

ANNUAL REPORT 2023

OUR VISION

We believe organic cotton is the catalyst for a truly sustainable textile sector. We envision a future where, every time a farmer switches to organic cotton, there is a ripple effect of positivity; farmers earn more and their land and soils are fertile for future generations, protecting our planet. We call this the Organic Cotton Effect. We're committing to enabling this future by creating a transparent, responsible and resilient organic cotton supply chain that prioritises delivering farmer prosperity and meeting the sector's shared sustainability goals. As an accelerator, we want to get to this future, faster.

OUR MISSION

OCA unites the sector to unleash the organic cotton effect - organic cotton's potential for positive impact, from field to fashion, for people and the planet. By working together, we can realise the Organic Cotton Effect.

FOREWORD

A MESSAGE FROM OUR LEADERSHIP



KEITH TYRELL

Chair, OCA Board of
Trustees



BART VOLLAARD

Executive Director,
OCA

As the Organic Cotton Accelerator, we are here to increase industry support for farmers transitioning to and sticking with organic cotton production. In 2023, we continued to deliver impactful support for farmers engaged in our programme while laying the groundwork for future growth. We did this by further investing in data and studies to better demonstrate the benefits of organic farming, especially in light of climate and biodiversity targets, as well as upcoming sector regulations. We also began expanding into new regions.

Our Farm Programme has continued to yield impressive results. Fueled by an increasing number of Brands and Retailers participating in our programme in India and Pakistan, we were able to deliver, on average, higher net incomes for organic farmers when compared to their conventional peers.

One of our key achievements was building out our programme in Pakistan, where we successfully launched the country's first Organic Cotton Training Curriculum. This lays the groundwork for sustainable organic farming practices, benefiting thousands of farmers switching to organic agriculture in the country. Meanwhile,

we set up our operations in Türkiye, preparing for our programme piloting in 2024 to further expand our geographic reach in key production countries.

The support and funding for in-conversion farmers have been pivotal in creating a transparent, responsible, and resilient supply chain. For several years now, OCA has actively provided additional support to farmers in the conversion phase toward organic certification. We have done this by ensuring demand and better prices for their product while making additional funding available for capacity-building and training on the ground. Last year we delivered support to close to 36,000 in-conversion farmers.

In 2023, we secured funding and partnerships to begin our work on biodiversity monitoring and regional Life Cycle Assessments. This will provide the Contributors on our platform with valuable and more detailed information on the environmental impact of their organic sourcing activities in relation to overall business targets. Additionally, we rolled out our new Public Affairs strategy; we aim to support the industry to create the right framework for organic cotton uptake and adapt to new regulations, ensuring our community is well-prepared for future far-reaching legislative updates.

Our progress is an example of the power of collaboration. The trust and support from our community of farmers, Implementing Partners, Contributors, and Donors have been essential. In 2023, we saw our community grow to 58 Contributors and partnering Seed Producers, reflecting an ever-growing commitment to our mission of unleashing the true potential of organic cotton, from field to fashion.

Looking ahead, we are filled with optimism and determination. We invite you to join us in supporting the farmers at the heart of our value chain, helping them switch to and sustain organic farming practices. Together, we are ready to embrace the opportunities that lie before us as we continue the journey toward creating a more sustainable and prosperous future for our organic cotton community.

These are some of OCA's achievements in 2023, including key numbers showcasing our progress in advancing organic cotton farming and supporting farmers on the journey to organic.

2023 IN NUMBERS



70 k

farmers involved



91 k

hectares of cotton production



7 %

average premium paid to OCA farmers on top of market price



87 k

total tons of seed cotton procured



38 %

higher average net income from cotton per hectare compared to conventional farmers



50 +

Partners and Contributors



**€ 4.2
million**

total annual amount paid out to organic farmers as premium



Discover how OCA's major initiatives and accomplishments in 2023 have driven progress in the organic cotton industry across key areas of impact.

OUR IMPACT IN 2023





**EMPOWERING
FARMERS
FOR A MORE
PROSPEROUS
FUTURE**



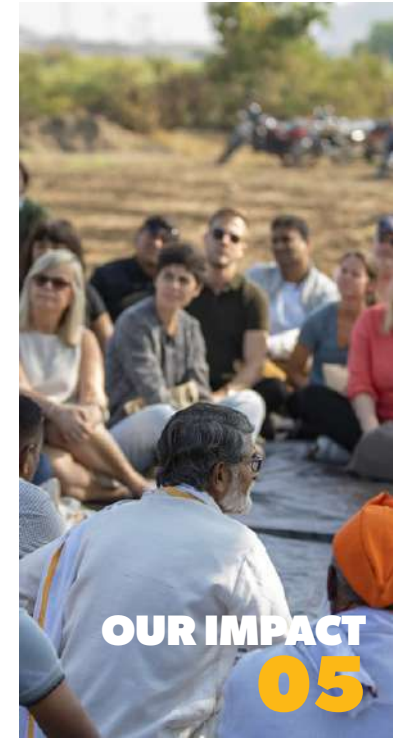
**BOOSTING
ACCESS TO SEEDS**



**SCALING
ORGANIC
COTTON
FARMING FOR
A GREENER
FUTURE**



**POWERFUL
ON-THE-GROUND
FARM INSIGHTS**



**BRINGING
THE SECTOR
TOGETHER –
FROM FARM TO
FASHION**

OUR IMPACT 01

EMPOWERING FARMERS FOR A MORE PROSPEROUS FUTURE

Enhancing farmer resilience and livelihoods lies at the heart of our mission. Farmers are the stewards of the land, and we believe their transition to organic farming should be rewarded, both for their efforts and for their role in protecting the planet and its resources. In 2022-2023, we welcomed a new cohort of farmers from India and Pakistan into our Farm Programme. Supporting and funding new groups of in-conversion farmers annually is crucial for building a transparent, responsible, and resilient supply chain. Our ongoing efforts aim to boost incomes for organic cotton farmers while investing in research and capacity-building, empowering OCA farmers with vital knowledge.

A BETTER INCOME FOR MORE FARMERS

OCA creates the market linkages that connect Brands with Farm Groups, securing buyers that invest in farmers. In return, Brands and Retailers get transparency in their organic cotton procurement and create impact.

The business case for organic farmers in OCA's Farm Programme remains strong, with lower costs of production and better prices for their cotton leading to higher net income compared to conventional cotton farmers. Farmers earned 38% higher

average net income from cotton per hectare compared to conventional farmers. A total of €4.2 million was paid to farmers in premiums. On average, they received 7% premium on top of the market prices.

In the 2022-2023 season, we witnessed strong momentum for organic cotton in India and Pakistan, with growing interest in Türkiye, where OCA is planning to expand its work. We celebrated the increase in the number of Brands participating in the Farm Programme to 16. Over 70,000 farmers benefited from our programme covering over 91,000 hectares of production. There was a rise in organic cotton procurement to over 87,000 metric tons.



© Marzia Lanfranchi, Cotton Diaries

THE TRANSFORMATIVE POWER OF KNOWLEDGE

Farmers are at the heart of OCA's mission and empowering them through training and capacity-building is one of our main activity areas. With our network of Implementing Partners, we bring training on organic agriculture to farming communities in the geographies where we operate. We further conducted four trainer of trainer sessions. We host these sessions to build up the knowledge and didactic skills of the field teams of our partners—those who engage directly with the farmers. These training sessions cover a wealth of topics, highlighting the knowledge-intensive nature of organic farming and underscoring our investment in capacity-building; they also serve as excellent opportunities for peer-to-peer learning among our partners, acting as key events for the local organic cotton sector to connect and grow together. They work as a catalyst to fast-track the system's transformation toward resilience.

OCA's training curriculum play a crucial role in providing comprehensive education and fostering peer-to-peer learning among our partners. We are proud to have produced the Pakistan version of the Organic Cotton Training Curriculum (OCTC) in 2023, following the successful launch of the India version in 2022. OCTC Pakistan was downloaded 131 times in the first week. A standardised "training of trainers" curriculum, the tool focuses on organic agronomic best practices specifically tailored to Pakistan's unique context. This was an important milestone for OCA as it increases its support for organic cotton farmers in Pakistan. The curriculum represents the first comprehensive training package specifically designed for organic cotton growers in that country. The resource is available on OCA's website in English and Urdu, ensuring accessibility to a broader audience within the organic cotton sector across the country.

Demo-plots and seed trials are integral to our capacity-building efforts, emphasising the principle of "seeing is believing". Farmers acquire hands-on

practice, not just theoretical knowledge, which is why we support a network of over 471 demonstration farms across more than 250 villages in Madhya Pradesh, Odisha, Rajasthan, and Gujarat, India. These farms showcase various organic and regenerative practices. Additionally, we incorporate seed trials, allowing farmers to observe the growth and performance of different cultivars firsthand, aiding them in making more informed seed sourcing decisions. These initiatives are vital components of our training and capacity-building model, underscoring the practical application and experiential learning that are key to our approach.

OCA is on a mission to empower farmers, guiding them on a transformative journey of continuous learning. Over a season our training programme supports farmers with modules that teach 20 important regenerative and organic practices. By embracing a range of innovative and regenerative farming practices, they're not just boosting their income; they're becoming champions for the planet.





INTEGRATING DECENT WORK AT THE FARM-LEVEL

In 2023, we introduced our first training resource dedicated to Decent Work at the farm-level in India. This is the nextstep in OCA's long-term commitment to improve the awareness about working conditions and well-being of people working in organic cotton farms in the geographies where we operate. After piloting our decent work training material with a number of our Indian partners, we are ready to roll it out further in the coming year. Through investments in capacity-building, awareness-raising, and monitoring, we seek to support our farming partners on the ground with the right materials and skills to help empower the farming communities in our network. OCA's Decent Work training material will also play a key role in our broader Decent Work strategy to be launched later in 2024.



"As we advance our transition to more responsible and lower- impact materials, we know how important it is to introduce organic cotton with integrity. We are proud of our partnership with OCA, which enables our Brands to source direct-to-farm, prioritising farmer prosperity, alongside caring for the planet and achieving supply chain transparency and traceability. We are excited to be part of this dynamic community, all united to create and sustain a thriving organic cotton sector."

Francesca Mangano
Head of CSR and Sustainability, TFG-Brands

"Working with OCA has been an enlightening and rewarding experience for both farmers and programme partners. Unique in the industry, OCA has brought together different stakeholders in the value chain under its programmes. Additionally, OCA's capacity-building efforts have proved beneficial to project partners and farmers. Kudos to the OCA team, retailers, civil society members, supply chain partners, and the entire farming community for making this initiative a success. We expect OCA to bring in more retailers to the organic space in Pakistan in the coming season to ensure scalability and sustainability of the programme for the benefit of the farmers."

Saqib Sohail
Responsible Business Projects, Artistic Milliners

"Joining the OCA platform has allowed us to leverage their expertise and work towards common goals. This collaboration is crucial in empowering organic cotton farmers with the knowledge and resources they need to enhance their income and build resilience. Together, we are creating a more sustainable and equitable future for the cotton industry."

Ishwar Illachezian
Director - Textile Division, Suminter

"With the changes I made this year, the expenses of my cotton farm went down, and my income improved. I'm so happy I switched to organic farming! I'll make sure never to go back to polluting chemical fertilisers."

Nisar Khan
Organic Cotton Farmer

"I am very happy I got rid of those expensive chemicals! I showed all my neighbouring farmer friends the transformation to change their mindset and invite them to shift from conventional to organic cotton."

Abdul Razzaq
Organic Cotton Farmer

"The release of OCA's Organic Cotton Training Curriculum for Pakistan is a critical moment in the movement to grow organic cotton in Pakistan. This will not only consolidate the earlier efforts, but will also bring positive change towards meeting international standards. The people of Pakistan are grateful to OCA and their local partner, CABI, for their adaptation of this training manual in the local context."

Dr. Yousaf Zafar
Advisor to the Pakistan Minister of Food Security

OUR IMPACT 02

BOOSTING ACCESS TO SEEDS

OCA is dedicated to ensuring farmers have access to a diverse range of non-genetically modified organic cottonseed. Our approach involves supporting the development and production of locally adapted organic cotton seed in India, and more recently, in Pakistan. Recognising that seeds are fundamental to all agricultural value chains, our initiatives around seed availability bring us closer to preserving the climate resilience and integrity of organic cotton at its source—an essential measure for enhancing the climate change adaptation and business viability of organic farming and expanding organic cotton production globally.

EXPANSION OF SEED TRIAL NETWORK IN INDIA AND PAKISTAN

In 2023, OCA expanded its Seed Trial Network in India and Pakistan, collaborating with our Farm Partners to conduct trials of various seed varieties in real farming conditions. The insights gained from these trials, along with performance data, were shared within the network. This collective knowledge will aid our Farm and Implementing Partners in selecting suitable seed cultivars for distribution, while also encouraging breeders and seed producers to focus on locally adapted varieties.

The overarching goal of OCA's Seed Trial Network is to enhance the diversity of cultivars used in agriculture, including indigenous cotton species known for their resilience to drought and pests. This initiative aims to future-proof the cotton sector against climate challenges. In 2023, we unveiled the Organic Seed Performance Database, compiled from four years of data from over 300 trials conducted in research stations and farmers' fields. This database serves as a valuable resource for our Implementation Partners and collaborating seed producers, facilitating informed seed procurement decisions and empowering farmers with access to the most effective seed varieties.



FORGING ALLIANCES WITH NON-GMO ORGANIC COTTON SEED PRODUCERS

As the demand for organic cotton continues to surge, all stakeholders in the supply chain must adapt swiftly. Recognising the pivotal role of seed producers at the genesis of the cotton value chain, we understood the necessity of collaboration across the sector. In 2023, we solidified enduring partnerships with our existing seed producers and welcomed three new seed producers as partners: Biore, Mari and Nuziveedu.

These partnerships signify a commitment to bolstering the availability of high-quality organic cottonseed, essential for our farming partners' community. Throughout 2023, we supported these producers in transitioning towards GMO-free and organic seed production. Simultaneously, we facilitated a symbiotic exchange by furnishing them with invaluable feedback from our collaborating farm groups via our Seed Trial Network.

We aspire to see more companies embrace the mission to enhance the accessibility and variety of dependable organic cottonseed by joining our collaborative platform.



"By partnering with OCA, we have been able to supply seed hybrids and varieties that meet the growing demand of organic cotton farmers for non-GM cultivation. Our company produces seeds that meet customer needs for seeds that are suitable for their area or region and have demonstrated strong performance before supply to the project. We are confident that these seeds will boost agrobiodiversity and enhance the livelihoods of smallholder farmers, all while maintaining high standards of productivity, profitability and cotton quality."

Snehal Doshi
Partech Seeds

"Finding non-genetically modified seeds and preparing bio-inputs is hard. But with OCA's Seed Programme, I received free non-genetically modified seeds and training on how to create bio-inputs for pest control. I also prepared farmyard manure from my livestock, which proved to be an excellent organic fertiliser for my cotton fields."

Rathava Neraliben
Organic Cotton Farmer



OUR IMPACT 03

SCALING ORGANIC COTTON FARMING FOR A GREENER FUTURE

Consumer demand for organic cotton remains high and growing the supply has never been more urgent. One of OCA's primary objectives is to foster the necessary conditions for accelerating the growth of organic cotton production. Building a case for organic in-conversion cotton remains a key action in our efforts to scale organic farming sustainably. In 2023, we made significant strides by providing support to more farmers transitioning to organic agriculture, extending our efforts in Pakistan, preparing the ground for our work in Türkiye and securing additional resources to enhance our fieldwork initiatives.

IN-CONVERSION: A NECESSARY STEP TOWARDS ORGANIC

When farmers transition from conventional farming to organic, it takes up to three years before they receive organic certification status. During these three years, farmers focus on building soil fertility and restoring ecosystem balance to meet organic certification standards. Throughout this period, farmers must adhere to organic farming practices, and face challenges such as lower yields and the inability to claim organic premium prices

OCA believes that scaling organic starts with the support for farmers to engage on the in-conversion journey. We prioritise farmer-centric initiatives to support the successful transition to organic cotton farming. In 2023, we saw a 90% growth for the number of in-conversion farmers in our Farm Programme, reaching close to 36,000. Through OCA's market linkages, these farmers can benefit from secure off-take agreements and better incomes. They also received essential training and access to organic inputs.

Alongside our collaboration with key value chain actors, OCA works with philanthropic organisations that act as a force multiplier in our work. With support from our Donors, we are able to provide new resources to deepen our impact as well as match-fund robust training programmes for farmers in the critical stage of converting from conventional to organic farming. This support has allowed us to help almost 15,000 farmers to join our Farm Programme last year. Thanks to the generous support of our community of Donors, in 2023 we were able to raise an additional 1.5 million euros over a three-year period to support farmers.

NEW GEOGRAPHIES

In 2023, we further developed our work in Pakistan, a key country in the global cotton industry. Through collaboration with local stakeholders, including farmers, government agencies, and industry leaders, we onboarded close to 1,300 farmers in Pakistan, providing them with capacity-building, access to technical expertise, and market linkages.

Last year we also prepared the ground for our work in Türkiye. We expanded our presence in the country through the work of our first local hire and by building the partnerships necessary to begin offering our programme in 2024.



"By contributing to OCA, Kiabi secures a reliable supply of high-quality organic cotton, strengthens relationships with farmers, and invests in sustainable practices. Helping scale the production of organic cotton is essential, as we grow Kiabi's position as a sustainable fashion leader. This helps us meet consumer demand for sustainable sourcing, and drives long-term growth and positive environmental impact."

Virginie Cayzeele
Raw materials leader, Kiabi

"Our visit to OCA's field projects underscores the profound impact of partnership within CI's Regenerative Fund for Nature. We heard directly from farmers the benefits they have experienced in transitioning to regenerative cotton. The resounding conclusion across several project sites is the adoption of regenerative practices increases income, improves food diversity, and enhances community and family health. Additionally, it benefits local wildlife and improves soil quality. We extend our gratitude to OCA and partners for their vital work across regions, truly showcasing the transformative impact of regenerative practices."

Virginia Borchardt
Sr. Director, Sustainable Fashion, Conservation International

"With support from OCA and its partner on the ground, I was able to diversify my income sources and cultivated crops like castor oil, maize, jowar, and various vegetables. This diversification increased my income by an additional 20%, while enabling me to provide his family with healthy organic food straight from my own fields."

Labani Gahi
Organic Cotton Farmer

"With the support and guidance of the Farm Programme, I started using farmyard manure and bio-pesticides in my cotton fields to address cotton pests. With guidance from the trainers, I implemented a number of natural extracts, such as turmeric, bitter apple, and tobacco to combat bollworms in my 8-acre cotton farm. The transition to organic practices had a positive impact on my cotton production."

Muhammad Aslam
Organic Cotton Farmer

OUR IMPACT 04

POWERFUL ON-THE-GROUND FARM INSIGHTS

At OCA, we are committed to highlighting the significant social and environmental benefits of organic cotton farming to our Contributors and the broader industry. We recognise that beyond certification, comprehensive data is essential to understanding organic farming systems. Collecting and analysing environmental farm-level data allows us to quantify the tangible benefits of organic cotton farming. Leveraging data-driven insights allows us to identify opportunities for intervention, optimise value chain efficiency, and foster transparency and collaboration among stakeholders, ultimately paving the way for a more sustainable and transparent future for organic cotton production.



OUR GUIDING FORCE

After six years of diligent data collection through our Farm Programme, we've gained profound insights into the challenges confronting the organic farming community. In 2023, we expanded the use of this wealth of data through our Farm Programme Insights Dashboard—a digital platform providing comprehensive access to the Programme's Impact Results at the farm project level. This platform empowers users to filter and engage with data, offering both an overview of performance metrics and the option for deeper exploration of granular details.

Within this platform, users can delve into tailored information encompassing organic cotton volumes, prices, and farmers' income, alongside pertinent social and demographic insights such as farmers' backgrounds, family dynamics, education, and income levels. Designed to catalyse our future initiatives, the platform offers invaluable insights into farmers' motivations for transitioning to organic practices, their existing needs, and their expectations.

In 2023, we updated the Farm Programme Insights Dashboard with information showing the regenerative practices most used by farmers and the percentage of farmers reporting the use of these practices. We also introduced a page on gender, where we display indicators such as the percentage of women who have received training and the farming activities they are in charge of.

Exclusively available to Contributors actively participating in our Farm Programme, this platform provides an enhanced avenue for exploring field insights. Through intuitive charts and graphs, it facilitates more efficient interpretation of the diverse indicators collected from our farm projects, empowering Contributors with actionable insights to drive meaningful change.

In 2023, we further secured funding and partnerships to develop our environmental data measurements and reporting. This includes regional LCAs and biodiversity indicators.



"OCA's data collection efforts and dashboard continues to be a valuable resource to understand farmers economics, perceptions, cotton yield, and so much more. We look forward to seeing other environmental indicators included in the dashboard."

Matt Dwyer

Head of Product Impact and Innovation, Patagonia

BRINGING THE SECTOR TOGETHER – FROM FARM TO FASHION

With each new endeavor, our goal remains the same: to unite the sector around a shared vision of a transparent, responsible, and robust supply chain—one that places farmer prosperity at the forefront and empowers stakeholders to achieve their sustainability objectives. In 2023, we strengthened our global community and sparked meaningful conversations around organic cotton. We co-hosted the Organic Cotton and Textiles Conference in Indore, India, together with Global Organic Textile Standard (GOTS) and International Federation of Organic Agriculture Movements - Organics International (IFOAM). We welcomed Contributors and donors on the field, where they could meet with farmers and experience our work on the ground.

A GROWING PLATFORM CONVENING THE SECTOR

An increasing number of organisations are seeing the value of OCA's mission. In 2023, we welcomed 15 new Contributors to our platform, representing a 24% growth over last year. This includes ten Suppliers and Manufacturers, two Brands and Retailers and three Civil Society Organisations, taking our platform to a total of 58 Contributors and Partnering Seed Producers.

In February 2023, OCA, in collaboration with GOTS and IFOAM held an international conference in Indore, India bringing together a diverse group of key players from every part of the textile supply chain. Farmers, Farm Groups, industry representatives, non-profits, academics, Suppliers, Brands, certifiers, government representatives and policymakers joined almost 200 guests in this multi-day event. One of the highlights of the event was the farmers taking the stage, joining as panelists in a dedicated Q&A session with seven organic cotton farmers from the region.

A dedicated stakeholder meeting with our main partners from Pakistan in August of 2023 marked a key moment in our journey to expand organic cotton farming practices in South Asia. The meeting attracted diverse participants, including representatives from Brands, local Farm Groups, NGOs, as well as individuals from integrated vertical units, seed companies, and procurement agencies. The event placed a strong emphasis on involving Implementation Partners and vertically integrated textile setups.

Throughout the year, OCA hosted field visits for numerous Contributors and Donors alike. Field visits are an excellent opportunity to get a firsthand look at our programmes' impact on the ground and get a better understanding of organic practices and different community-owned solutions such as bio-input production centres. These visits are key in increasing the mutual understanding among the key actors at the different ends of our international cotton supply chain - through discussions with farmers and brands focused on addressing common challenges in transitioning to organic practices, efficient solutions and identifying new opportunities. Those who travel to the field with us take away the crucial support for market linkages during the transition to organic farming.

OCA KICKS OFF PUBLIC AFFAIRS WORK

In November 2023, kicked off our Public Affairs efforts to ensure that forthcoming regulations are conducive to the needs of farmers transitioning to organic practices. Our commitment extends to providing support for policy development with our wealth of knowledge and data. Simultaneously, we will monitor regulatory developments to remain a crucial ally for industry partners, assisting them in navigating and complying with the rapidly evolving regulatory landscape.



“We’re excited to partner with the Organic Cotton Accelerator, as it allows us to support farmers directly and promote organic and regenerative farming practices. This partnership enables us to work collectively with others in the industry to identify scalable solutions. What sets Organic Cotton Accelerator apart is its commitment to traceability and a collective approach that unites the global organic cotton sector. This collaborative approach enhances farmers’ livelihoods and benefits local communities, driving sustainable change. It provides new opportunities to tackle the industry’s challenges and strengthens our strategy to source more sustainable cotton.”

René Mulder
CSR manager, The Sting





OUR GOVERNANCE



OUR TEAM AND VALUES

Discover how our leadership and dedicated teams drive our commitment to sustainable organic cotton farming.

**ABOUT
OCA**

OUR GOVERNANCE

To achieve our desired impact, OCA employs a diverse and inclusive governance model, ensuring that a wide range of perspectives and expertise inform our decision-making processes.

As a multi-stakeholder initiative, OCA is governed by a decision-making body representing all stakeholder views. As such, the seats in OCA's Board of Trustees are specifically designated to ensure stakeholder representation across the value chain, including Brands and Retailers, Suppliers and Manufacturers, Farm Groups and Implementing Partners, Civil Society Organisations, Philanthropy and Independents. OCA's Board of Trustees sets and stewards OCA's long-term strategic vision and direction, as well as the organisational priorities and policies, and provides ultimate financial oversight.

During 2023, Contributors elected Virginie Cayzeele, Raw Materials Leader at Kiabi, and re-elected Punit Lalbhai, Vice Chair and Executive Director at Arvind, to the Board of Trustees. Matt Dwyer was appointed by the Board as an Independent. We thank our Board of Trustees for their time and dedication to OCA and our mission. In accordance with OCA's articles of association the members of the Board of Trustees do not receive remuneration.

Forty percent of our trustees are women and sixty percent are men.

OCA'S BOARD OF TRUSTEES AS OF JANUARY 2024

Name	Organisation	Stakeholder Category
Keith Tyrell (Chair)	Pesticide Action Network UK	Civil Society
Matt Dwyer (Vice Chair)	Patagonia	Independent
Tamar Hoek (Treasurer)	Solidaridad Network	Civil Society
Germán García Ibáñez (Secretary)	Inditex	Brand and Retail
Virginie Cayzeele	Kiabi	Brand and Retail
Anita Chester	Laudes Foundation	Philanthropy
Punit Lalbhai	Arvind	Supplier and Manufacturer
Hammad Naqi Khan	WWF-Pakistan	Farmer Organisation and Implementing Partner
Ashis Mondal	Action for Social Advancement	Farmer Organisation and Implementing Partner
Johanna von Stechow	Tchibo	Brand and Retail

OCA's Board of Trustees has one permanent sub-committee in the Governance and Nominations Committee (GNC). The role of the GNC is to develop and oversee OCA's Board nominations, governance policies and procedures. The GNC is chaired by Tamar Hoek and includes several board members, as well as representation by other OCA Contributors.

The Organic Cotton Accelerator (OCA) is a foundation incorporated in the Netherlands, which does not have a profit aim.

OUR TEAM AND VALUES

Our growing international team, comprising individuals with rich and varied backgrounds, enhances our collective efforts. This diversity allows us to better understand and address the complexities of organic cotton farming, driving innovation and progress in our mission. We uphold strong expectations regarding business ethics. We foster a culture of integrity and accountability.

Our team implements the strategic plan and makes daily decisions to ensure the effective operation and realisation of strategic objectives set by the Board of Trustees. Rooted in our commitment to diversity and inclusion, we embrace the strength of our team's varied backgrounds and perspectives. Comprising individuals from 11 different nationalities, our team embodies a rich tapestry of experiences and expertise. From agronomy to sourcing, climate science to communication, and finance to social research, our collective skill set reflects our dedication to holistic and inclusive solutions. In 2023, we welcomed new team members in the Netherlands, India, Pakistan and Türkiye, further enriching our global perspective. Through our commitment to gender balance, we are proud that our staff is formed of 46% men and 54% women.

TRANSPARENCY AND ETHICS

OCA implements a range of policies to ensure that our team and organisational initiatives meet the highest levels of ethical conduct. All policies are made public on our website. Complaints regarding any suspected infractions or irregularities in OCA's activities or conduct should follow the guidelines in the OCA Complaints Policy. In 2023, OCA hasn't received any complaints through the established mechanisms. The Whistleblowing Policy allows OCA's employees to report alleged irregularities for confidential investigation, without fear of prejudice, while providing clear steps and measures to resolve the issue.

OCA does not tolerate harassment, abuse of power or workplace discrimination in any form or for any reason. Our values and policies on this matter are outlined in the externally focused Safeguarding Policy and the internally focused Equal Opportunities Policy.



OUR VALUES - AS DESCRIBED BY OUR TEAM MEMBERS



WE ARE INCLUSIVE

"At OCA, inclusivity is at the heart of everything we do, making it an inspiring place to work. We believe that diverse perspectives drive innovation and create a richer, more dynamic environment. This inclusive culture encourages creativity, allowing us to tackle challenges and achieve our mission as a united and empowered workforce. Working at OCA means being part of a supportive community where everyone's contributions are celebrated, and where we can collectively make a meaningful impact."

Rakshanda Bhat
Communications Officer



WE ARE HONEST

"Honesty is a cornerstone of our organisational culture, making OCA a truly rewarding place to work. We pride ourselves on maintaining transparency in all our operations, from our interactions with farmers and partners to our internal communications. This commitment to honesty ensures that our decisions are guided by integrity and that our mission to support organic cotton farmers is pursued with authenticity. Working at OCA means being part of a team where honesty is valued, creating a positive and ethical workplace where we can all thrive and contribute meaningfully to the industry's sustainable future."

Ömür Suner
Country Manager - Türkiye



WE ARE ENTERPRISING

"OCA's enterprising spirit makes it an exciting place to work. Our proactive culture drives continuous innovation in the organic cotton sector. This dynamic environment encourages creativity and initiative, allowing each team member to make a real impact. Being part of OCA means contributing to meaningful projects and being part of a vibrant, ambitious team dedicated to sustainable solutions for our growing community of farmers and Contributors."

Chloe Menhinick
Partnership Director



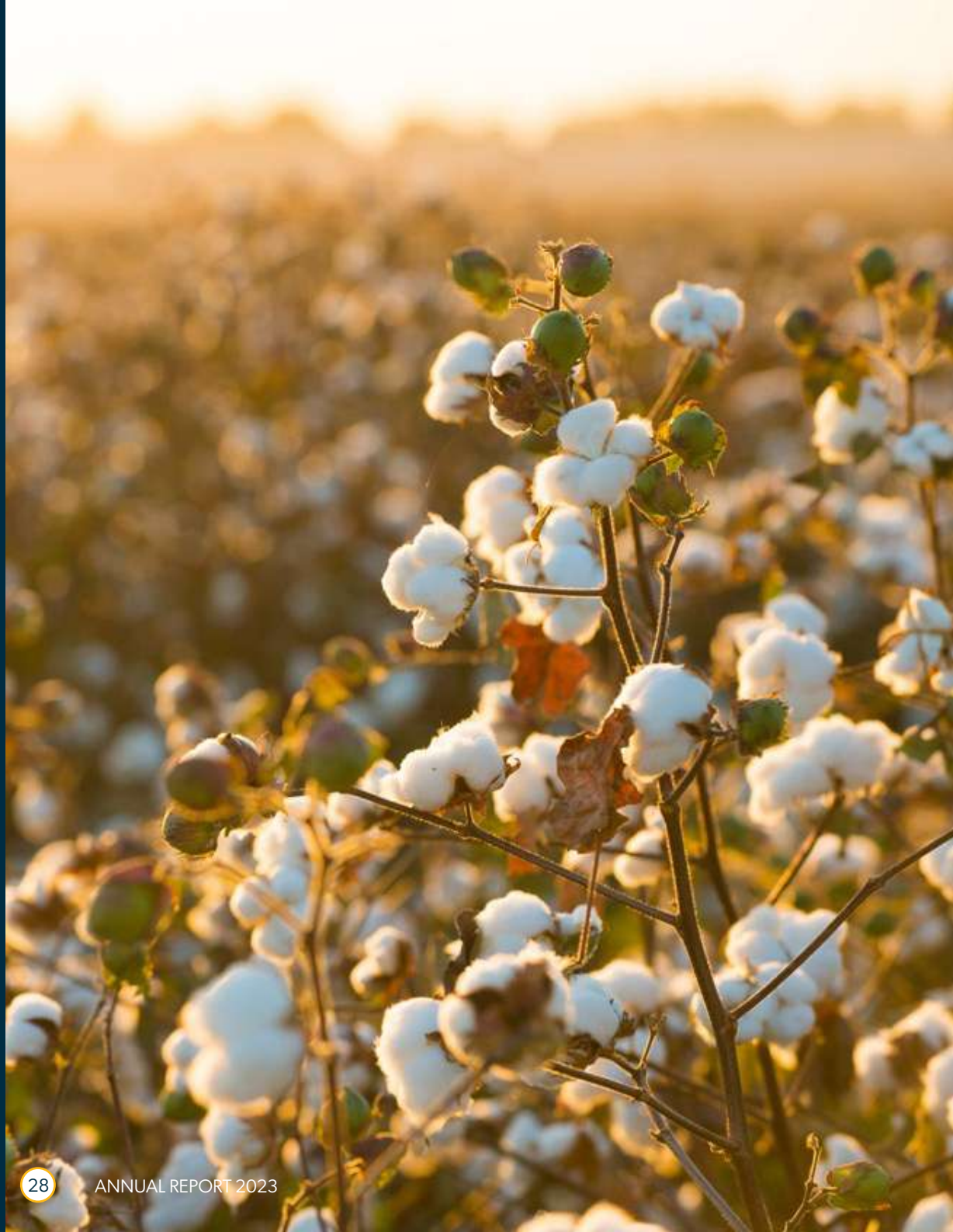
WE HAVE GRIT

"Our team is dedicated and resilient, always ready to tackle challenges head-on and persist through difficulties. As a team, we always try to innovate while sticking to our core mission. This determination and tenacity inspire us to push boundaries and achieve our goals, no matter how tough the journey. Working at OCA means being part of a team that values smart work, perseverance, and a can-do attitude, creating a supportive environment where everyone is encouraged to overcome obstacles and make a meaningful impact on the organic cotton sector."

Syed Azaz Mehdi
Programme Officer - Pakistan

Meet our Founding Partners, Contributors, and Donors who play a crucial role in supporting OCA's mission. Their collaboration and generosity enable our impactful work in the organic cotton industry.

OUR PARTNERS & CONTRIBUTORS



FOUNDING PARTNERS

Laudes
Foundation

H&M Group

KERING

EILEEN
FISHER

Textile
Exchange

Tchibo

INDITEX

C&A

CONTRIBUTORS

adidas

amiha

Artistic
Milliners

ARTISTIC FABRIC MILLS

ARVIND
FASHIONING POSSIBILITIES

ASA
आशा
Ensuring livelihoods with equity and dignity

BESTSELLER

bonprix.

Calicos
Cotton

COYUCHI

EILEEN
FISHER

EGYPTIAN
BIODYNAMIC
ASSOCIATION

ESPRIT

FiBL

G
GARG ACRYLICS LIMITED

giz
Chemicals Division
100% Bio-based
Acrylics
Acrylics Division
100% Bio-based

G-STAR RAW

INDITEX

I
INSIGNIA
Harris

INTERLOO

KappAhl

KIABI
la mode à petits prix

LEVI STRAUSS & CO.

25
YEARS
Lok Sanjh
Foundation

MAISONS
DU MONDE

MILAN
GROUP
INDIA

NORLANKA
Sustainable Fashion & Apparel Technology

NSL
TEXTILES

OSCEP

PAPL

patagonia

PESTICIDE
ACTION
NETWORK UK

PLUGHMAN
AGRO
A Ploughman's Organisation

Pratibha

Radheshyam Cotton
Ginning & Pressing Ltd.
An ISO 9001 : 2015 Certified

Remei
India

RSB Cotton Limited

RSB Cotton Limited

Sangtani

SHAH

Shiddhant Cotton Pvt. Ltd.

Soil
Mission

Solidaridad

Spectrum

SCORTY
Sustainable Cotton

S
ORGANICS

suminter
INDIA ORGANICS

Superdry®

THE STING
COMPANIES

TCMCF
The Chemical Manufacturers' Confederation of India

TF
LONDON

WWF

yumeko

PARTNERING SEED PRODUCERS

MARI ORGANICS INDIA PRIVATE LIMITED
At Farmer's Service

NUZIVEEDU
SEEDS

Paras Genetech
PVT. LIMITED

Pantech
SEEDS PVT. LTD.

Remei
India

Innovag
Next Gen. Sprayer & Duster

CONSERVATION
INTERNATIONAL

Regenerative
Fund for Nature®

giz

Netherlands Enterprise Agency

DONORS



WANT TO JOIN US?

Interested in making a difference? Join OCA and be part of our mission to transform the organic cotton industry.



JOIN OCA TODAY



ORGANIC COTTON ACCELERATOR

Uniting the sector to realise the organic cotton effect

Rokin 102, 1012 KZ Amsterdam, The Netherlands

[organiccottonaccelerator.org](https://www.organiccottonaccelerator.org)

secretariat@organiccottonaccelerator.org