum-wage-/7345476.html>
- 144 <https://cleanclothes.org/news/2024/11-years-since-the-rana-plaza-collapse-factories-are-safer-but-the-root-causes-of-tragedy-persist>
- 145 <https://www.businessoffashion.com/news/sustainability/brands-face-pressure-over-bangladesh-labour-crackdown/>
- 146 <https://globallaborjustice.org/wp-content/uploads/2023/02/FightTheHeistReportFeb-2023FINAL.pdf>
- 147 <https://remake.world/stories/does-buying-less-hurt-garment-workers/#:~:text=In%20March%202020%2C%20at%20the,jobs%20they%20had%20already%20done.>
- 148 <https://goodonyou.eco/impact-fast-fashion-garment-workers/>
- 149 <https://www.theguardian.com/global-development/2023/dec/23/woman-making-christmas-jumpers-for-uk-turns-to-sex-work-to-pay-bills>

02: RECENT REGULATIONS, DIRECTIVES, AND PROPOSALS

- 1 <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32022L2464>
- 2 https://finance.ec.europa.eu/capital-markets-union-and-financial-markets/company-reporting-and-auditing/company-reporting/corporate-sustainability-reporting_en#:~:text=EU%20law%20requires%20all%20large,on%20people%20and%20the%20environment.
- 3 <https://www.impactbytes.io/post/csrd-eu-legislation-important-for-fashion-brands>
- 4 <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32023R1115&qid=1686575313554>
- 5 <https://eur-lex.europa.eu/eli/reg/2023/2055/oj>
- 6 <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022PC0143>
- 7 https://commission.europa.eu/live-work-travel-eu/consumer-rights-and-complaints/sustainable-consumption_en
- 8 https://commission.europa.eu/law/law-topic/consumer-protection-law/consumer-contract-law/consumer-rights-directive_en
- 9 https://commission.europa.eu/law/law-topic/consumer-protection-law/unfair-commercial-practices-law/unfair-commercial-practices-directive_en
- 10 https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal_en
- 11 <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32024R1157>
- 12 https://environment.ec.europa.eu/topics/waste-and-recycling/waste-shipments_en#:~:text=The%20new%20Regulation%20on%20waste,environmentally%20sound%20management%20of%20waste
- 13 <https://www.europarl.europa.eu/news/en/press-room/20240419IPR20551/products-made-with-forced-labour-to-be-banned-from-eu-single-market>
- 14 [https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?lang=en&reference=2022/0269\(COD\)](https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?lang=en&reference=2022/0269(COD))
- 15 [https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?lang=en&reference=2022/0269\(COD\)](https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?lang=en&reference=2022/0269(COD))
- 16 <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022PC0071>
- 17 <https://www.europarl.europa.eu/news/en/press-room/20240419IPR20585/due-diligence-meps-adopt-rules-for-firms-on-human-rights-and-environment>
- 18 <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022D-C0140&qid=1649112555090>
- 19 https://commission.europa.eu/energy-climate-change-environment/standards-tools-and-labels/products-labelling-rules-and-requirements/sustainable-products/ecodesign-sustainable-products-regulation_en
- 20 <https://www.eea.europa.eu/publications/the-destruction-of-returned-and>
- 21 https://commission.europa.eu/energy-climate-change-environment/standards-tools-and-labels/products-labelling-rules-and-requirements/sustainable-products/ecodesign-sustainable-products-regulation_en
- 22 <https://www.eea.europa.eu/publications/the-destruction-of-returned-and>
- 23 https://environment.ec.europa.eu/topics/chemicals/reach-regulation_en#protecting-consumers
- 24 https://ec.europa.eu/commission/presscorner/detail/en/ip_24_4763

- 25 <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2023%3A0166%3AFIN>
- 26 https://environment.ec.europa.eu/topics/circular-economy/green-claims_en
- 27 <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52023P-C0420&qid=1707729490112>
- 28 <https://www.consilium.europa.eu/en/press/press-releases/2024/06/17/waste-framework-directive-council-set-to-start-talks-on-its-revision/>
- 29 https://environment.ec.europa.eu/topics/waste-and-recycling/waste-framework-directive_en#:~:text=The%20Waste%20Framework%20Directive%20provides,the%20final%20disposal%20or%20recovery
- 30 https://ec.europa.eu/commission/presscorner/detail/en/ip_23_3635
- 31 <https://www.consilium.europa.eu/en/press/press-releases/2023/12/18/packaging-and-packaging-waste-council-adopts-its-negotiating-position-on-new-rules-for-more-sustainable-packaging-in-the-eu/>
- 32 https://environment.ec.europa.eu/strategy/circular-economy-action-plan_en
- 33 https://environment.ec.europa.eu/publications/proposal-packaging-and-packaging-waste_en
- 34 <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A02011R1007-20180215>
- 35 https://finance.ec.europa.eu/publications/commission-simplifies-rules-sustainability-and-eu-investments-delivering-over-eu6-billion_en
- 36 https://finance.ec.europa.eu/publications/commission-simplifies-rules-sustainability-and-eu-investments-delivering-over-eu6-billion_en
- 37 https://finance.ec.europa.eu/document/download/161070f0-aca7-4b44-b20a-52bd879575bc_en?filename=proposal-directive-amending-accounting-audit-csrd-csddd-directives_en.pdf
- 38 <https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000041553759/#JORFARTI000041553844>
- 39 <https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000041553759/>
- 40 <https://faq.refashion.fr/hc/en-us/articles/8426397827485-What-is-waste-prevention-and-eco-design-plan>
- 41 https://refashion.fr/pro/sites/default/files/fichiers/200224_EM_TLC_LEssentiel_Version_31_English_digitale.pdf
- 42 https://www.assemblee-nationale.fr/dyn/16/textes/l16b2129_proposition-loi#D_Article_3
- 43 <https://www.csr-in-deutschland.de/EN/Business-Human-Rights/Supply-Chain-Act/supply-chain-act.html>
- 44 https://www.bgbl.de/xaver/bgbl/start.xav?-jumpTo=bgbl121s2959.pdf&startbk=Bundesanzeiger_BGBI#__bgbl__%2F%2F%5B%40atr_id%3D%27bgbl121s2959.pdf%27%5D__1722192287046
- 45 https://www.bafa.de/DE/Lieferketten/Multilinguales_Angebot/multilinguales_angebot_node.html#:~:text=The%20Act%20on%20Corporate%20Due,with%20at%20least%203%2C000%20employees
- 46 <https://zoek.officielebekendmakingen.nl/stb-2023-132.html>
- 47 <https://www.government.nl/topics/responsible-business-conduct-rbc/government-promotion-of-responsible-business-conduct-rbc>
- 48 <https://www.forbrukertilsynet.no/vi-jobber-med/apenhetsloven/the-transparency-act>
- 49 <https://www.parlament.gv.at/gegenstand/XX-VII/I/2077?selectedStage=100>
- 50 <https://www.lachambre.be/FLWB/PD-F/55/1903/55K1903003.pdf>
- 51 https://zerowasteurope.eu/wp-content/uploads/2022/11/ZWE-EWWR2022-factsheet_Finland-textiles.pdf
- 52 <https://www.boe.es/buscar/act.php?id=BOE-A-2022-5809>
- 53 <https://scienceparkboras.se/wp-content/uploads/2021/01/Extendedproducerresponsibilityfotextiles.pdf>
- 54 <https://www.hellenicparliament.gr/search/?-searchText=law+4819%2f2021+>
- 55 <https://www.mase.gov.it/comunicati/tessile-moda-mase-sostenibilita-e-minore-impatto-su-ambiente-arriva-la-responsabilita>
- 56 <https://www.congress.gov/117/plaws/publ78/PLAW-117publ78.pdf>
- 57 <http://uscode.house.gov/quicksearch/get.plx?title=19§ion=1307>
- 58 [http://uscode.house.gov/view.xhtml?req=\(title:19%20section:1307%20edition:prelim\)](http://uscode.house.gov/view.xhtml?req=(title:19%20section:1307%20edition:prelim))
- 59 <https://enduyghurforcedlabour.org/fashion/>
- 60 <https://www.cbp.gov/newsroom/stats/trade/uyghur-forced-labor-prevention-act-statistics>
- 61 <https://www.congress.gov/bill/118th-congress/senate-bill/2004>
- 62 <https://www.salisburypost.com/2023/10/12/gildan-announces-factory-closure-250-layoffs/>

- 63 <https://www.congress.gov/bill/118th-congress/senate-bill/2667>
- 64 <https://www.congress.gov/bill/118th-congress/house-bill/5502>
- 65 <https://www.congress.gov/bill/118th-congress/senate-bill/3878/text/is>
- 66 <https://www.voguebusiness.com/story/sustainability/a-new-us-bill-the-americas-act-incentivises-circular-fashion-in-a-bid-to-compete-with-china>
- 67 <https://www.congress.gov/bill/118th-congress/house-bill/8978/all-info>
- 68 <https://www.congress.gov/bill/118th-congress/senate-bill/4884>
- 69 <https://calepa.ca.gov/wp-content/uploads/sites/6/2016/10/CUPA-Documents-Inspection-InspProp65.pdf>
- 70 <https://www.environmentalhealth.org/2024/04/26/toxic-lead-in-fashion-the-true-cost/#:~:text=Proposition%2065%2C%20formally%20known%20as,household%20products%2C%20and%20even%20clothing.>
- 71 <https://oag.ca.gov/SB657>
- 72 <https://legiscan.com/CA/text/SB62/id/2434679>
- 73 <https://legiscan.com/CA/text/AB1817/id/2609117>
- 74 https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240SB707
- 75 <https://legiscan.com/CA/text/AB1628/id/2818698>
- 76 <https://portals.iucn.org/library/sites/library/files/documents/2017-002-En.pdf>
- 77 <https://www.forbes.com/sites/ariannajohnson/2023/09/27/california-may-crack-down-on-washing-machines-without-filters-heres-why/>
- 78 <https://trackbill.com/bill/california-assembly-bill-405-fashion-environmental-accountability-act-of-2025/2647097/>
- 79 <https://legislature.maine.gov/LawMakerWeb/summary.asp?ID=280088380>
- 80 <https://mgaleg.maryland.gov/mgaweb/Legislation/Details/HB0187?ys=2023RS&search=True>
- 81 <https://www.mass.gov/guides/clothing-and-textile-recovery#:~:text=In%20November%202022%2C%20Massachusetts%20banned,option%20or%20recycler%20near%20you.>
- 82 <https://www.mass.gov/guides/solid-waste-master-plan>
- 83 <https://malegislature.gov/Bills/193/HD3083>
- 84 <https://www.revisor.mn.gov/bills/bill.php?f=H-F2310&y=2023&ssn=0&b=house>
- 85 <https://www.nysenate.gov/legislation/bills/2023/S1322>
- 86 <https://www.nysenate.gov/legislation/bills/2025/S4558/amendment/A>
- 87 <https://www.nysenate.gov/legislation/bills/2023/S6654>
- 88 <https://ndlegis.gov/assembly/68-2023/regular/documents/23-0867-01000.pdf>
- 89 <https://webserver.rilegislature.gov/BillText23/HouseText23/H5673.pdf>
- 90 <https://legiscan.com/WA/text/SB5965/id/2869819>
- 91 <https://lawfilesexternal.leg.wa.gov/biennium/2023-24/Pdf/Bill%20Reports/Senate/5541%20SBR%20LC%20OC%2023.pdf?q=20241018134753>
- 92 <https://lawfilesexternal.leg.wa.gov/biennium/2025-26/Pdf/Bills/House%20Bills/1420.pdf?q=20250117151415>
- 93 <https://www.camara.leg.br/proposicoesWeb/fichadetramitacao?idProposicao=2314561&fichaAmigavel=nao>
- 94 <https://www.parl.ca/LegisInfo/en/bill/44-1/s-211>
- 95 <https://www.parl.ca/DocumentViewer/en/44-1/bill/C-337/first-reading>
- 96 <https://consultasciudadanas.mma.gob.cl/storage/consultation/XEqK0q9ibeDmBAykvsINbITx-umnGh71ddgS5hejg.pdf>
- 97 <https://www.camara.gov.co/gestion-integral-residuos-textiles-0>
- 98 https://www.dof.gob.mx/nota_detalle.php?codigo=5679955&fecha=17/02/2023#gsc.tab=0
- 99 https://www.senado.gob.mx/66/gaceta_del_senado/documento/112449
- 100 <https://www.industrialunion.org/unions-in-peru-take-action-for-a-fair-and-sustainable-textile-industry>

CONCLUSION

- 1 <https://publications.parliament.uk/pa/cm201719/cmselect/cmenvaud/1952/report-summary.html>
- 2 <https://trustrace.com/knowledge-hub/unpicking-fashions-supply-chain-tiers-their-risks#:~:text=Fashion%20brands%20usually%20have%20a%20direct%20relationship,making%20their%20Tier%20One%20supplier%20list%20public.>
- 3 <https://doi.org/10.1080/14747731.2017.1394069>
- 4 <https://www.amnesty.org/en/latest/news/2024/05/bangladesh-garment-workers-must-receive-rights-based-compensation-and-justice-immediately/#:~:text=Garment%20workers%20in%20Bangladesh%20continue,International%20on%20International%20Workers'%20Day.>
- 5 <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-products?page=3>
- 6 <https://theconversation.com/debt-wage-theft-and-coercion-drive-the-global-garment-industry-the-only-answer-is-collective-action-220924>
- 7 <https://trustrace.com/knowledge-hub/unpicking-fashions-supply-chain-tiers-their-risks#:~:text=Many%20of%20the%20processes%20described,and%20soil%20in%20nearby%20communities>
- 8 <https://emf.thirdlight.com/link/kccf8o3ldt-md-y7i1fx/@/preview/1?o>
- 9 <https://www.europarl.europa.eu/topics/en/article/20201208STO93327/the-impact-of-textile-production-and-waste-on-the-environment-infographics#:~:text=Textile%20waste%20in%20landfills%20and,only%20now%20starting%20to%20emerge.>
- 10 <https://pirg.org/articles/how-many-clothes-are-too-many/>
- 11 <https://www.ellenmacarthurfoundation.org/fashion-and-the-circular-economy-deep-dive#:~:text=Clothing%20represents%20more%20than%2060,has%20declined%20by%20almost%2040%25>
- 12 <https://textileexchange.org/app/uploads/2024/09/Materials-Market-Report-2024.pdf>
- 13 <https://www.mckinsey.com/industries/retail/our-insights/sustainable-style-how-fashion-can-afford-and-accelerate-decarbonization>
- 14 <https://www.sciencedirect.com/science/article/abs/pii/S0959652623046395>
- 15 <https://www.fashionrevolution.org/fashion-transparency-index-2023/#:~:text=Our%20clothes%20are%20produced%20by,disclose%20their%20wastewater%20test%20results.>
- 16 <https://trustrace.com/knowledge-hub/unpicking-fashions-supply-chain-tiers-their-risks#:~:text=Many%20of%20the%20processes%20described,and%20soil%20in%20nearby%20communities>
- 17 <https://goodonyou.eco/fashion-regulation/>
- 18 <https://www.thefashionact.org/backgrounder>

ACTIONS

- 1 <https://www.nysenate.gov/legislation/bills/2023/S4746/amendment/B>
- 2 <https://malegislature.gov/Bills/193/HD3083>
- 3 https://leginfo.ca.gov/faces/billTextClient.xhtml?bill_id=202320240SB707
- 4 <https://www.nysenate.gov/legislation/bills/2023/S6654>
- 5 <https://www.congress.gov/bill/118th-congress/senate-bill/4884>
- 6 <https://calepa.ca.gov/wp-content/uploads/sites/6/2016/10/CUPA-Documents-Inspection-InspProp65.pdf>
- 7 <https://eur-lex.europa.eu/legal-content/EN/TX-T/?uri=CELEX%3A02011R1007-20180215>
- 8 <https://www.congress.gov/bill/118th-congress/house-bill/8978/all-info>
- 9 <https://eur-lex.europa.eu/legal-content/EN/TX-T/?uri=COM%3A2023%3A0166%3AFIN>
- 10 <https://eur-lex.europa.eu/legal-content/EN/TX-T/?uri=CELEX%3A52022PC0071>
- 11 <https://www.congress.gov/117/plaws/publ78/PLAW-117publ78.pdf>
- 12 <https://www.congress.gov/117/plaws/publ78/PLAW-117publ78.pdf>
- 13 <https://www.congress.gov/bill/118th-congress/house-bill/5502>