

# Building Consumer Confidence in Textiles & Fashion

..... through systems, accreditation, certification and labelling



Venue: Bong Su Room, Trail of the Elephants, Melbourne Zoo, Elliott Ave, Parkville VIC

### Attendees

Organisation	Contact	Job Title
ABMT Textiles	Steve Tsonidis	Operations Manager
Australian Competition & Consumer Commission	Elizabeth Loiacono	Senior Project Officer, Product Safety Compliance
Australian Competition & Consumer Commission	Sarah Proudfoot	Small Business and Outreach Director
Australian Fashion Partners	Dominic Beirne	Managing Director
Cash's	Travis Webber	Sales Manager - Victoria
Council of Textile & Fashion Industries of Australia (TFIA)	Jo-Ann Kellock	Executive Director
Council of Textile & Fashion Industries of Australia (TFIA)	Paula Rogers	Industry Liaison
Council of Textile & Fashion Industries of Australia (TFIA)	Andreas Schimkus	Manager Business Intelligence
CSIRO Materials Science & Engineering	Tim Head	Business Development Manager (Textiles & Fibre)
Defence Materiel Organisation	Pinakin Chaubal	Chief Engineer, Clothing Systems Program Office, Land Systems Division
Department of Innovation, Industry and Regional Development (VIC)	Lara Rodda-Lee	Senior Project Officer, Sector Development - Manufacturing & Service Industries, Industry & Trade Division
Department of Innovation, Industry and Regional Development (VIC)	Joe Dreyfus	Graduate Recruit
Department of Innovation, Industry, Science and Research	Cathy Dillon	Adviser - Competitive Industries Branch
Department of Innovation, Industry, Science and Research	Gary Davis	Manager TCF Innovation Manufacturing Division
Ethical Clothing Australia	Emer Diviney	National Program Coordinator
Facilitator	Christine Gibbs Stewart	Director, Business without Borders
GuWen Business Resources	Stuart McDiarmid	Manager
Kangan Batman Institute of TAFE	Brett MacLeod	General Manager, Teaching and Learning
Integral-T & Fashion Technicians Assoc Aust	Toni Stalls	Manager & President

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Organisation	Contact	Job Title
International Fibre Centre (IFC)	Joe Merola	CEO
Intertek Consumer Goods	Faith Mathew	Business Development & Client Services
Intertek Consumer Goods	Hanwei Li	Business Development & Client Services
Myer	Helen Williams	Packaging & Labelling Manager
Myer	Voula Syrrakos	Compliance Advisor
Nobody	Wesley Hartwell	Creative Director
Outcomes Plus	Kate Kennedy	Training Advisor
Pollinate	Howard Parry-Husbands	Managing Director
RMIT	Patricia Brien	Sustainability Lecturer
St James Ethics Centre	Suzanne Granger	Coordinator, RBP Project
Standards Australia	James Thomson	Relationship Manager, Operations
TC <sup>2</sup>	Kerry King	Manager of Product Development and Sustainability Initiatives
TC <sup>2</sup>	Mike King	Product Manager 3D Body Scanning
TCFUA	Michele O'Neil	National Secretary
The Specialty Group	Daniel Leipnik	General Manager
TTNA	Kerryn Caulfield	Executive Manager

### Apologies

Organisation	Contact	Job Title
Austrade	Susan Clowser	Export Advisor-TCF
Australian Defence Apparel	Maverick Spitiri	Production Manager
Coles Group Ltd	Rebecca Jackson	Project Officer, Ethical Sourcing & Quality Team- Policy & Legislation
Coles Group Ltd	Michael O'Connor	Quality Assurance Manager
Cotton Australia	Adam Kay	Managing Director
Country Road	Elizabeth Park	General Manager Sourcing
Cue Design	David Kesby	Managing Director
Department of Innovation, Industry and Regional Development (VIC)	Martin Ginnane	Manager, Manufacturing & Service Industries, Industry & Trade Division
Department of Innovation, Industry, Science and Research	Shirley Campbell	Customer Service Manager, Victoria State Office
Dina Corporate	Chris Glynn	General Manager
Fair Trade Labelling	Cameron Neil	Business Development Manager
Jets	Rob Schonberger	General Manager
Kmart	Alexis Smith	Manager Sustainability
Pacific Brands	Ted Eftmanis	Employee Relations Manager
RMIT	Keith Cowlshaw	
Seafolly	Ariel Blecher	General Manager

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Organisation	Contact	Job Title
Sustainability Programs Division, Department of Environment, Climate Change and Water NSW	Angela Stanley	Business Partnerships
TFIA / United Bonded Pty Ltd	Jim Liaskos	President / Managing Partner
Sustainability Victoria	Kel Dummett	
TCF Innovation Council / Textor	Phillip Butler	Chairman/ MD
Andorra Australia	Andrew Goulopoulos	GM and Public Officer
Stafford Group Pty Ltd	Peter Waddell	Chief Financial Officer
Target	Jill Moodie	Sustainability Manager
Chris Walters	Pacific Brands	Group Business Development Manager - Workwear
Woolworths	Armineh Mardirossian	Group Sustainability Manager

### **Acknowledgements**

The TFIA and NRA would like to thank the attending stakeholders who overwhelmingly voted to accept the resolutions presented and establish the **Textiles and Fashion Sustainability Initiative**, and most notably the speakers who generously contributed their thoughts, efforts and time:

- Howard Parry-husbands, Managing Director of Pollinate
- Sarah Proudfoot, ACCC Compliance Strategies
- Elizabeth Loiacono, ACCC, Product Safety Operations
- Steve Tsonadis, ABMT Operation Manager
- Andy Baker, Co-founder Mobium Group
- Felicity MacDonald, PR & Communications Manager The Merino Company
- James Thompson, Standards Australia
- Kerry Caulfield Technical Textiles & Non Woven Association TTNA
- Mike King , [TC]<sup>2</sup> USA
- Kerry King, [TC]<sup>2</sup> USA
- Travis Webber, VIC Sales Manager, Cash's Australia
- Emer Diviney, Ethical Clothing Australia, National Program Coordinator

### **For Further Information Contact**

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## Introduction

On 22<sup>nd</sup> April 2010, The Council of Textiles & Fashion Industries of Australia (TFIA) and the National Retailers Association (NRA) hosted the “BUILDING CONSUMER CONFIDENCE IN AUSTRALIAN TEXTILE & FASHION SUSTAINABILITY –through systems, accreditation, certification and labelling” Forum, following on from the “Garment Industry Sustainability Roundtable” held in January earlier this year.

A wide range of TCF Industry Stakeholders gathered at Melbourne Zoo to discuss Sustainable Supply Chain Management, as it relates to Australian Fashion & Textile Products. Stakeholders included representatives from Industry -retailers, brands, manufacturers, Government –Federal and State, Consumer and Testing bodies, Union and Research Institutions. Speakers included representatives from [TC]<sup>2</sup> (USA), Pollinate, ACCC, Standards Australia, The Merino Company, Cash’s Australia, and ABMT Textiles.



## Background

“While “Sustainability can be defined as forms of progress that meet the needs of the present without compromising the ability of future generations” (United Nations, 1987) to meet their needs, the simple truth is “sustainability’ when applied to industry & business can be much harder to define ”

(Source: United Nations, 1987)

For many Textiles Clothing and Footwear (TCF) companies sustainability means becoming responsible and accountable to reduce their environmental impact, improving their labour rights and animal welfare record, and increasing their due diligence on product quality, safety and lifecycle, with the expectation that they will continue to have a thriving and sustainable business for the foreseeable future.

Labelling is clearly one of the most visible ways to communicate the sustainability credentials of any particular product to the consumer, for all consumer products from food to fashion.

TCF is unique in its sectoral breadth which includes uses in automotive, defence, construction, aerospace, health and sport sectors. While this provides a far reaching sphere of influence, more often than not it creates a diverse, complex and fragmented TCF sector, placing enormous challenges on business owners, regulators and industry.

However pathways have been forged by global industry players, who have been developing their sustainability initiatives, since the early 90s. However, while some Australian TCF businesses have made significant gains, many have yet to start, which raises alarms bells if our sector is to remain globally competitive.

A thorough analysis beyond the scope of this white paper is needed to identify where standards, legislation, education and industry initiatives are needed. It needs to be undertaken in the context of global sustainability initiatives some of which have been introduced 20 years ago e.g. in the area of product safety and harmful substances.

## The Forum

Jo-Ann Kellock, Executive Director of the TFIA welcomed all participants to the event, with an introductory overview of some of the current issues happening on the sustainability landscape globally, informing attendees that "momentum in this space is building –this is a subject we can no longer afford to ignore."

Kellock went on to outline some current examples both locally and internationally, saying that according to the LOHAS market research conducted by Mobium Group, it's expected that by the end of next year that Australians spend will reach 4% for lifestyle, sustainable and healthy products/services –that's AUD27 Billion per annum. In the past 5 years, our supermarkets have very much embraced this market for food; while textiles and fashion lagged behind in their adoption of comparable sustainable practices. According to LOHAS consumers are generally prepared to pay a 10% premium for a more sustainable product, which is an opportunity TCF is missing out on. This was a view shared and reflected by Pollinates' Managing Director, Howard Parry-Husbands, who said "1 in 10 consumers wanted more ethical and sustainable choices, but couldn't find them in the market place".



Oeko-Tex Standard 100, developed in Europe in 1992 is an international testing and certification system for textiles, limiting the use of certain chemicals, Kellock advised, - showing the geographical spread of agencies globally, highlight the yellow areas indicate where an Oeko-Tex agency has yet to be assigned (see figure 1).

"This type of information can begin to indicate how Australia lags behind the rest of the world in its journey towards improved sustainability in the use of harmful substances in textiles' Kellock say.



**Figure 1:** Shows the geographical spread of Oeko-Tex agencies globally

## The Forum ctd

Other examples profiled included clothing megastore H&M finding itself at the centre of angry protests driven by the power of twitter. After a student in New York found bags of the stores clothes cut up and dumped in rubbish bags she contacted the company's headquarters in Sweden and got no response and so took the story to the New York Times. Thanks to the power of twitter the story went global. With so many people sleeping rough on the streets of New York during the worst recession in decades and a bitterly cold winter this kind of behaviour from a High Street super power doesn't look good. H&M claim it was an isolated incident, which they are investigating.

Messe Frankfurt was held up as an example of how fashion is moving forward in the ethical and sustainable space, by announcing on 12<sup>th</sup> April that they had acquired the "Paris Ethical Fashion Show". Spokesperson for Messe Frankfurt, Detlef Braun said "We intend to consolidate its profile and develop its presence at international level."

*...if you talk to Chinese leaders I think they will acknowledge immediately that if over a billion Chinese citizens have the same living patterns as Australians and Americans do right now then all of us are in for a very miserable time, the planet just can't sustain it....*

US President Barack Obama said in a recent interview on ABC ...

A report recently from the European Commission advised that "**Of the total value of textiles sold in Europe amounting Euros 211 billion, ..waste amounts to Euro 21 Billion**". "While there are many reasons for this huge amount of textile waste, a key contributor is considered to be ill-fitted garments that consumers refuse to purchase", said Mike King, [TC]<sup>2</sup>, who manages the design, manufacturing, installation, training, and customer support for the 105 [TC]<sup>2</sup> 3D Body Scanners, installed worldwide.

Kellock wrapped up her introduction by saying that Australian industry needs to embrace management that will deliver supply chain transparency and sustainability.

Christine Gibbs-Stewart facilitated the discussion, adding an international dimension to the proceedings, with her strong background in global trade. Christine invited participants to have a chat for a few minutes to get to know each other before scheduled discussions began on product sustainability - advising participants that they would be invited to vote on draft resolutions, at the end of the discussion.

Key discussion areas were framed as follows;

- MARKET-locally and internationally
- ENVIRONMENT
- PRODUCT SAFETY and SAFE USE OF CHEMICALS
- QUALITY
- LIFECYCLE
- LABOUR

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### Market-locally & internationally

Howard Parry-Husbands, Managing Director of Pollinate informed the participants on the consumer motivation for wanting to buy a 'green' product from brands they purchased. He went on to explain that the 'green' market is not defined, like other markets, by demographics - rather it is defined by a set of values. He concluded with an estimation of market value of A\$25 Billion, which he believed represented 3% of consumer spending in Australia.

Travis Webber, who manages sales for Cash's Australia, was congratulated on recently becoming accredited to Ethical Clothing Australia for their domestic production. Webber explained how Cash's work with many large international brands and retailers, in particular sportswear brands, such as Nike and Puma, who are at the forefront of the push for sustainability in TCF globally. They have seen a reflection of this in the increase of production of labels marketing sustainability accreditation and certification premium claims, such as organic, carbon neutral, etc., including locally for Ethical Clothing Australia. Further discussion from the audience informed that Puma, the German-based multinational giant, in the past week had announced their aim to become a **carbon neutral** firm this year. Webber concluded by saying that Cash's could only see this trend growing in the future.

### Environment

Sarah Proudfoot, Director Small Business and Outreach, who works with the ACCC in Compliance Strategies, spoke on some of the issues surrounding "premium claims" that brands and retailers make about their products, which from a consumer perspective could be construed as "green-washing". Proudfoot re-iterated the responsibility our industry has to ensure that premium claims stated are true, as consumers are often prepared to pay more for these kinds of products. A view supported by Mobium's LOHAS research.

Steven Tsonidis who manages operations at ABMT Textiles, a local textile manufacturer, established in 1998, told the audience how ABMT, about 7-8 years ago started developing their products towards more environmentally friendly product, and how they are now considered to be a market leader for sustainable, innovative, high quality fabrics, with ISO9001 and ISO14001 quality accreditation, in Australia. ABMT pride themselves on the manufacturing of high quality Lycra and merino knits. Their Australian Certified Organic and Oekotex 100 certifications has given them an distinct niche market edge, both locally and internationally, and has helped them grow a thriving business locally employing 45 people.

### Product Safety and Safe Use of Chemicals

Elizabeth Loiacono, also with the ACCC, specialises in Product Safety Operations, informed the audience on the product safety issues on the ACCC's radar for the textiles and fashion industries. Loiacono outlined started by focusing on Care labelling, Children's nightwear, and paper patterns, highlighting a recent case where the mandatory standard for babies' dummies applied. She continued that In order to correctly label children's nightwear flammability testing must be undertaken. "The ACCC is vigilant in enforcing the children's nightwear standard as can be seen by the recent Woolworths action", she said. In conclusion he stated that the use of some chemicals or nano particles may be discouraged or regulated.

Andreas Schimkus manages Business Intelligence at the Council of Textile and Fashion Industries, and has many years experience in TCF sourcing in SE Asian, for the European Market. Schimkus shared some of his understandings of the current European legislative structures that manage safe use of chemicals in EU TCF, advising that brands and retailers in Europe were now required to manage a list of some 20 banned harmful chemical substances in the manufacture of TCF, under the REACH legislation.

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It was also mentioned that REACH has been adopted by a number of countries outside the EU, and that a recent conference in Paris on 9 Feb 2010, sponsored by the International Apparel Federation, for the first time brought together US and EU stakeholders, starting the conversation on collaboration in “Product Safety”.

Kerry King with [TC]<sup>2</sup> is recognised as an industry expert on digital printing. In the future, beyond safer use of chemicals, King advised that digital printing is currently making huge headway into reducing the amount of print stuffs used during the printing process, as well as also reducing the harmful affects of print stuffs to the environment.

A comment was made from the audience that the United States was likely to move towards more controls regarding safe use of chemicals, citing the recent ‘Product Safety’ conference, with the EU, in Paris earlier this year, sponsored by the International Apparel Federation.

## Quality

James Thomson who manages Operations Relationships at Standards Australia, re-iterated Standards Australia’s commitment to work with industry to develop industry standards, which were not legal standards, unless government decided to bring the standard into law. However, Standards Australia has been involved with collaborative projects on establishing new supply chain standards and stood ready to support our industry to move forward.

Paula Rogers the Industry Liaison with the Council of Textiles & Fashion Industries, shared some of her experience working with major international retailers in Europe and the States. Rogers said that, in her view, what drove change then was a series of EU directives concerning cancer causing AZO dyestuffs and safer use of chemicals, in the mid 90’s. This challenged EU brands and retailers to start digging deeper into their supply chains. Prior to this, the only thing that brought buyers to check out a factory was random quality issues. Over the years since then, EU brands and retailers have used the pathway built through the AZO legislation to creating ongoing improvements in both labour and the environment issues - helping develop what international TCF businesses refer today as sustainability, where matters regarding people, planet and profit can comfortably co-exist.

## Lifecycle

Mike King from [TC]<sup>2</sup> explained how body scanning equipment was supporting over 100 brands and retailers in the US and internationally manages their fit issues. Referring back to Jo Kellock’s introduction and the Apparel and textile waste issues, he confirmed that many of his customers had issues around the amount of waste generated by ill-fitted garments.

Kerryn Caulfield, Executive Director with the TTNA also leads her own management and marketing agency. She recently wrote a paper on “Sources of Textile Waste, in Australia”, which looks at the whole product lifecycle, highlighting that the majority of our clothing still ends up in landfill. Caulfield cautioned our industry that if we didn’t start to find ways start recycling clothing waste, that government would legislate for us.

## Labour

National Co-ordinator for Ethical Clothing Australia, Emer Diviney, introduced their labelling and accreditation system, supporting local TCF businesses to create more sustainable and responsible supply chains.

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With much off-shore experience in her previous role with the Brotherhood of St Laurence, Diviney highlighted the key labour rights issue of long working hours, poor working conditions and non payment of minimum wages remained an issue both locally and overseas. She also said that worker isolation remained a core problem making workers despondent, in how to improve their situation. Many workers are not fully aware of their rights at work, she continued. Increased worker education is a critical part of making progress in this space – framing her point by quoting Dan Rees, Director of the Ethical Trading Initiative (ETI), as saying “M&S is at the forefront of ethical sourcing ... to implement mechanisms to achieve a living wage for the workers who make its products across Bangladesh, India and Sri Lanka are fantastic and sector-leading. Its plan to educate and train half a million workers in its supply chain is a tremendous commitment.”

## The Market

The Merino Company’s Felicity MacDonald, who manages PR and Communications, spoke on the benefits to local manufacturers and brands who could gain from a “Brand Australia” initiative. Going on to say that core values of “certified, innovative, ethical, green”, had helped TMC make strong in-roads into new markets for their natural fibre, textile and apparel solutions. They currently supply many of the world’s leading retailers and brands, crediting certified labelling systems as a major part of their success.

Howard Parry-Husbands wrapped up the discussion advising participants that sustainability is not “just a fad” and that increasingly it will become central to the success of all global brands and retailers in developed markets.

## Voting

Participants were invited to vote through a show of hands. Chris Gibbs-Stewart advised that while the issues discussed were intrinsically linked - making it is extremely difficult to pick one issue over another - that participants should vote for what they believed would create the best framework for progress overall in ‘**BUILDING CONSUMER CONFIDENCE IN TEXTILE & FASHION SUSTAINABILITY**’ through Quality, Social, Environmental, Product Safety and Lifecycle.

The results of the vote are as follows:

Concerns	1 <sup>st</sup> Vote	2 <sup>nd</sup> Vote
Quality	24%	23%
Social/Labour Rights	11%	N/A
Environment	24%	50%
Product Safety, incl. safe use of chemicals	24%	27%
Lifecycle Stewardship	17%	N/A

The vote concluded the 2 key industry areas that could provide the best framework to move forward as;

- Environment
- Product Safety, including safe use of chemicals

## Voting

This result is in no way is to be reflected as an order of importance, rather it is a strategic decision about how to start moving forward on our sustainability journey. It is the intention that all highlighted areas are to be addressed, in time. Rather that the first matter of business for the “**Textiles and Fashion Sustainability Initiative**” will be to focus on the Environment and product safety as frameworks, mindful that the aspiration is to establish improvement across all areas.

## Resolutions

Further to establishing an inclusive working group of stakeholders going forward, a second vote was conducted to confirm the following resolutions, which were overwhelmingly carried, with results as below.

Resolutions	% Voted For the Resolution
<b>Resolution 1-</b> Bring Stakeholders together. Develop a mechanism to bring stakeholders together (engagement and commitment). Ensure that specific key elements of good practice are developed that build consumer confidence in textile and fashion sustainability, in Australia. We propose to do this through the establishment of the “ <b>Textiles and Fashion Sustainability Initiative</b> ”, hereafter described as the Group. The TFIA will contact those interested to convene at a later date, to establish the framework	96%
<b>Resolution 2-</b> The Group will draw up a list of inadequate areas, identified through discussion, to frame progressive action going forward.	93%
<b>Resolution 3-</b> The Group will Select 2 of the areas identified in resolution 2 (through a voting process), to initiate progressive action. Through 2 breakout sessions, participants will establish a list of relevant considerations around the identified areas. From these considerations each group will propose recommendations, to be presented in the ‘wrap-up’ session.	89%
<b>Resolution 4-</b> The Group will draft an industry submission informed by the finding presented in the ‘wrap-up’ sessions, and will be invited to continue active participation in the process going forward, or request to be kept informed. A draft industry submission will be sent to all participants for review/comment, prior to submission being finalised. Submission expected to be delivered by May 15, 2010.	85%
<b>Resolution 5-</b> Industry submission will be sent to the TCF Innovation Council by mid-May for consideration by the TCF Innovation Council at their next meeting on June 2, 2010. It is expected that this submission will be addressed for further action to the Federal Government, Hon Kim Carr.	96%
<b>Resolution 6-</b> Industry submission will inform the development and preparation of a Textiles & Fashion Sustainability Summit to be held later in the year, by the “ <b>Textiles and Fashion Sustainability Initiative</b> ”.	96%

During the resolution voting process, participants were invited to be actively involved in the working groups on industry submission for the environment and product safety. Those interested were asked to write their name/email address on their ballot paper.

The following persons informed us of their interest;

- Wesley Hartwell, Nobody Jeans
- John Condilis, Nobody Jeans
- Voula Syrrakos, Myer
- Tim Head, CSIRO
- Dominic Beirne, AFP
- Michele O'Neil, TCFUA
- Felicity MacDonald, The Merino Company
- Faith Mathew, Intertek Texting Services
- Tulia Jack, RMIT Student
- Paula Rogers, TFIA
- Stuart McDiarmid, GuWen Business Resources

Paula Rogers, TFIA will follow-up with the above, to determine which working group they would like to be involved with. We would like to invite companies who were unable to attend to be part of this process. Interested parties should contact Paula Rogers by email: [progers@tfia.com.au](mailto:progers@tfia.com.au), before 30<sup>th</sup> April 2010.

Leaders for each group will be established and industry submissions are proposed to be submitted to the TCF innovation Council on 15 May 2010.

Jo Kellock thanked everyone for coming and participating, and invited attendees to send an email request for materials from the International Apparel Federation 'Product Safety' event in Paris 9 Feb 2010 to participants, to [info@tfia.com.au](mailto:info@tfia.com.au).

## Appendix 1

### List of Speakers

- **Mike King** is responsible for managing the design, manufacturing, installation, training, and customer support for the [TC]<sup>2</sup> 3D Body Scanner. He provides onsite installation and training for [TC]<sup>2</sup>'s North American customers and remote technical support worldwide.
- **Howard Parry-Husbands** studied climate change in the early 1990s and after a torrid merchant banking experience, he switched to marketing, specialising in brands, positioning and communications. Seven years ago he founded Pollinate developing world class models helping his clients change the paradigm of communications. Howard has worked with Pacific Brands, Sustainability Victoria, Origin energy, and Planet Ark to name but a few, to help develop better 'green' choices for Australians.
- **Kerry King** manages Product Development and Sustainability Initiatives at [TC]<sup>2</sup>. She is responsible for managing applied research and consulting opportunities that support sustainability for product development and textile coloration. Kerry oversees the operation of [TC]<sup>2</sup>'s digital print service and is a recognized industry expert in digital textile printing field.
- **Elizabeth Loiacono** joined the Product Safety Operations branch, at the ACCC, in 2008. As Senior Project Officer, she is responsible for the administration and review of several mandatory consumer product safety standards, bans and one consumer product information standard for care labelling. Prior to joining the ACCC she was with the Department of Veterans' Affairs, and Centrelink.
- **James Thomson** joined Standards Australia in 2001, as a Project Manager in the Business Management Unit. In 2008, he joined Relationship Manager Team. In this role he is responsible for stakeholder engagement in Consumer Products Safety and Services and Business and Management sectors. The team was formed as part of Standards Australia's New Business Model.
- **Felicity MacDonald**, PR & Communications Manager with The Merino Company, who have been highly successful in targeting high end fashion, outdoor/active and interiors brand customers in their export market. They offer a range of more sustainable products through certification and labelling systems, to their local international customers.
- **Travis Webber** has worked with Cash's Australia for almost 15 years in June, beginning in Customer Service, supervising our internal sales team. Around 10 years ago, he hit the road as a Sales Rep. Then, in 2006 he took up the position of Sales Manager for the state of Victoria which encompasses dealings with major retailers, brand owners, manufacturers and importers.
- **Steven Tsonadis** manages the operations at ABMT Textiles - a market leader for sustainable, innovative, high quality fabrics, with ISO9001 and ISO14001 quality accreditation. The company commenced operations in 1998 in Melton Victoria, - priding itself on the manufacturing of high quality Lycia and merino knits. Their Australian Certified Organic and Oekotex 100 certifications have given them a distinct market edge, both locally and internationally.
- **Emer Diviney** is the National Program Coordinator for Ethical Clothing Australia (ECA) which assists the local textile, clothing and footwear industry to ensure that Australian workers receive fair wages and decent conditions. It does this through an accreditation and labelling system that provides consumers and buyers with a way to identify and support ethically made Australian textile clothing and footwear products. Prior to ECA Emer worked at the Brotherhood of St Laurence (BSL) and was co-author of the Travelling Textiles Report a joint BSL and St James Centre initiative.