

Executive Summary:

An Apparel Supplier's Guide

**Key Sustainability Legislation
in the EU, US, and UK**

EU Corporate Sustainability Due Diligence Directive
EU Corporate Sustainability Reporting Directive
New York Fashion Act
EU Forced Labour Regulation & Guide
US Uyghur Forced Labor Prevention Act
EU Ecodesign for Sustainable Products Regulation
EU Packaging & Packaging Waste Directive & Proposal
EU Microplastics Regulation
UK Plastic Packaging Tax
EU Product Environment Footprint Guide
EU Textile Regulation
EU Taxonomy



Executive Summary for Senior Leaders of Companies Supplying Apparel & Beyond

Sustainability-related legislation is coming

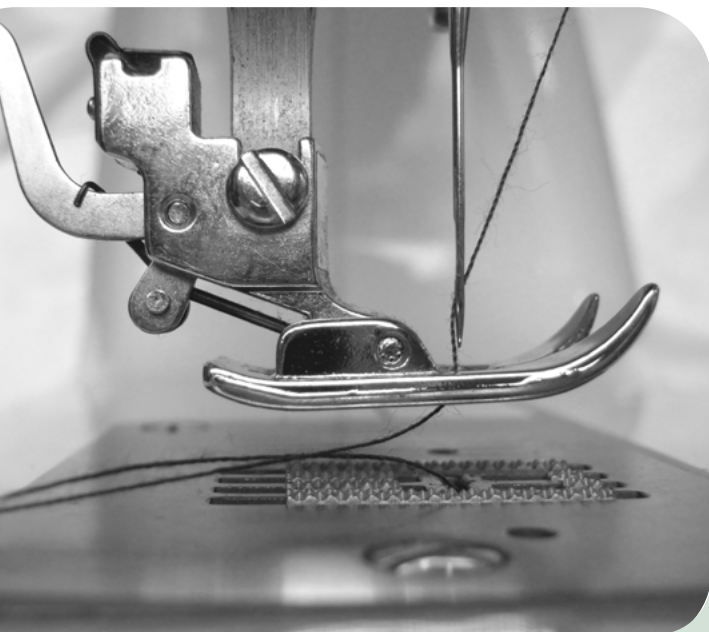
Legislators in the Global North are making significant moves to enact sustainability-related legislation. While these laws originate from places such as the EU, United Kingdom, and the United States, they will impact companies operating outside of these jurisdictions. This document is intended to enable suppliers in the apparel value chain - and others who are seeking to better understand upcoming legislation - that are established or headquartered outside of the Global North, or whose operations are based outside these jurisdictions, to better understand how sustainability-related legislation in the Global North will impact them.

Suppliers may be legally liable

Key to understanding how these initiatives might impact suppliers will be determining whether your company is directly or indirectly in-scope. We encourage suppliers to engage with the factsheets to establish whether your company is directly within scope, or whether the brands and retailers for which you produce are in scope - meaning that your company is likely to face strong knock-on effects. It is important to emphasize that even if your company is only indirectly in-scope, you are still likely to be impacted and may even be legally liable through new and strengthened contracts from brands.

Key highlights & trends

The legislative initiatives covered in the fact sheets are likely to have far-reaching operational and legal impacts on apparel suppliers, which could include:



- Increased demands from brands for visibility into upstream supply chain partners' practices and full supply chain traceability.
- Increased reporting requirements and data requests. This will require stronger data gathering and management capacity.
- More stringent codes of conduct and contract clauses from brands who work to protect themselves in case of legal investigation and penalties.
- Brands may interpret and operationalize new legal requirements differently, this may lead to suppliers having to comply with multiple, conflicting standards.
- In some cases, EU Member States may interpret EU requirements differently.
- Increased expectation for suppliers to implement due diligence processes to identify, prevent, remediate and report on social and environmental impacts.
- Increased focus on grievance mechanisms which may lead to conflicting requirements or duplication of work.

An overview of the legislative initiatives included in this document

This resource contains factsheets for **twelve legislative initiatives** across the EU, US, and UK. It is by no means an exhaustive resource – indeed, the entities commissioning this work mapped over 60 different legislative initiatives with potential implications for suppliers. These twelve initiatives were selected by the suppliers commissioning this work because they felt that these were the most salient for suppliers. The factsheets include:

1

EU Corporate Sustainability Due Diligence Directive

2

EU Corporate Sustainability Reporting Directive

3

New York Fashion Act

4

EU Forced Labour Regulation and Guide

5

US Uyghur Forced Labor Prevention Act

6

EU Ecodesign for Sustainable Products Regulation

7

EU Packaging and Packaging Waste Directive and Proposal

8

EU Microplastics Regulation

9

UK Plastic Packaging Tax

10

EU Product Environment Footprint Guide

11

EU Textile Regulation

12

EU Taxonomy

If you are interested in supporting further research and factsheets, [click here to get in touch](#).

Recommendations

The suppliers commissioning this work recommend that fellow suppliers:

- **Discuss the implications and implementation plans with your customers.**

It is important to engage with brands and retailers before they finalize their methodologies for implementation as there is a serious risk of multiple interpretations. Aligning with OECD Due Diligence Guidelines and the UN Guiding Principles may minimize this risk to a certain extent.

- **Allocate sufficient resources to understanding and proactively complying with the legislative landscape in the Global North.**

Be sure to engage your legal teams, HR teams, Sourcing Teams, and other operational functions. Compliance should not be left to sustainability or ESG teams alone.

- **Seek out opportunities to engage policymakers to contextualize policy implications, and shape their development and delivery.**

The often vague and imprecise language used to refer to suppliers in many of the legislative initiatives covered in this document is indicative of a larger gap between policymakers in the Global North and the entities outside of those jurisdictions, who are likely to bear significant and often invisible burdens as a result.

What happens next?

Resource permitting, we hope that these factsheets will be updated and expanded as the legislative landscape evolves. If you would like to support this work, are interested in connecting with other suppliers also working on these issues, or have an interest in advocacy, [please get in touch](#).

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The Remedy Project is a social enterprise that works to improve access to justice and remedy for migrant workers in global supply chains. They work constructively with governments, civil society, law enforcement, and the private sector to translate the UN Guiding Principles on Business and Human Rights into practice. For more information please see www.remedyproject.co.

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