



Textile  
Exchange

# Code of Conduct

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# Document information

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## Document revision

This policy will be formally reviewed every five years, or sooner if warranted.

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Version 1.0

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## Message from CEO

At Textile Exchange, our work is grounded in a deep respect for our planet, its ecosystems, and its communities. This commitment is woven into our cultural framework, which defines how we work and ensures respect is reflected in our everyday actions.

This Code of Conduct supports our mission to transform how our industry produces, chooses, and reuses materials to benefit the people and places at the source. It reflects the core values that underpin this work and guides our behavior and decision-making. Whether we're setting industry standards, conducting in-depth reports and research, or connecting brands, retailers, and producers across the supply system, we strive to act with integrity and care for one another and the world around us.

Over two decades we have built a global community of more than 700 members who trust us to uphold our values and pursue our goals with transparency. That trust is earned through the way we collaborate and the consistency of our words and actions. This Code offers guidance for navigating challenges, making ethical decisions, and exercising good judgment.

Together we are building a world where materials have lasting value, leading to thriving communities and landscapes. None of this would be possible without our longstanding community and the work of our global team, whose expertise and dedication are the foundation of these achievements. By embracing this Code, we lead by example and create an environment where meaningful change for people, nature, and the planet can flourish.

Claire Bergkamp  
*CEO, Textile Exchange*

## Introduction

### **Vision**

A world where materials have lasting value, leading to thriving communities and landscapes.

### **Mission**

Textile Exchange transforms how we produce, choose, and reuse materials to benefit people and places at the source.

### **Who we are**

Textile Exchange is a global non-profit driving beneficial impacts on nature across the fashion, textile, and apparel industry.

We guide a growing community of brands, manufacturers, and farmers towards more purposeful production, right from the start of the supply chain. We recognize that everyone's journey will be different, so we provide the industry with tools, resources, and initiatives to help all stakeholders, from farmers to suppliers and brands, find the next step to take on their sustainability pathway.

We pride ourselves on our expertise, diversity, and global reach. Our interdisciplinary team is based all over the world and brings experience and knowledge from a wide range of sectors.

## Governance

We strive to embody established good practices in governance for non-profit organizations, including those set forth by the ISEAL Alliance.

Textile Exchange's governance structure has primary governance bodies, including our Governance Board and International Working Group. The Textile Exchange Governance Board provides continuous governance at the organizational level to direct, oversee, and hold us accountable. An International Working Group is convened with each standard setting process to facilitate balanced decision-making on the content of a standard. We have several other groups including round tables, communities of practice, and advisory groups that support and inform our decision-making. Each of these groups help us build long-term organizational stability and is key to our continued ability to drive impactful and transformative change.

## Collective action

Progress depends on collaboration. Driving impact demands shared direction. Building on the strength and diversity of our community, our action-oriented approach centers on fostering alignment, investment, and impactful collective action. Our goal is to move the industry from intention to implementation—translating shared ambition into measurable progress. We bring our community together around shared goals and commitment with alignment and purpose. Because we work so closely with others in our community, the Code of Conduct is crucial, ensuring we have a shared understanding of how we collaborate.

## References and related documents

- *Donation and Gift Acceptance Policy*
- *Safeguarding Policy*
- *Conflict of Interest Policy*
- *Data Governance Policy*
- *Privacy Policy*
- *Discrimination, Harassment, and Retaliation Prevention Policy*
- *Inclusion and Diversity Policy*
- *Grievance Policy*
- *Global Employee Handbook*
- *Complaints Policy*
- *Whistleblower Protection Policy*

## Code of Conduct

The Code of Conduct (the “Code”) provides a framework and collection of values, principles, and policies that guide decision-making, and it governs operations, practices, and processes related to the work of Textile Exchange around the world.

The Code offers guidance on behavior and responsibilities and ensures that all activities implemented by, or in partnership with, our organization reflect a commitment to our mission and vision.

The Code applies to all staff (including staff employed through an Employer of Record (EOR) and interim staff), governing bodies, volunteers, independent contractors, and any parties contractually bound to comply with it. When we find violations of this Code and associated policies, we hold individuals and organizations accountable.

All individuals subject to the Code are referred to as “We” or “Us.” Where provisions apply only to certain individuals or groups, or only to Textile Exchange, it will be specified.

### **Ethics and compliance**

We uphold strong ethical and professional standards and are committed to continuous improvement and accountability to our mission and community. We all have a responsibility and obligation to conduct Textile Exchange activities ethically and in compliance with the law.

#### **Compliance**

We observe and adhere to all relevant local, national, and international laws and regulations including those pertaining to our non-profit, tax-exempt charitable status under Section 501(c)(3) of the US Internal Revenue Code. We operate in a lawful and responsible manner. All policies and procedures outlined here, including any specific references to disciplinary action and termination, will be construed consistent with applicable law.

Textile Exchange maintains clear records and complies with all applicable accounting and banking standards and procedures as well as international treaties, and local and national legislations on money laundering, the financing of terrorism, and fraud. Actions directly or indirectly supporting money laundering and terrorism financing are prohibited.

#### **Anti-trust**

We convene a diverse range of textile industry actors with the expectation that our community will collaborate by sharing ideas, insights, and publicly available resources and avoid discussions on price, strategic plans, or other private and sensitive commercial information that would restrict a competitive environment.

#### **Financial responsibility**

Maintaining financial independence and responsible stewardship of funds is foundational to our credibility.

We condemn corruption in all its forms. We do not offer or accept bribes in any way. We exchange funds, gifts, and services in an appropriate manner that does not unfairly influence decision-making or representation.

Textile Exchange applies this through our *Donation and Gift Acceptance Policy*.

Textile Exchange shall not knowingly accept funding and/or support or promote entities engaged in any action that could damage the reputation of Textile Exchange or its industry partners through association, including but not limited to:

- Human rights or environmental violations
- Inhumane treatment of animals
- Corruption or fraud
- Terrorism

We manage Textile Exchange's assets responsibly, with the aim of creating beneficial outcomes for planet, people, and animals.

### **Human rights**

We respect human dignity and human rights. We are committed to creating and maintaining a safe, respectful, and inclusive environment for all individuals engaged in or affected by our work.

The Textile Exchange *Safeguarding Policy* outlines our commitment to preventing harm, promoting well-being, and responding swiftly and effectively to any safeguarding concerns across our programs, operations, and partnerships.

### **Impartiality**

We are responsible for acting with judgment that is not compromised, or perceived to be compromised, by bias or undue influence. We model transparency and engagement that builds trust and ensures the integrity of our organization.

Textile Exchange has developed policies and procedures to ensure this responsibility is upheld throughout all our operations and when engaging with stakeholders. These policies and procedures embody the following:

- Decision-making principles that are inclusive and transparent.
- Financial integrity and independence guided by ethical standards and rules for acceptance of gifts and donations, and adherence to anti-corruption and anti-bribery laws
- Disclosure to identify, avoid, and mitigate conflicts of interest.
- Feedback and complaint mechanisms to respond to internal and external stakeholder concerns.
- Inclusion, equal opportunities, and respect for diverse experiences and perspectives.
- Oversight to ensure programs are implemented consistently, competently, and impartially.

### **Conflict of Interest**

We will work in the best interests of Textile Exchange and its mission while performing our responsibilities. A conflict of interest exists when an individual who is responsible for acting in the best interests of Textile Exchange has another interest that could influence or impair that individual's ability to act in the best interests of Textile Exchange. Textile Exchange avoids conflicts of interest and the appearance of conflicts of interest.

Textile Exchange staff (including staff employed through an Employer-of-Record and interim staff), volunteers, and governing bodies are required to follow the *Conflict of Interest Policy* and disclose any potential, perceived, and actual conflicts of interest at the start of employment or service, and annually thereafter or whenever a potential, perceived, or actual conflict of interest arises.

## **Confidentiality**

We are a data-conscious organization. We employ appropriate information governance to ensure security and use well-managed and reliable data for decision-making, planning, and reporting.

We respect the intellectual property of Textile Exchange and of others.

The *Data Governance Policy* establishes the principles, practices, and responsibilities for Textile Exchange data and systems management to manage and use data.

We are committed to the good use and protection of the data we collect, and Textile Exchange safeguards the privacy and interests of its data system users as outlined in the *Privacy Policy*.

## **Non-discrimination and harassment**

We are committed to maintaining a respectful, harassment-free environment for everyone regardless of age, disability, ethnicity, gender or gender identity, marital status, physical appearance, political views, race, religion, or sexual orientation. In terms of conduct, this includes no offensive verbal or written comments, as well as no inappropriate physical contact.

Textile Exchange staff shall adhere to the *Discrimination, Harassment, and Retaliation Prevention Policy*.

## **Inclusivity**

We are committed to fostering an inclusive culture that embraces diverse perspectives and promotes a strong sense of belonging. We strive to eliminate barriers to participation and ensure access to opportunities.

We value a community where individuals feel safe, valued, and respected and can engage in open communication, collaboration, and trust.

Textile Exchange staff shall adhere to the staff *Inclusion and Diversity Policy*.

## **Voice concerns**

We welcome feedback of all kinds, including grievances. We are all responsible for speaking up if we have a question or concern relating to misconduct.

The *Grievance Policy* describes the process by which Textile Exchange receives, manages, and resolves grievances or disputes that may arise from stakeholders in a fair, transparent, and accountable manner. The management of complaints related to the Textile Exchange standards system is further described in the *Complaints Policy*.

We are committed to holding up the values, principles, and policies included in this Code of Conduct and you are integral to helping us ensure integrity in the ways we work together. You can submit feedback, complaints, grievances, and general inquiries via the Textile Exchange website [textileexchange.org/feedback](https://textileexchange.org/feedback).

Textile Exchange staff may raise grievances in accordance with guidelines in the *Global Employee Handbook* and by contacting their manager or the People and Culture team.

## **Whistleblower protection**

It takes courage to speak up, and we support each other when concerns are raised. We do not tolerate retaliation against any individual who voices a concern or reports a complaint. The Textile Exchange *Whistleblower Protection Policy* outlines our commitment to creating an environment where people feel comfortable speaking up.