



XINJIANG COTTON TEXTILE INDUSTRY

SOCIAL RESPONSIBILITY REPORT

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01 Foreword**04 Chapter One: History and Current Development of Cotton and Textile Industry in Xinjiang**

04 I. History of Xinjiang's Cotton Textile Industry

05 II. Interdependence between Cotton Production and Cotton Textile Industry

06 Chapter Two: Secure People's Livelihood

06 I. Elimination of Poverty and Hunger

11 II. Decent Work and Economic Growth

19 III. Industry, Innovation and Infrastructure

22 Chapter Three: Promote Common Prosperity

22 I. Good Health and Well-being

27 II. Quality Education

33 III. Equality Promotion and Discrimination Prohibition

39 IV. Sustainable Cities and Communities

44 Chapter Four: Protect Lucid Waters and Lush Mountains

44 I. Climate Actions

48 II. Underwater and Terrestrial Organisms

52 Chapter Five: Demonstrate Global Value

52 I. Peace, Justice and Strong Establishments

55 II. Partnerships for Common Goals

63 Chapter Six: Industry Development Prospect and Outlook

63 I. Putting People First

64 II. Inclusive and Common Progress

64 III. Green Environmental Protection

65 IV. Global Contributions

67 Chapter Seven: Call on Xinjiang's Cotton Textile Industry to Jointly Build an Open, Inclusive and Sustainable Global Textile and Garment Value Chain**69 Appendix One: Additional Information on Cotton Textile Enterprises'****Recruitment and Employment Practices in Xinjiang**

69 I. The Role of Government in Enterprises' Independent Recruitment

69 II. Cooperation between Vocational Schools and Enterprises

70 III. Relationship between the former Vocational Education and Training Centers and Enterprises Employment

71 Appendix Two: Employee Questionnaire on Employment and Corporate Management of the Cotton Textile Enterprises in Xinjiang



Foreword

After 70 years' development, the cotton textile industry in Xinjiang has now become vital for people of all ethnic groups in the region, the textile and garment industry of China, as well as the global textile and garment value chain. Today, the industry, on the one hand, secures the livelihood of millions of people in Xinjiang, including cotton growers, cotton textile workers, and their family members, improves their lives, and promotes the realization of their economic and social rights. On the other hand, it provides quality raw materials and enables development conditions for China's textile and garment industry, which benefits hundreds of millions of direct and indirect employees. Furthermore, the textile and garment products of superb quality and competitive price from Xinjiang meet billions of global consumers' needs for clothing and pursuit of fashion.

This also means that Xinjiang's cotton textile industry is not only mutually dependent on people of all ethnic groups in Xinjiang and employees of China's textile and garment industry, but also closely connected to the players of the global textile and garment value chain, including international buyers, brands producers, and consumers. In the past year, the international community has paid close attention to the cotton

supply chain, as well as the employment situation and social impacts of the cotton textile industry in Xinjiang. Such attention fully embodies the above-mentioned close ties. But in the meantime, such attention needs to be established on the objective and thorough understanding of the unique local historical context, cultural background and industry reality in the region. Only in this way can confidence and trust be built in the international textile and garment supply chain. Fundamentally, cooperation and constructive improvements of the supply chain underpinned by confidence and trust will benefit not only cotton growers, cotton textile workers and their family members, but global consumers as well, and in the end, this will also help Chinese and international stakeholders jointly construct a fair, inclusive and sustainable global textile and garment supply chain.

To objectively and thoroughly present the history of Xinjiang's cotton textile industry, its efforts in response to economic, social and environmental challenges, and the progresses achieved in the decades, Xinjiang Textile Industry Association, through extensive survey and in-depth study, compiles and releases this "Social Responsibility Report of the Cotton Textile in Xinjiang", in hopes of clarifying facts, staking out positions, and building a communication bridge between Chinese and international stakeholders, which is based on shared values and common interests. This report consists of 7 chapters. Chapter One introduces the history and the current development of the

cotton textile industry in Xinjiang; Chapter Two focuses on livelihood guarantee, Chapter Three on common prosperity for all groups, Chapter Four on lucid waters and lush mountains, and Chapter Five on global values, explaining the contributions and social impacts of the cotton textile industry in Xinjiang with reference to the UN Sustainable Development Goals (SDGs)¹; on the basis of the preceding chapters, Chapter Six elaborates on the sustainable development outlook and pathways of the industry. And Chapter Seven elaborates on call on Xinjiang's cotton textile industry to jointly build an open, inclusive, and sustainable global textile and garment value chain.

As an important method and step for preparing this report, the survey group carried out a 10-day field study of the cotton textile industry in Xinjiang in May 2020. The group had visited 16 cotton textile enterprises in many prefectures and cities in Xinjiang. Through field trips, executive interviews, employee questionnaire survey and interviews, and data collection, the survey group conducted an in-depth look into the enterprises' operations, social, environmental and economic impacts and performance. The group also interviewed 25 business executives, recovered 1427 valid employee questionnaires randomly distributed, interviewed 1320 employees in individual or group format (all the interviewed employees signed the "Employee Informed Consent" after fully understanding the survey purpose). Meanwhile, regarding enterprises' performance

¹ The Sustainable Development Goals (SDGs): were officially adopted by 193 member states of the UN at the Sustainable Development Summit in September 2015, and aim to take a comprehensive approach in 2015-2030 to fundamentally address the social, economic and environmental development issues.

in employment, corporate management and corporate social responsibility (CSR), the survey group distributed two questionnaires to cotton textile enterprises in Xinjiang, and received valid responses from 26 enterprises. The group also convened focus group discussions. Representatives of local industry organizations, Trade Unions and Women Federations, over 20 senior managers and about 50 representatives from the relevant organizations, were present at these discussions. It needs to be noted that, among the employees included in the questionnaire survey and interviews, more than half are from ethnic minority groups. Some speak Mandarin Chinese,

while others speak their ethnic minority languages only, and still others speak both languages. The survey group worked with the employees who were in need.

We are convinced that this report will help stakeholders understand the present situation and outlook of the cotton textile industry in Xinjiang more thoroughly and objectively . We also hope that this report will support and facilitate Chinese and international stakeholders in constructively making decisions and taking actions, and jointly promoting and sustainable development of the cotton textile industry in Xinjiang.

Chapter One

History and Current Development of Cotton Textile Industry in Xinjiang

Xinjiang is endowed with favorable natural and geographical conditions for growing cotton. The development of the cotton textile industry has driven the cotton productivity to steadily increase, benefiting millions of cotton growers and cotton textile workers in Xinjiang. Meanwhile, the economic development and people's living standard in the region have been substantially enhanced.

I. History of Xinjiang's Cotton Textile Industry

On the vast of land in Xinjiang, cotton is an ancient and valuable gift given by Nature. Xinjiang has its unique strengths for growing cotton. Thanks to long sunshine duration, large diurnal temperature variations, little rainfall, and stable water supply from melting snow in mountains, most areas in Xinjiang are suitable for cotton growth. The cotton grown in such conditions is characterized by big cotton bolls, long in fiber and pure white in color, and high monomer value. Through long-term planting and cultivation, Xinjiang cotton has witnessed a continuous quality improvement, and become a leading raw material for high-end textiles and garments.

Since the founding of the People's Republic of China in 1949, Xinjiang's cotton textile industry has undergone three main development stages:

1.1949-1977: After the founding of the People's Republic of China in 1949, the modern textile industry in Xinjiang started from scratch. In 1952, "Xinjiang Qiyi Cotton Textile Factory" was constructed and put into operation, opening a new chapter for the industry's modern development. A group of other cotton textile factories also went into production one after another.

2.1978-2013: In 1978, the Reform and up became the main theme of China ' sdevelopment. Industries all thrived. The cotton textile industry in Xinjiang also showed a momentum of accelerated development. The cotton yarn and cotton fabric produced by the cotton textile enterprises in Xinjiang could meet the demand in Xinjiang, other parts of China, or were even exported.

3. 2014-present: Xinjiang ' s cotton textile industry entered into an unprecedented high-speed development stage. Thanks to its robust foundation, the industry witnessed an upsurge. Many cotton textile enterprises in other parts of China flooded into Xinjiang to invest in and restructure the cotton textile industry there.

All these enterprises were supported by downstream industry chain, with high market shares and excellent overall strength, and became the main force to drive the development of the cotton textile industry in Xinjiang. The industry has effectively driven the local economic growth, and improved people's living standard. Meanwhile, Xinjiang has become increasingly influential in the international cotton textile supply chain.

II. Interdependence between Cotton Production and Cotton Textile Industry

The cotton textile industry is deeply rooted in the land of Xinjiang. The industry and cotton production complement with and depend on each other. Since the beginning of the Reform and Opening-up, Xinjiang's cotton textile industry has witnessed rapid development, and significantly driven cotton production. As a result, the cotton plantation area has expanded enormously, and the total yield and per unit area yield have both increased significantly, benefiting millions of cotton growers. The system characterized by the interdependence between cotton production and the cotton textile industry closely link with the livelihood improvement of millions of people in Xinjiang, the development of agriculture and other industries and the development of various areas of the the region.

Meanwhile, Xinjiang has also witnessed a remarkable progress in mechanized cotton production, and became increasingly intensified and smart. Usu City and Shawan County in Tacheng Prefecture have established cotton smart growing demonstration bases; Shaya County, Yuli County, and Luntai County in Aksu Prefecture have developed fully mechanized cotton production bases. By demonstrating the application of advanced cotton growing technologies, these bases have helped to enhance the overall capability of Xinjiang Region for cotton production. Besides, the application of these technologies has set more rural labor force free from land. It has become an inevitable trend that the surplus rural labor force migrate to more urbanized areas for work.

Xinjiang's cotton textile industry has hence all along been absorbing surplus rural labor force. In 2014-2019, Xinjiang Uygur Autonomous Region Government issued the "Opinions on Developing the Textile and Garment Industry to Promote Employment", the "Notice on Issuing the Development Plan of Xinjiang's Textile and Garment Industry (2018-2023)", and the "Notice on Further Improving the Policies of Xinjiang Autonomous Region on the Textile and Garment Industry and other Labor-Intensive Industries" successively, to guide the textile and garment industry to drive the migration and employment of surplus rural labor force. As a result, the development of the industry has been more closely linked to the improvement of the living standard of the residents across the Region. The number of employees in Xinjiang's cotton textile industry dramatically increased.

Overall, in the past 40-plus years since the beginning of the Reform and Opening-up, the cotton textile industry in Xinjiang has made remarkable progresses in providing job opportunities, increasing cotton farmers' income, contributing to local economic development, and improving people's living standard. Surplus rural labor force has been migrating to urban areas, and agricultural population becoming industrial workers. However, due to the unique geographic, cultural and social environment in Xinjiang, more efforts need to be made and more resources need to be input to address the problems and challenges encountered in the above process.

Chapter Two

Secure People's Livelihood

Poverty eradication is a global challenge. The cotton textile industry in Xinjiang has provided poverty-stricken population with a large number of job opportunities. The industry has benefited the poverty groups, regardless of their ethnicity, origin and gender, and secured their sustainable livelihood. It can be agreed that Xinjiang's cotton textile industry, through industrial economy development and decent work, has helped alleviate poverty and prevent the poor return back to poverty. Meanwhile, the survey indicates that, in addition to providing job opportunities and safeguarding employees' labor rights and interests, the industry has also made tremendous contributions to promoting innovations and infrastructure improvement, and provided valuable inspirations for exploring the pathways for inclusive growth of industrial economy.

I. Elimination of Poverty and Hunger



SDG 1 No Poverty

Economic growth must be inclusive to provide sustainable jobs and promote equality.



SDG 2 No Hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

Poverty has been with us for many thousands of years; if we have to wait another fifty or hundred years for the end of poverty, so be it. At least we can stop pretending that there is some solution at hand and instead join hands with millions of well-intentioned people across the world-elected officials and bureaucrats, teachers and NGO workers, academics and entrepreneurs-in the quest for the many ideas, big and small, that will eventually take us to that world where no one has to live on 99 cents per day.

——Abihijit Banerjee, Nobel Prize Laureate in Economics 2019

1. Poverty challenge: poverty alleviation is the top priority for Xinjiang

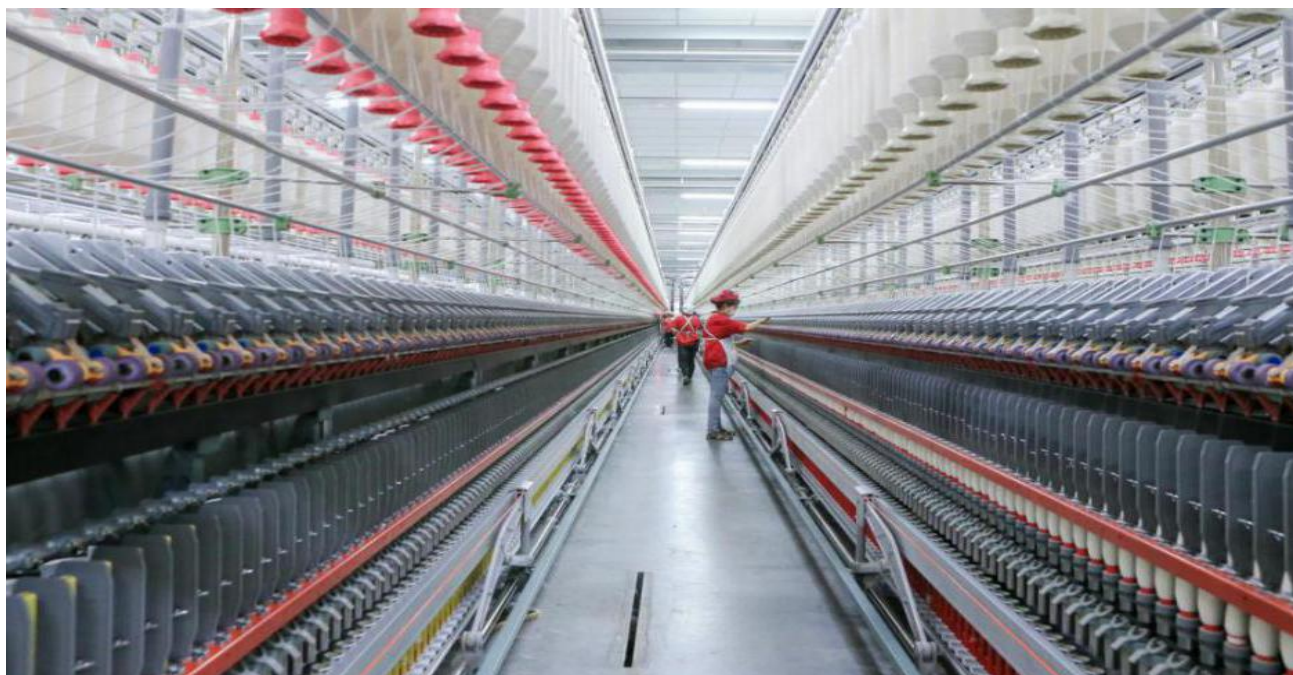
The white paper *China's Progress in Poverty Reduction and Human Rights* published in 2016 shows that the proportion of people living in extreme poverty in China fell from 61 percent in 1990 to 4.2 percent in 2014. With the most people lifted out of poverty, the number of citizens China has raised from poverty accounts for 70 percent of the world's total ². “We should not forget the fact that China has contributed the

²the country Council Information Office of the People's Republic of China, 2016, “China's Progress in Poverty Reduction and Human Rights”.

most in world poverty alleviation in the past decade,”³ said the UN Secretary-General António Guterres in 2017 about China’s poverty alleviation achievements.

By the end of 2020, China is to reach the goal that rural poor people will be free from worries over food and clothing and have access to compulsory education, basic medical services and safe housing. This means that, China is determined to achieve the poverty alleviation goal set forth by the 2030 Agenda for Sustainable Development 10 years ahead of schedule. According to China’s goal for poverty alleviation, Xinjiang is of top priority. Based on geographical distribution, the impoverished people in Xinjiang are mainly concentrated in rural areas of Kashgar and Hotan. In 2017, there were 1,962 deep-poverty villages in 22 deep-poverty counties under their jurisdiction in four prefectures, namely Kashgar, Hotan, Kizilsu Kirghiz Autonomous Prefecture, and Aksu, involving a deep-poverty population of 1,627,500. Undoubtedly, it is an extremely daunting task to eradicate regional overall poverty. In recent years, through comprehensive measures taken in industry development, employment, relocation and ecology poverty alleviation projects, Xinjiang achieved decisive results in addressing regional overall poverty. By November, 2020, 3.065 million impoverished households in 3666 poverty-stricken villages of 32 poverty-stricken counties have all been lifted out of poverty under current standard, and the problem of absolute poverty has been solved historically.

2. Poverty eradication: role and contributions of Xinjiang’s cotton textile industry



Picture 1 A cotton textile workshop

³ Xinhua News Agency, June 14, 2017, “Chinese-Style Poverty Alleviation: the Biggest Contribution in World’s History of Poverty Alleviation”.

“China’s achievements in alleviating poverty in recent years, and in meeting highly ambitious targets for improving social well-being, have been extraordinary.its (Chinese leadership’s) determination to build a ‘moderately prosperous society’ free of extreme poverty cannot be doubted. This political will is impressive and all too uncommon in today’s world.”

*——End-of-mission statement on China by Professor Philip Alston,
United Nations Special Rapporteur on extreme poverty and human rights, 2016*

Xinjiang covers an area of over 1.66 million square kilometers, representing one-sixth of China’s total territory, with residents of 56 ethnic groups⁴. How to promote inclusive development on this vast expanse of land and to enable all its people to share the benefits is a huge challenge.

With this backdrop, local authority has formulated a series of public policies to promote the development of the cotton textile industry. Meanwhile, it also encourages the textile and garment industry, a leading livelihood improvement industry in Xinjiang, to actively undertake social responsibility and to proactively employ impoverished people. Through enterprises’ engagement in social governance, the inclusive development goal can be better achieved.

In 2014, Xinjiang formulated and issued the “Opinions on Developing the Textile and Garment Industry to Promote Employment”, to encourage the industry to promote employment. The textile and garment industry became an important means to help impoverished people get employed and realize better-off life.

As an important part of the garment and textile sector, Xinjiang’s cotton textile industry

has made tremendous contributions to eradicating local poverty.

Meanwhile, the cotton textile industry has also driven the development of the cotton plantation, making cotton growing a leading sector that increases the income of poverty-stricken farmers. For example, in 2019, the poverty-stricken farmers in Kashgar Prefecture grew cotton on an area of 1.305 million mu (87,000 hectares), involving 960 poverty villages in 12 counties and a poverty-stricken population of 806,000 from 222,400 households, generating an increase of per capita income of RMB 700, representing 7.92% of their per capita net income and 10.82% of production and operational income. The poverty-stricken farmers in Aksu Prefecture grew cotton on an area of 189,000 mu (12,600 hectares), involving 36 poverty villages in 2 counties and a poverty-stricken population of 4,050 from 900 households, generating an increase of per capita income for the households by RMB 1,450, representing 20% of their per capita net income and 40% of production and operational income.

⁴ Source: Xinjiang Uygur Autonomous Region Ethnic Affairs Commission.

Case 1: “Our jobs at the cotton textile factory give us better life”

Tursun Eli and Aygul Jamik are a couple of Kazak ethnic minority. In 2015, Tursun, through the introduction of his cousin, joined a cotton textile enterprise in Shihezi, Xinjiang. After settling down, he brought his wife, Aygul to work at the same enterprise. Aygul made some calculations for the survey group of Xinjiang Textile Industry Association. The couple could receive a net income of about RMB 10,000. After working for 3 years, the couple bought in Yining city an apartment with a floor space of over 100 square meters with the savings. To buy the apartment, they made a down payment of over RMB 300,000, and got a loan totaling RMB 200,000. For the convenience of travelling to and from work, they chose to live in the enterprise’s



Picture 2 Tursun Eli is at work

dormitory with private kitchen and bathroom. They can cook at the dormitory, or eat at the enterprise’s canteen. Meanwhile, they also got the meal allowance from the enterprise. Very satisfied with the employer, they expressed the willingness to work at it for long, and even introduced over 10 fellow villagers to work at the enterprise. The couple pointed out that their life used to be in lack of life guarantee, but “our jobs at the cotton textile factory give us a better life”, and they have more expectations for the future.

Case 2: “My job at the cotton spinning factory enables me to support my family”

Yurgul (a pseudonym used upon the interviewer’s request) is an employee at a cotton spinning factory in Aksu Prefecture. Before joining the factory, she was a dormitory manager at a university. Yurgul was introduced by a fellow villager to work at the cotton spinning factory. Yurgul told the survey group that she came to work at the factory because she could get a higher salary here, and there are over work bonus as well. Now with the help of this job, she has renovated her house in her hometown, “my job at the cotton spinning factory enables me to support my family”.

Case 3: Industry promotes employment with apparent poverty alleviation results

“Last month, I received a salary of RMB 3,500. Now, I am the pride of my family.” Meryem Imir, an employee at a textile enterprise in Aksu said with smile. The 24-year-old employee, in red uniform, was standing in front of the inspection workstation, skillfully operating the equipment. 3 year ago, Meryem was a farmer at Wushi County. But now she is a tester at the enterprise. Her job is to assure the quality of the yarn produced. “I used to travel around to find a job, and had no fixed income. Now I get a monthly salary of RMB 3,500. The factory offers free meals and accommodation. My family feel happy for me.”

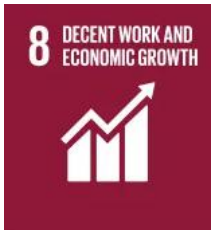
In promoting poverty alleviation in Xinjiang, the cotton textile industry has not only addressed the income issue of the poverty groups, but gradually built a safety net that helps the poverty groups resist risks and avoid returning back to poverty. For instance, in developing countries, lack of access to education or insufficient education for children are the major causes for inter-generational poverty, and parents' attitude towards education is globally recognized as a decisive factor in children's education. It is found through the survey that, the cotton textile enterprises in Xinjiang, in addition to paying employees wages, also value candidates' learning ability in the process of recruitment, and pay attention to employees' technical and communication skills training.

Besides, enterprises also build libraries, multi-function halls, and other cultural and recreational facilities, and regularly organize activities such as speech contests and knowledge competitions, so that employees, as parents, can be aware of the importance of education. Some other cotton textile enterprises have built up factories in rural areas to attract the local surplus laborers to work at their doorsteps. Thus, employees' living costs can be significantly saved due to the self-sufficiency in foodstuff. Meanwhile, employees can take care of their school-age children, and provide family education. Moreover, some economically powerful cotton textile enterprises have also established education foundations to support education in local communities.



Picture 3 A cotton textile employee is at work

II. Decent Work and Economic Growth



SDG 8 Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

“Experience shows that economic growth, on its own, is not sufficient. We must do more to empower individuals through decent work, support people through social protection and ensure the voices of the poor and marginalized are heard.”

——Ban Kimoon, former UN Secretary-General, 2014

According to the ILO, “decent work” involves opportunities for work that is productive, entailing workers’ rights protection, a fair income, full social protection and sufficient jobs. To achieve the strategic goal of “decent work”, the specific objectives of “promotion of rights at

work”, “employment”, “social protection”, and “social dialogue” must be advanced in a balanced and coordinated manner. To build harmonious labor relations and achieve decent work is also one of the key tasks in the development of Xinjiang’s cotton textile industry.

1. Policies and regulations

In addition to implementing national laws, regulations, and policies of the central government, Xinjiang has promulgated a series of local regulations and policies, developing a robust policy system to foster positive labor relations. These local regulations and policies include, among others, the Opinions on the Implementation of the Labor Law of the People’s Republic of China in Xinjiang Uygur Autonomous Region, the Provisions on the Implementation of Regulation on Labor Security Supervision in Xinjiang Uygur Autonomous Region, “Provisions of Xinjiang Autonomous Region for Enterprises’ Collective Wage Bargaining”, the “Regulations of Xinjiang Autonomous Region on the Protection of Workers’ Labor Rights and Interests”, the “Implementation Opinions of the CPC Committee and People’s Government of Xinjiang Autonomous Region on Building Harmonious Labor Relations”, the “Guidelines of Xinjiang Autonomous Region on Standardizing Labor Contract Management”, and the “Guidelines on Further Strengthening and Standardizing the Management of Labor Dispatch”, the “Trial Measures of Xinjiang Autonomous Region on the Administration of Enterprises’ Economic Layoff”.

2. Remuneration and benefits

According to Xinjiang Statistics Bureau, the minimum wage standard in Xinjiang fell into 4 levels in 2019, ranging from RMB 1,460 to RMB 1,820 (including the contributions of endowment insurance, unemployment insurance, medical insurance and housing provident fund paid by employees). The survey results indicate that cotton textile employees' average monthly wage is RMB 3463.2, much higher than the required minimum wage. The survey also covers the impact of COVID-19 on enterprises' labor relations. Some companies reflected that they cannot operate at full load due to the influence of epidemic this year, some workers earn less because of the decreased workload..

3. Anti-discrimination

It is found through the survey that areas and enterprises differ significantly in Xinjiang in the proportion of their ethnic minority employees (ranging from 16.5% to 95.2%, and 62.5% on the average), and the proportion of male and female employees (with the proportion of female employees ranging from 40.0% to 80.0%, and 57.5% on the average). This indicates that there is no correlation between the employment of Xinjiang cotton textile enterprises and employees' gender and ethnicity.

Meanwhile, it is also found that no company practice discrimination based on ethnicity and gender. Most enterprises encourage "husband-and-wife employees", and take measures, such as providing "family dormitory rooms", to reduce employee turnover.

The survey also indicates that, in some enterprises, the proportion of males is higher than that of females in the enterprises' management, while the opposite is true among non-management employees. The questionnaire results indicate that female employees' average monthly wage is RMB 3,424.8, while that of



Picture 4 An employee in Ili Kazak Autonomous Prefecture is at work

male employees RMB 3,505.9. It is further learned from employee interviews that, due to the local traditional culture and domestic division of labor, females are more inclined to balance work and family responsibilities, while males are more "dedicated to work". Meanwhile, by late 2019, 158 textile enterprises had signed comprehensive collective contracts. Among them, the collective labor contracts signed at 26 enterprises include a dedicated article or appendix on the protection of female employees' rights and interests, for the benefits of a total of 8,433 female employees in the industry.

Case 4: Cotton spinning industry and ethnic minority employment

A cotton spinning factory is located in Awat Town, Aksu Prefecture, Xinjiang, where a number of ethnic minority groups live. The factory was constructed in June 2003, and now has 992 employees, over 90% of whom are ethnic minorities. The factory's management pointed out that ethnic minority employees are recruited from the nearby villages and towns, and that the employee turnover rate is very low, about 1.8%. When asked about the reasons for such a high proportion of ethnic minority employees, the factory replied that this is the plain fact that local ethnic minority population accounts for the majority of local communities. These ethnic minority employees remain stable with very good performance. It is introduced that an Uygur female employee of the factory participated in a national technical operation contest and broke the the national record with her excellent performance.



Picture 5 A female textile employee is on duty



Picture 6 A tug-of-war competition held at a textile company in 2018

4. Occupational health and safety (OHS)

Comparatively speaking, the cotton textile industry is a healthy and safe. Its main health and safety risks include noise, flying cotton fiber and mechanical injury. To address the problem, government, enterprises and other relevant stakeholders have paid special attention on cotton textile employees' OHS. In 2019, the Autonomous Region Government implemented the "Healthy Xinjiang -- Occupational Disease Prevention Action", a joint action plan from the perspectives of employees, employers, government, and the society, aiming at strengthening government's regulatory duties, urging employers to fulfill responsibilities, increasing the level of occupational health and safety awareness, effectively preventing and controlling

occupational diseases, safeguarding employees' occupational health rights and interests, and protecting the whole-life cycle health of the general public. Moreover, Xinjiang Autonomous Region has also strengthened occupational health checks and occupational disease diagnosis and appraisal, and improved the networks required for such work. At present, Xinjiang Autonomous Region has in total 13 occupational disease diagnosis institutions, and 118 occupational appraisal and check institutions.

All the employees interviewed pointed out that, in addition to multilevel high-frequency health and safety training, factories often distribute personal protective equipment (PPEs) to them, such as ear buds and face masks. The

distribution frequency ranges from once a week to once a month. The PPEs can also be applied whenever necessary. Some employees complained that they were not accustomed to wear ear buds for long, and are sometimes not willing to wear them. Enterprises take management measures, such as repeated publicity and peer reminder, to increase employees' awareness to use PPEs. It is also discovered through the survey that the cotton textile enterprises increasingly use the country-of-the-art and user-friendly equipment and processes to reduce OHS risks.



Picture 8 Female textile employees are receiving pre-job training



Picture 7 A textile employee wearing ear buds at work



Picture 9 “Healthy China-Occupational Disease Prevention” themed training at a textile enterprise in Shihezi City

Case 5 A textile employee received medical treatment after a thumb suffered a twist trauma

In August 2019, a textile employee in Kuitun City failed to obey safety rules, and as a result, the thumb of his right hand was twisted by a machine. The factory immediately launched the work accident emergency response plan, with the relevant personnel performing their respective functions immediately. Colleagues wrapped up his wound to stop bleeding, and then sent him to Kuitun Hospital for emergency treatment. The employee's thumb was diagnosed with comminuted fracture and soft tissue missing. The Department of Hand and Foot Microsurgery of the hospital conducted two operations for debride; blood vessel, nerve and tendon exploration and anastomosis, fracture fixation; and thumb reconstruction with composite tissues. Thanks to doctors' treatment and the special care arranged by the factory, the employee has eventually recovered. After being discharged from the hospital, he continued with rehabilitation training. Drawing a lesson from this accident, the factory has intensified efforts for on-site work safety management and training.

5. Freedom of movement

The survey indicates that 100% of the employees have the freedom to drink water and go to the toilet, and only one factory requires employees “not to waste too much time in the toilet”. Remote factories often build employee dormitories and provide housing subsidies, which cover 80% to 100% of the housing costs; and employees have the freedom to choose to stay in the dormitory, or get the subsidies to live outside factories (at either their own homes or rental housing). Cotton spinning enterprises often cover a large area, and some are located outside cities or even in remote places, which are not easily accessible. Therefore, some enterprises provide shuttle buses, while others work with the local government in opening up bus lines so that employees can easily commute to work, with part of the costs covered by factories’ subsidies. It is also discovered through the survey that a considerable proportion of employees buy cars and drive to work.

Reference 1: China’s legislation strictly prohibits forced labor

China’s Constitution, Criminal Law, Labor Law, Labor Contract Law and other relevant laws and regulations all have clear provisions on restriction of personal freedom and forced labor, establishment and termination of labor relations, voluntary overtime, disciplinary penalties, and OHS. As early as in 1995, “Implementation Regulations of Xinjiang Uygur Autonomous Region on Implementing the Measures of the Ministry of Labor on Administrative Penalty for Violating ‘Labor Law of the People’s Republic of China’” has been issued. Detailed penalties for employers have been formulated in cases where the national working hour system fails to be implemented, where there is less than 1 rest day a week, where any other working hour arrangement is made without approval, where overtime is required but the enterprise fails to consult the trade unions and employees, where employees are forced to work overtime on work days, where workers are forced to work on rest days and statutory holidays, or where the overtime is more than 3 hours a day or 36 hours a month.

6. Trade unions and collective bargaining

According to the statistics of Xinjiang Federation of Trade Unions, by the end of 2019, all the textile and garment enterprises above designated size across Xinjiang Uygur Autonomous Region had established trade unions, and the enterprises in the 20 counties and cities (including industrial parks) that give priority to developing the textile and garment industry had all established their respective trade unions. According to the statistics of All-China Federation of Trade Unions in late 2019, the textile and garment industry of Xinjiang had founded 599 trade unions at 643 textile and garment enterprises, with the number of employees covered and trade union members respectively up by 42.8% and 44.9% over the previous year. Under the efforts of the trade unions, by the end of 2019, 158 enterprises had signed comprehensive collective contracts, covering 52,428 employees. Among these enterprises, 21 had signed collective contracts with a chapter on labor health and safety, covering 10,203 employees; 143 had signed dedicated collective contracts on wage, covering 45,407 employees.



Picture 10 Group Contracts Consultation held in an enterprise

7. Working age

The survey indicates that the average age of the cotton textile employees in Xinjiang is 33.7. All employees interviewed stated that the human resource departments checked their ID cards to verify their age was not below 16, which is the minimum working age prescribed by China's Labor Law.

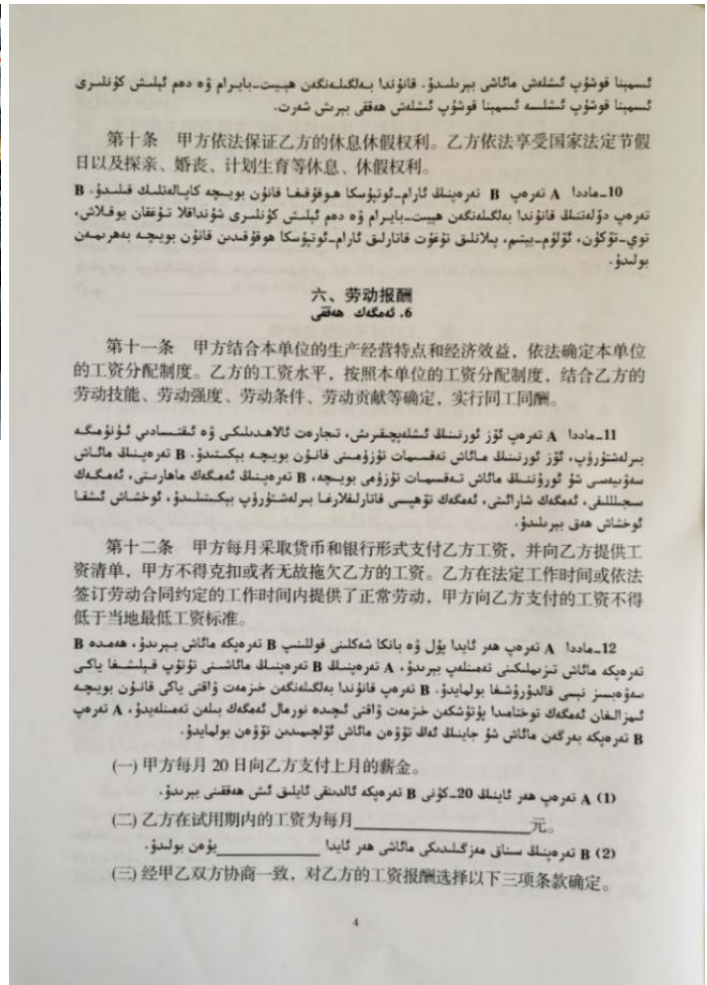
Overall, the survey indicates that in Xinjiang's cotton textile industry, the working conditions are quite good, and employees' rights and interests are well protected. In 2017-2019, there were only 98 labor dispute cases involving the cotton textile enterprises across the Region. However, some problems have also been identified in the survey. It is also found in employee interviews that some employees' overtime is excessive, that the labor discipline regulations are not detailed enough, and that the grass-roots management personnel is relatively poor in management and communication skills while dealing with the younger generation of employees. Regarding labor contracts, there are some good practices. For instance, some enterprises prepare the contract in both standard national language and the ethnic minority languages so that employees could better understand the contents. Regarding social security, it is discovered in the survey that most employees do not understand the advantages of the employee basic endowment insurance, and therefore, prefer to join the basic endowment insurance for urban and rural residents with low annual premiums. The coverage rate of the employee basic endowment insurance is hence not high enough as expected.



Picture 11 Young employees learning to operate equipment



Picture 12 A young male textile employee is at work



Picture 13 A bilingual labor contract (incomplete copy)

Reference 2: The requirements of China's working hour system are more stringent than those of international supply chains

The working hour system China adopts includes standard working hour system, comprehensive working hour system, and flexible working hour system.

In the context of standard working hour system, employees work 8 hours a day, and 40 hours a week (less than the working hours required by international labor conventions). The overtime should generally not exceed 1 hour a day, maximally 3 hours a day, and 36 hours a month. The flexible working hour system usually applies to senior managerial staff, field staff and sales staff, whose working time cannot be measured by the standard working hours. The comprehensive working hour system calculates the working hours in a combined way on a weekly, monthly, quarterly, or annual basis, but the average daily and weekly working hours should be the same as those of the standard working hour system. Within a cycle for combined calculation, the actual working hours may exceed 8 hours a day (or 40 hours a week), but the average actual daily or weekly working hours should not exceed the statutory limits.

China's working hour (whether it's the regular working hours or overtime) requirements are more stringent than those of international supply chains. For instance, SA8000 formulated by the Social Accountability International (SAI) requires that "the normal work week, not including overtime, shall be defined by law but shall not exceed 48 hours", and that "all overtime work shall be voluntary...shall not exceed 12 hours per week". But it is conditionally accepted that "overtime work shall not exceed 20 hours per week". Therefore, the standards for working hours are not as strict as prescribed in the Chinese legislation.

Reference 3: Employees should be covered by "five insurances and one fund"

According to the "Social Insurance Law" and the "Regulations on Management of Housing Provident Fund", enterprises, upon establishing labor relations with employees, shall pay social insurance contributions for their employees, i.e. the contributions of "five insurances and one fund" (endowment insurance, medical insurance, unemployment insurance, employment injury insurance, maternity insurance, and housing provident fund). In practice, some enterprises, in particular those with a high proportion of migrant workers, need to improve their compliance with this provision, mainly for the following reasons.

1. Employees do not understand the "five insurances and one fund", and simply believe that they receive lower wages after the insurance contributions are deducted. Therefore, they oppose to paying the contributions.

2. Farmers, before becoming "migrant workers" (migrant workers refer to the rural residents who work for urban employers), were already covered by the "basic medical insurance for urban and rural residents" and the "basic endowment insurance for urban and rural residents" in their hometowns. Therefore, they are not willing to "redundantly" join the employee social insurance. Meanwhile, the cross-region migrant workers are not clear about the formalities for cross-region transfer of social insurance funds, and therefore, have concerns about whether they will be eligible for the benefits of the employee social insurance once they return to hometowns. But in fact, since July 2014, those who are covered by the basic endowment insurance for urban and rural residents and the employee basic endowment insurance have been able to transfer their social insurance funds pursuant to the provisions of the country.

3. Some enterprises failed to provide employees with enough and clear explanations or training on social security policies and regulations.

Note: In May, 2019, the local government lowered the employer contribution rate of basic endowment insurance of urban and rural residents from 20% to 16%, to reduce enterprises' burdens.

III. Industry, Innovation and Infrastructure



SDG 9 Industry, Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Investment activity of all kinds-investing in new machine, new employees and the like-and the innovation that underpins investment provide the force essential for high employment as well as growth of labor productivity.

---Edmund Phelps, Nobel Prize Laureate in Economics 2006

1. Strengthen infrastructure construction at industrial parks

Underdeveloped infrastructure is not only the weakest point that restrains the economic development in Xinjiang, but one of the biggest potentials as well. In recent years, Xinjiang has vigorously supported the textile and garment industry infrastructure construction. According to statistics, since 2014, the accumulative fixed assets investment of the industry across the Region has amounted to RMB 198.4 billion, exceeding the total fixed assets investment allocated in 1978-2013. The input has been used

mainly to support the construction of roads, water supply and drainage, heat supply, power transmission and transformation, sewage treatment and other supporting infrastructure, as well as standard workshops in textile and garment industrial parks and clusters. These projects have effectively increased the capacity of the textile and garment industry parks across the Region, and made it a new driver for Xinjiang's economic and social progress.

2. Establish strategic alliance for industrial technology innovation and technology research centers

In 2015, the "Xinjiang Strategic Alliance for Textile Industry Technology Innovation" was founded. With its 39 members, including enterprises, universities, research institutes in the region, the Alliance plays an active role in promoting university-industry collaboration and research results transfer in Xinjiang's textile industry. Meanwhile, supported by Xinjiang some backbone enterprises, a number of

engineering technology research centers have research centers have been established, including Xinjiang Cotton Textile Engineering Technology Research Center. These research centers serve as platforms to upgrade the existing technologies, improve tailored engineering applications, so as to promote the integrated and supporting engineering applications to transfer and scale out to other relevant industries.

3. Implement textile science and technology research and development

During the “13th Five-Year Plan” period, Xinjiang has achieved a number of scientific payoffs, including the “Integration and Industrial Application of Technologies for Improving Cotton and Cotton Yarn Quality” , “Internet plus Cotton Circulation Technology Innovations and R & D Application Platform”, “R & D and Application of New-Type High-Count Yarn and Biobased Textile Auxiliaries”, “Study on the Key Technology for Production of High-Count Yarn with Pure Ultra Short Animal Wool Fiber”, “Research and Application of High-Quality and High-Yield

Technology for High-Count Combed Compact Spun Yarn”, “Development of Technology for Preparation of Environmental Friendly Textile Auxiliaries Based on Xinjiang’s Vegetable Oil Resources”, “Research and Industrial Application of the Key Technology for Specialty Animal Wool Fiber Combed Slivers and Worsted Yarn”, and “Study on the Key Technology for Apocynum Textile”. These projects have systematically enhanced the R & D capability of Xinjiang’s cotton textile industry, and also laid a solid foundation for the industry’s re-innovation.

4. Accredited hi-tech enterprises in the textile industry

By the end of 2019, there are five high-tech textile enterprises in Xinjiang, with four of them engaged in cotton textile mostly, therefore, leading the industry with their strengths in technology.

Case 6: Building smart cotton fields beyond conventional experience-based agricultural management model

A cotton spinning factory in Aksu Prefecture extends its industrial chain toward the upstream. It manages a high-standard demonstration farm with an area of 10,000 mu (about 667 hectares), where it develops smart agriculture by leveraging the IoT technology, going beyond the traditional crude and experience-based agricultural management model. The smart farm makes the following things possible.

1. Monitor in real time the planting conditions: with the help of the IoT technology to monitor in real time the planting conditions and environment based on data collected and recorded on soil moisture, field meteorology, irrigation and fertilization flow, pests and diseases etc. .

2. Optimize the planting process: identify the planting problems according to the accurate monitoring data, develop or optimize the planting management plan, and improve the planting process. Based on this, field personnel, agricultural machinery equipment and planting activities are managed in a standardized manner.

3. Scientific Control costs and benefits: through the two-way data transmission between the field personnel and the web base, analyze the input materials, costs and expected benefits, and adjust in real time the agricultural planting plan, to reduce planting and management risks.



Picture 14 Employees of different ethnic minorities in Aksu Textile Industry City getting off from work

Chapter Three

Promote Common Prosperity

Xinjiang's cotton textile industry is an epitome of economic and social development jointly promoted by all the ethnic groups in Xinjiang. Local farmers of all ethnic groups, by working at cotton textile enterprises, have been lifted out of poverty with income gaps narrowed, development imbalances reduced, population's health, education and healthcare service improved and the unity of all ethnic groups for common prosperity and development promoted.

I. Good Health and Well-being



SDG 3 Good Health and Well-being

Ensure healthy lives and promote well-being for all at all ages.

Health is the foundation for individuals and families to flourish, communities to prosper and nations to thrive.

——Dr. Tedros Adhanom Ghebreyesus, WHO Director-General, October 2018

1. Accessibility of medical services

Health is a fundamental human right. It is an important factor for sustainable development to keep everyone in a healthy state that is necessary for decent life. Sufficient, high-quality and affordable medical services are an essential pre-condition for preventing and treating diseases, and stopping them return back to poverty due to illness. In the recent 3 years, the number of medical institutions in Xinjiang has been sufficient and stable, and the number of beds and health professionals has kept rising, well meeting the requirement of the general public to access medical services.

Table 1 Healthcare Services of Xinjiang Autonomous Region (2017-2019)⁵

Year	Medical institutions	Beds (10,000)	Health professionals (10,000)
2017	15682	13.80	14.71
2018	15484	14.32	15.19
2019	15644	15.27	15.87

⁵ Source: Statistical Communiqué of Xinjiang Uygur Autonomous Region on the National Economic and Social Development 2017-2019.

As Xinjiang's infrastructure keeps improving, medical services have become more easily accessible. For cotton textile employees, they can go to three kinds of medical facilities for help: first, hospitals near factories; second, clinics or service centers of the communities where the factories are located; third, clinics within factories. Employees don't have to pay before receiving medical treatment, and they enjoy medical insurance and free occupational health checks. It is learned through the survey that the trade unions of some cotton textile enterprises regularly organize health checks, pay hospitals for sending health check vehicles to serve employees at the factories, and regularly organize gynecological examinations for female employees. Many employees used to return to villages, townships and pastoral areas to visit doctors and have their health checked. Now they can receive medical services in factories and communities. For the employees mired in difficulty due to illness, enterprises provide them with special care and aids to ensure their access to affordable medical services in time.

Case 7: Care for an employee with cancer

Guli Rehmethan is an ethnic minority female employee at a textile company in Ili Kazak Autonomous Prefecture. In her second year with the enterprise, she was diagnosed with cancer in a health check organized by the enterprise. The enterprise immediately arranged her to be hospitalized, and organized donations for her, and encouraged her to overcome the disease and stay hopeful for future life. During the course of treatment, most of the costs were covered by her medical insurance. She felt quite at ease as her economic and spiritual pressure were dramatically reduced. After checking out of the hospital, according to her willingness to continue her work, she was arranged to a position with a light workload and in charge of ethnic minority employee training.



Picture 15 Hospital of Aksu Textile Industrial City



Picture 16 A health check vehicle



Picture 17 An employee is receiving a health check



Picture 18 Female employees are receiving health check

2. Integrity of physical and mental health

Mental health is another important dimension of health. According to the WHO, “health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.” A good mental state helps people deal with life pressures, effectively work and give full play of their potentials. The work at cotton textile enterprises could be tedious, and with the increasing level of automation, employees have less interaction with others while on duty. To tackle this, cotton textile enterprises in Xinjiang implement mental health interventions mechanism, and take measures to address employees’ occupation-related emotional and mental health problems. It is learned from the survey that most cotton textile enterprises have established “factory classrooms” and employee recreation centers. The facilities include basketball court, table tennis court, badminton court, and reading rooms. Some enterprises regularly organize employees to participate in sports games, skills competitions, cultural shows and other recreational activities. Other enterprises have set up psychological counseling rooms, or work with social organizations to provide employees with psychological counselling service.



Picture 19 Eid-Kurban Festival celebration at a enterprise in Bayongol Mongolian Autonomous Prefecture



Picture 20 Textile employees playing sports



Picture 21 General Manager of a textile enterprise in Aksu was invited to go on a visit at an ethnic minority employee’s family



Picture 22 A team development activity organized by a textile enterprise



Picture 23 After work activities for Textile company employees



Picture 24 Clean and tidy working environment in a textile enterprise

3. Safety of working environment

Health is not limited to health care. It also affected by health, social and economic factors, such as food and nutrition, housing, safe and healthy working conditions and environment. The cotton textile enterprises in Xinjiang value the health factors at workplace, and maintain a working environment that is clean, tidy, safe, environmentally friendly, efficient and harmonious, in strict compliance with laws and relevant standards. It is also discovered that all the enterprises surveyed regularly provide occupational safety education, enable employees to be aware of and identify the health risks in workplaces, monitor high temperature, noise, dust, hazardous chemical substances and mechanical equipment safety, prevent and reduce risks of employees' exposure to hazardous substances, and prevent and control occupational diseases, to ensure employees' health and safety.



Picture 25 A modern workshop



Picture 26 Occupational hazard notification board at a textile workshop



Picture 27 Fire safety training organized by a textile enterprise

4. Comfortable housing

Adequate housing is an important prerequisite for maintaining a decent living standard, and physical and mental health. It is common for the cotton textile enterprises in Xinjiang to directly provide employees with good accommodation. Employees often enjoy free dormitories, or are charged at a extremely low rate for private apartments. Some enterprises exempt employees from water and electricity costs, while others ask employees to pay part of the costs. Among the 26 enterprises surveyed, 24 have constructed employee apartments and dormitory buildings, or lease to employees the dormitories within and near enterprises' premises. One cotton textile enterprise invested RMB 180 million in constructing employee apartments and dormitories, which are well equipped and have bathrooms. Near the dormitories, there are hair salons, supermarkets, service halls of telecommunication companies. Meanwhile, the enterprise also values landscape engineering in its premises and residential



Picture 28 Employee dormitory buildings of a textile enterprise in Ili Kazak Autonomous Prefecture



Picture 29 Female textile employees are at their dormitory in Shihezi



Picture 30 A clean and tidy female textile employees' dormitory in Aksu

areas, and keeps improving the living environment and its livability. It is learned in the survey that often 2-5 employees share a dormitory, with a per capita floor space of 5-20 square meters. Most enterprises also provide couples that work at the same enterprise with private apartments, and provide the employees who live off enterprises' premises with free schedule buses.

II. Quality Education



SDG 4 Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

We need to better anticipate changing demands for skills and reorient education and training to meet those demands. This requires stronger collaboration between labour market and education and training systems.

——Audrey Azoulay, Director-General of UNESCO, September 2018

Xinjiang's cotton textile enterprises relies on Higher Vocational and Technical College, Technical Secondary School, Technical College, proactive cultivating professional and technical personnel to improve employees' vocational skills. They advocate employees' respect for cultural diversity, mutual respect, mutual learning, and joint improvement in work and life.

1. Develop vocational and technical education

The vocational and technical schools in Xinjiang cultivate cotton textile professionals mainly by developing textile programs. In 2017-2019, four vocational colleges, namely Xinjiang Industry Technical College, Xinjiang Vocational and Technical College, Aksu Vocational and Technical College, and

Bayangol Vocational and Technical College, set up 11 textile programs in the categories of Modern Textile Technology, Textile Inspection and Trade, Textile Electro-mechanical Technology, and Dyeing and Finishing Technology at junior college level; 11 vocational colleges and schools, namely Xinjiang Industry Technical College, Xinjiang Vocational and Technical College, Aksu Vocational and Technical College, Bayangol Guoleng Vocational and Technical College, Xinjiang Supply and Marketing School, Kashgar Prefecture Secondary Vocational and Technical School, Manas County Secondary Vocational and Technical School, Shawan County Secondary Vocational and Technical School, Shaya County Vocational Senior High School, Xinhe County Vocational Senior High School, and Yutian County Vocational and Technical School, set up 11 textile programs Textile Technology and Marketing, Cotton Processing and Inspection at secondary vocational school level. In 2017-2019, an accumulative total of 1,297 persons graduated from textile-related programs of vocational and technical schools in Xinjiang, among them, 1,079 got employed in the textile industry, with an average employment rate of 83.2% in the

industry. In addition to diploma education, the vocational and technical schools in Xinjiang also provide on-job vocational and skill training to ensure open, fair and inclusive education opportunities.

The professional textile practical training bases are the bridge between vocational and technical schools and cotton textile enterprises, representing an important form of school-enterprise cooperation. Since 2016, Xinjiang has invested a total of RMB 26.7 million in establishing 15 textile and garment practical training bases in the vocational schools, and provided financial support to these bases for improving educational conditions improvement. The practical training bases provide many internship and training positions, and cultivate a large number of textile talents. Xinjiang Industry Technical College, Xinjiang Vocational and Technical College, and Aksu Vocational and Technical College launched a pilot project on the modern apprenticeship in the “Modern Textile Technology” program. Through school-enterprise cooperation, they have optimized curriculum, improved talent cultivation programs, and enhanced the educational quality of technical and skilled talents.

Case 8: Textile talent cultivation----practices of Aksu Vocational and Technical College

Aksu Vocational and Technical College, established in March 2002, is a model comprehensive vocational college at prefectural level in southern Xinjiang. Textile and Garment is one of its key and strong program . In response to the needs of economic and social development for special talents, the college has reformed vocational education curriculum , explored diverse models of school-enterprise cooperation and industry-education integration, and provided education in enterprises by relying on the educational resources of its Textile and Garment program, the existing textile faculty members and hands-on training bases. At present, the college offers three 3-year college-level vocational programs, namely Modern Textile Technology (introduced in 2011), Dyeing and Finishing Technology (introduced in 2015), and Textile Inspection and Trade (introduced in 2018); a five-year college-level vocational

program, Modern Textile Technology (introduced in 2019); and a three-year secondary-school-level program, Textile Technology and Marketing. The college actively pursues school-enterprise cooperation, by establishing 6 off-campus practical training bases. In 2017-2019, the average number of registered students totaled 1,471 annually, and 886 students graduated from the college in three years, including 760 employed by the textile industry, with an employment rate of 85.8% in the industry.



Picture 31 Students of Textile Program in Aksu Vocational and Technical College are receiving practical

2. Cultivate talents within enterprises

The cotton textile enterprises in Xinjiang also foster many skilled employees by providing on-job occupational skill training. Such training is often offered at three levels: factory, workshop, and line or team. That is, when joining an enterprise, employees will receive training on applicable laws and regulations of textile industry and rules of the enterprises, and technical and safety issues lectures will be given by heads of workshops and teams. Some enterprises have even compiled bi-lingual training materials to make the training easy for ethnic minority employees. A common practice at the cotton textile enterprises in Xinjiang is that senior workers are models and teachers, and new comers learn and follow the suit . Such a practice helps new employees to improve, enhances senior employees' dedication and sense of responsibility, and creates a cohesive and mutually helping atmosphere within enterprises.

The on-job occupational skill training has not only improved employees' quality, increased their income, but also enhanced the enterprises' competitiveness and capability to achieve sustainable development. In recent years, over 400 textile and garment enterprises in Xinjiang have participated in professional skill contests, at which over 120-plus occupations (types of work) are involved. 409 textile and garment technical experts and 3,300 new skillful employees have won honors, and most of them are from the cotton textile industry.

Case 9: The occupational skill training mechanism of a yarn enterprise in Bayangol Mongolian Autonomous Prefecture

A yarn enterprise in Bayangol Mongolian Autonomous Prefecture provides employee training via 3 channels. Firstly, it provides ethnic minority employees with a free platform to learn specialized technologies so that they can read the machine instructions and learn to operate equipment. Meanwhile, the enterprise develops technical training programs in line with the ethnic minority employees' skill level, and help these employees to grasp the operation skills on a "2 to 1" or "1 to 1" basis. Secondly, it provides pre-job training. The enterprise selects experienced professionals to mentor new employees, so that the latter can acquire the required skills early. Thirdly, it also values employee development. By sending employees out for training and appraising their mastery of technology and skills, the enterprise accelerates employees' knowledge accumulation and enhances employees' technical competency.



Picture 32 A training session for new textile employees



Picture 33 A tutor is imparting technical skills to her apprentice



Picture 34 An ethnic minority textile employee is at an occupational skill contest

Case 10: A versatile textile employee's experience of growth

Saniyem Ismayli, 46 years old, is a doffer at a textile enterprise in Bayangol Mongolian Autonomous Prefecture. In July 1990, shortly after graduating from senior high school, Saniyem left her village for a cotton textile introduction training workshop organized by Yuli County. Since then, she started her textile journey. Saniyem recalled, “When I first joined a factory, I had a very patient tutor of the Han nationality, who was also a female. We were of the same age and hit it off. Before too long, we became very good friends and kept no secrets from each other. In the spinner competition organized by our factory, my tutor and I respectively took the first place in the tutor group and the apprentice group.”

To enrich her knowledge, Saniyem learned to use air conditioning technology to adjust workshop humidity. The temperature and humidity are critical for a textile workshop, and have impacts on the yarn quality. If it's too dry, the yarn will break easily; if it's too humid, the yarn can hardly be preserved. “I spent a whole year teaching myself knowledge on air conditioning. Now I know how to control the workshop temperature and humidity in four seasons. Only by extending my tongue out of the mouth will I know whether the air meets the requirements.”Saniyem said with pride.

At the enterprise, the rotor spinning equipment used by Saniyem is the most advanced in China, and the cotton blended yarn and polyester blended yarn technologies are in the lead locally. Saniyem has also grown from a young novice to a technical expert, mastering specialized technologies.



Picture 35 The bilingual induction training handbook of a home textile enterprise in Aral



Picture 36 New employees are receiving equipment maintenance training



Picture 37 Winners of 2019 Xinjiang Textile Industry Doffer Occupational Skill Contest

3. Respect cultural diversity

Xinjiang is a multi-ethnic region, with rich cultural diversity. It is discovered through the survey that enterprises can meet the special needs of ethnic minority employees in production and living. All the 26 enterprises surveyed have Halal restaurants and featured restaurants served ethnic minority cuisines to meet the dining requirements of the employees of all ethnic groups. In addition, the ethnic groups in Xinjiang celebrate their special festivals. For instance, the Uygur, Kazakh and Hui ethnic minority groups celebrate Ramadan and Eid-Corban Festival and the Mongolian group Nadam. Both Ramadan and Eid-Corban Festival are statutory holidays in Xinjiang Autonomous Region, all its citizens celebrate the festivals together. Cotton textile enterprises arrange work offs for them pursuant

to the requirements of the country and the Autonomous Region. It is fully guaranteed of employees' right to rest in New Year's Day, Spring Festival, Corban Festival, Eid Festival, etc.. Moreover, on other traditional festivals of the Han nationality and other ethnic groups, the cotton textile enterprises will also organize celebrations for the employees.

It is discovered in the survey that the cotton textile enterprises in Xinjiang encourage their employees through training and daily interactions that all staff should not only recognize the cultures of their ethnic groups, but respect those of other ethnic groups, learn from each other, put aside minor differences to seek common ground, co-exist harmoniously, and respect the cultural diversity among ethnic groups.



Picture 38 A Halal restaurant offers a variety of cuisines



Picture 39 Employees in Ili Kazak Autonomous Prefecture are having a meal at the canteen



Picture 40 Assorted barbecue served in celebration of a festival at a textile enterprise in Urumqi



Picture 41 New Year celebration at a textile enterprise in Shihezi

III. Equality Promotion and Discrimination Prohibition



SDG 5 Gender Equality
Achieve gender equality and empower all women and girls.



SDG 10 Reduced Inequalities
Reduce inequality within and among countries.

No sustainable development or peace without women.

——*Amina Mohammed, UN Deputy Secretary-General, 2020*

Gender equality is not only a fundamental human right, but also the foundation for world peace, prosperity and sustainable development. To enable women to access education, health care and decent work, and to participate in political and economic decisions, will promote sustainable development of the economy, and benefit the whole society and the mankind.

1. Increase job opportunities for women

Xinjiang's cotton textile industry plays an important role in employing women, improving their economic situation and social status. Through the employment at cotton textile enterprises, female employees have gained economic independence, and been lifted out of poverty. They have also propelled sustainable development, and had equal access to production resources, opportunities and public services.

In Xinjiang's cotton textile industry, female employees account for a high proportion. According to the statistics of the Federation of Trade Unions of Xinjiang, in December 2019, the member enterprises of the Union had representing 66.04% female employees. The questionnaire results indicate that the 26 cotton textile enterprises surveyed have 19,341 employees, including 10,655 female employees, representing 55.09%. In the enterprise with the most female employees, the proportion of female employees is as high as 80%, while even in the enterprise with the fewest female employees, the proportion

is still above 40%. It can be argued that in the cotton textile enterprises in Xinjiang, women hold up half the sky. Meanwhile, in the cotton growing sector that is closely linked to the cotton textile industry, women also play a dominant role.



Picture 42 A female textile employee is at work

2. Oppose to gender discrimination

Cotton textile enterprises have various types of work. The common practice used to be that men engaged in machine maintenance, while women in spinning and other similar kind of work. In spite of this, it is discovered in the survey that, the occupational skill training provided by cotton textile enterprises is not gender-specific, and employees are assigned to positions based on their personal preferences and strengths to fully leverage their potential.

The cotton textile enterprises in Xinjiang implement equal pay for equal work, and prohibit gender discrimination. For instance, in one of the surveyed companies, average monthly wage for men is RMB 3,800, while female employees' is RMB 3,914; and in another company, male employees' average monthly wage is RMB 3,753, while female employees' is RMB 3,740; in a third company, male employees' average monthly wage is RMB 3,522, while female employees' is RMB 3,568. Although the three companies vary in numbers of the average monthly wage due to regional differences, there

is no apparent wage difference between male and female employees.

The cotton textile enterprises provide female employees with opportunities to gain economic independence and improve skills. As a result, females' status both at home and in the society has been systematically raised, and the personal fate of tens of thousands of female employees haven been changed. It is particularly true with the ethnic minority female employees.

Case 11: A female technical expert's growth

Roxengul Haxim is an uygur doffer at a cotton enterprise in Aksu. With the enterprise' support, she has become a technical expert. She has not only mastered the operating skills, but also made innovations and improvements in production processes. She dedicates to find the solutions of various faults, and shares experience with her colleagues, to reduce the time for removing faults and safeguard production. In her enterprise, ethnic minority employees accounts for over 78% of the enterprise's workforce. Taking her as a role model, employees learn from each other for common progress. She has won a number of honors, such as Special Award of the Organizing Committee of National Textile Industry "Weiqiao-Jingwei Cup" Spinning Frame Operators' Occupational Skill Competition, and "Inheriting Great Artisan" of China's cotton textile industry.



Picture 43 Rouxiangul Axim is at work

3. Empower women

Physiological differences should not be the barriers that prevent females from engaging in social development. To this end, females' traditional roles should be abandoned in the education for females. Instead, females should be encouraged and supported to acquire the same ability to engage in social development as males.

Xinjiang's cotton textile industry focuses on creating an educational environment in employee training that respects females' ideas, awareness and creativity, to enable all the employees to receive equal treatment, and to encourage female employees to fully leverage their potential. The skill training provided by the textile industry helps females to access new knowledge and skills, benefit from such

knowledge and skills, establish the concept of lifelong learning, and develop the lifelong learning ability. It is discovered in the survey that, in cotton textile enterprises, the occupational skill training provided to females involved the basic knowledge of mathematics, science and machinery, as well as operating technology and management skills. This not only helps females have better job opportunities, but strengthens enterprises' technical and management capabilities.

Case 12: Sadimu's transformation from a farmer to an industrial worker

Sadim Eziz, female, Uygur, 38 years old, is from an ordinary farmer's family at Moyu County. Her family has 5 members, with farming as the main source of income, and therefore lived a stressful life. To relieve family burden, she came to work at a cotton textile enterprise in Hotan Prefecture in August 2017. At the beginning she was quite ignorant about textile technology. But through the enterprise's training and her tutor's directions, she grasped the basic professional skills soon, and became a skilled employee. She used to have no fixed income, but now her average monthly wage is over RMB 3,500. She has not only been lifted out of poverty, but mastered the skills that provide her with better living and working conditions.

4. Prohibit harassment and abuse

The cotton textile enterprises in Xinjiang protect the rights and interests of all employees, female employees in particular. They prohibit workplace harassment, verbal and physical abuse in the workplace. It is discovered in the survey that most enterprises regularly or irregularly organize training or publicity activities on protecting females' rights. Some enterprises have developed the protocols for complaints, whistle-blowing mechanism and dealing with them, while others focus on female employees' legitimate domestic rights, interests, and positions. According to the "Anti-Domestic Violence Law of the People's Republic of China" and the "Measures of Xinjiang Uygur Autonomous Region for Implementing the 'Anti-Domestic Violence Law of the People's Republic of China'", the enterprises provide family virtue education and anti-domestic violence publicity, and disseminate the "Anti-Domestic Violence Law", the "Personal Safety Protection Order" and the relevant practices, to enhance female employees' ability to protect their physical and mental integrity.



Picture 44 Billboards on the Anti-Domestic Violence Law public education at an enterprise in Changji Hui Prefecture

5. Support female employees in balancing family and work

International conventions and national laws all require gender equality. However, due to work division and family responsibility sharing between the genders, females, in addition to workplace duties, also do more housework than males. The trade unions of the cotton textile enterprises and the local women federations in Xinjiang take effective measures to support female employees' family-work balance and prevent their contributions for society and family from becoming barriers for self-development.

First of all, the cotton textile enterprises generally provide female employees with special protection, including the special care during their pregnancy, maternity and breastfeeding. Pursuant to national laws and regulations, the enterprises

reduce female employees' workload, arrange appropriate positions and enough time for breastfeeding, do not extend working hours or arrange night shifts, and allow extra breaks at working hours. Next, kindergartens are established near the textile clusters and large enterprises for the convenience of female employees and their children. In addition, an increasing number of cotton textile enterprises in Xinjiang strive to share the childcare burden of the employees with children of under three years old. They establish childcare institutions in the enterprises' neighboring communities or within enterprises to take care of female employees' children.



Picture 45 A female employee is picking up her child from the kindergarten



Picture 46 "Summer Vacation Childcare Room" at an enterprise in Shihezi

6. Support disable persons' employment

China has formulated the "Law of the People's Republic of China on the Protection of Disabled Persons" and the "Opinions on Promoting the Employment of Disabled Persons in Proportion to Total Employment" in line with the UN Convention on the Rights of Persons with Disabilities and the domestic circumstances. According to the "Statistical Communiqué of



Picture 47 Children are playing toys at a kindergarten in the Textile City

Xinjiang Uygur Autonomous Region on Development of Disabled Person Undertakings 2019”, 165,000 disabled persons with certificates were employed in 2019, and the cotton textile industry made significant contributions to this. The cotton textile enterprises in Xinjiang promote disabled persons’ employment and equal participation in society by intensifying efforts to provide occupational skill training and develop employment positions. Their measures include the following. Welfare enterprises in the cotton textile sector are established for disabled persons; normal cotton textile enterprises are to arrange jobs for disabled persons according to law, and choose appropriate types of work and positions for them, so that disabled employees can sustain themselves; the enterprises that employ disabled persons can be exempted from paying the employment security fund for the disabled; the enterprises, where the proportion of disabled employees fails to reach the prescribed level, shall pay the employment security fund for the disabled pursuant to the relevant regulations of the country.



Picture 48 A disabled employee is working at a cotton textile enterprise

Case 13: A textile enterprise in Ili Kazak Autonomous Prefecture supports the employment of disabled persons

A welfare enterprise in Ili Prefecture is specialized in cotton yarn production, seed cotton trade and processing. The enterprise has 317 employees, 87 of them are disabled, representing 27% of the total. The enterprise strengthens the education and training for disabled employees, provides them with multilevel skill training involving multiple jobs, and arrange them to engage in spinning, equipment maintenance, packaging, bobbin placing, yarn transporting, and foreign fiber picking. To date, 100% of the disabled employees have been assigned to positions. Whatever its economic performance is, the enterprise has always been paying the contributions of the “five insurances and one fund” for the disabled employees on time. Even when the enterprise faced difficulties and had to downsize the work force, it took protective measures to ensure to the extent possible that the disabled employees were not laid off. The enterprise also helps the disabled employees solve their difficulties in life, provide physical and mental support to them, and try every means possible to help them make unremitting efforts to improve themselves.

Case 14: A textile enterprise in Shihezi City offers employment for disabled employees

Li Malan, a 30-year-old male employee of a textile enterprise in Shihezi City of Hui ethnic minority, is from Zhangjiachuan Hui Autonomous County, which is a national-level poverty-stricken county in Tianshui City, Gansu Province. He suffers from class 7 disability due to a work-related foot injury, and cannot perform any heavy labor. The company arranges him to work in winding, with a monthly wage of about RMB 4,200, free accommodation. The good working conditions and payments at the enterprise have improved Li Malan's life, and his family have also moved to Shihezi City. With protection of the labor contract, he can send his child to the local school, giving the child equal access to compulsory education as local children.

7. Respect freedom of religious belief

Many ethnic minority groups in Xinjiang believe in religions. Uyghur, Kazak, Hui, Kirgiz, and Tajik ethnic minority groups are Islam followers, while Mongol, Xibe and Daur ethnic minority groups are Buddhists. The survey found that cotton and textile enterprises in Xinjiang respect and protect the freedom of religious beliefs of employees with non-interference and unlimited restriction on their participating in legal religious activities.

Reference 4: “Regulations of Xinjiang Uyghur Autonomous Region on Religious Affairs”

The “Regulations of Xinjiang Uyghur Autonomous Region on Religious Affairs” was amended and adopted by the 11th Session of the Standing Committee of the 12th Autonomous Region People's Congress on November 28, 2014, and took effect on January 1, 2015. The document clarifies the legal definition of freedom of religious belief and the legal boundaries of religious activities from the perspective of code of conduct, and provides effective pathways to realize the freedom of religious belief in China. It provides institutional guarantee for carrying out religious activities and managing religious affairs according to law, and promoting the rule of law in the work related to religious affairs.

IV. Sustainable Cities and Communities



SDG 11 Sustainable Cities and Communities

Make cities and human settlements inclusive, safe, resilient and sustainable.

Cities generate more than 80 per cent of global gross domestic product, and as centers of education and entrepreneurship, they are hubs of innovation and creativity, with young people often taking the lead.

—António Guterres, UN Secretary-General, October 2019

1. Build sustainable cities

Cities serve as hubs in the evolution of ideas, commerce, culture, science, production forces, and society. Well-run cities improve people's social and economic life. The cotton textile industry converges production factors. In Xinjiang, the cotton textile industry development has helped industrialized cities grow from scratch. Meanwhile, cities and communities are also the natural foundation of cotton textile enterprises, and the social foundations for their development. These enterprises have forged the common prosperity relationship with cities and communities.

Aksu Textile Industry City (Development Zone), founded in October 2010, is an important component in the landscape of Xinjiang's textile and garment industry, which is characterized by "three cities, seven parks and one center". When the Industry City was first constructed, the land was part of a barren desert. To attract enterprises, the Management Committee of the Industry City adopted a series of enabling policies, such as

social security subsidies, preferential electricity price, pre-job training, and subsidized interests for loans. As a result, the comprehensive costs of the enterprises in the Industry City were about 10% lower than those of the enterprises in costal areas. In recent years, the "Belt and Road" Initiative has brought about a historical opportunity. The Industry City, by fully leveraging the industrial cluster effect, has developed a whole industrial chain, consisting of spinning, printing and dyeing, weaving, home textiles and garment. It has become a national demonstration park for the textile industry transfer, a production, processing and export base of China for textile exports to Middle Asia, South Asia, and even Europe, and an important base for Xinjiang to drive transfer employment of the surplus rural labor force in the four prefectures in south Tianshan Mountain. Thanks to the cotton textile businesses, a barren desert in the past has turned into a livable modern industrial city.



Picture 49 Aksu Textile Industry City (Development Zone)



Picture 50 Shihezi Economic and Technological Development Zone



Picture 51 Nearly 10,000 affordable apartments for textile and garment employees

2. Build harmonious communities

The cotton textile enterprises in Xinjiang rely on local diverse communities. The sustainable development of communities has profound impact on enterprises' operation and the development in terms of workforce, ethnic relations, and social environment. It is discovered in the survey that the cotton textile enterprises are fully aware of this link, and carry out

community engagement and consultation during the course of construction. After the construction is completed, they allocate their own resources, technologies and capabilities to improve the local education, and enhance local people's health and well-being. As a result of these efforts and inputs, their surrounding environment keeps improving.



Picture 52 Employees' children enjoy a happy life at a kindergarten



Picture 53 A middle school for textile and garment employees' children

Case 15: Enterprise community provides employees with life convenience

A textile enterprise in Aksu was founded in 2012. Even at the stage of site selection, whether it was convenient for workers to return home and meet their children and how much the living costs were put into consideration. Eventually, a site in a township was selected. The enterprise provides free dormitories for employees. Couples and college graduates have access to apartments exclusively designed for them,

with a rent of RMB 2/m² per month. The employees who do not live in the enterprise's dormitories may take shuttle buses. The enterprise has also set up a supermarket, which sells cheap and cheerful goods. Within the enterprise premise, there is an official kindergarten. Students at schools, ranging from kindergarten to senior high school, receive free education, with the costs for meals, textbooks and schoolbags covered by the country. Staying in such a community, employees feel very happy. Many working couple families have bought cars. An enterprise-based harmonious community is shining with glamour.

Case 16: Taking active part in public welfare

A company began to work with the local governments in Xinjiang as early as 1997, and constructed 21 primary schools in Shaya County Aksu and Lop County of Hotan, striving to practice the philosophy "more opportunities for education, more space for development". Regarding environmental protection, since 2004, the company has been organizing environmental protection publicity and education activities in 132 schools across Xinjiang. To date, about 124,000 teachers and students have participated in these activities, planting 397,000 trees and travelling 26,000 kilometers. In response to the predicament in life and education faced by the children from families with AIDS in Urumqi. The company launched a project of care for these children in 2005. The enterprise provides every family with supplies every month, assists in paying s educational fees for 115 children every semester, and organizes activities for them from time to time. The company highly values the education in Xinjiang. Since 2002, the enterprise has donated 340,000 books with a total value of RMB 3.64 million to 1,052 schools in Aksu, Hotan and Ili to address the lack of extra-curriculum reading materials at primary schools in poverty-stricken border areas. It has also provided financial assistance to nearly 5,000 poverty-stricken primary school students. Meanwhile, the enterprise provides 114 most needy students each with a grant of RMB 1,800 a year, to support their senior high school education.

Case 17: Charity activities of Aksu Textile Industry City (Development Area)

The textile and garment enterprises in Aksu Textile Industry City (Development Zone) organize "Hand in Hand, Forging Unity" charity activities on the Children's Day, donating clothes to rural primary school students and the poverty-stricken students at Textile City No. 1 Middle School; extend cares for the younger generation, donating books to schools; promote new rural civility by donating towels and toiletries. These actions fully demonstrate their own role to help the poor and fulfill social responsibility. At the beginning of each semester, the enterprises coordinate the admission of employees' children by kindergartens and schools, to help eliminate employees' worries.



Picture 54 Charity event held on Children'Day by Enterprises at Aksu Textile Industry City



Picture 55 Administrative staff of a textile enterprise in Urumqi preparing to send birthday cakes to employees.

Chapter Four

Protect Lucid Waters and Lush Mountains

Xinjiang covers a vast expanse of land, more than half of which is Gobi and desert, barren or undeveloped.. Water resource there is scarce, and the ecological environment fragile. However, as the most important cotton production region and a leading power generation base in China, Xinjiang is also an ideal place for developing the cotton textile industry. Xinjiang's cotton textile industry upholds the concept of green development, keeps optimizing management, and strives to reduce its footprint left on environment by its energy consumed, noise, dust and water use, to contribute to developing the “beautiful Xinjiang”.

I. Climate Actions



SDG 7 Affordable and Clean Energy

Ensure access to affordable, reliable, sustainable and modern energy for all.



SDG 12 Responsible Consumption and Production

Adopt sustainable consumption and production patterns.



SDG 13 Climate Action

Take urgent action to combat climate change and its impacts.

Climate change is an opponent we shaped with our own hands, but whose power now threatens to overwhelm us.

—Patricia Espinosa, UN Climate Change Executive Secretary, September 2018

Xinjiang exhibits the temperate continental climate, with long and extremely cold winter, short but hot summer, and sharp temperature variations in spring and autumn. The average temperature difference between the hottest and the coldest month in Xinjiang is often more than 30 degrees centigrade. Drought, coldness, strong wind, frost, hailstone, rainstorm, floods and other natural disasters frequently occur. Overall, the fragile ecological system in Xinjiang is weak in risk resilience and difficult to restore.

The environmental impacts generated by modern industry exerts huge stress on Xinjiang's fragile ecological environment. Therefore, the natural environment and ecology in Xinjiang require the local economic development to be environmentally friendly to make sure that lucid waters and lush mountains be protected and people's well-being is improved.

It is the right time for Xinjiang to develop its cotton textile industry. The industry has relatively less impact on the environment, furthermore, as a raw material, cotton is a sustainable and renewable resource. In the production process that occurs at cotton textile enterprises, the environmental footprint mainly involves energy consumption, noise, dust, and water use. Among them, energy consumption is the most substantive issue.

Xinjiang is rich in energy which provides a solid foundation for developing the cotton textile industry. Besides, the industry, relying on the ever-optimizing energy structure and the increasing energy efficiency, contributes to reducing carbon emission and addressing global climate change.

Optimize energy structure. Xinjiang is rich in solar energy, wind energy and other new energy resources. In late 2019, the installed capacity of new energy in the region reached

29.8165 million kW, representing 32.3% of the total. In 2019, the accumulative new energy power generation totaled 52.9 billion kwh, up by 16.7% year on year. The replacement of traditional thermal energy with clean and sustainable new energy is of great significance for the cotton textile industry, a large energy consumer, to reduce carbon emission and address climate change.

Increase energy efficiency. The efficient management and upgrading of production technologies keep reducing the average energy consumption per ton of yarn of Xinjiang's cotton textile industry. Cotton textile enterprises purchase advanced green and environmentally friendly production equipment from abroad to reduce unexpected equipment shutdown or random operation , and cut down unnecessary equipment and electricity loss; reduce power consumption of lighting by scientific adjustment of the lighting system, such as using energy saving lights or solar energy lights, installing inductive control systems, and optimizing the lighting time, adopting air energy utilization facilities to transmit the hot air generated by spun yarn to other workshops, office areas and warehouses for heating, thus reducing energy consumption.



Picture 56 A wind farm in Dabancheng, Xinjiang



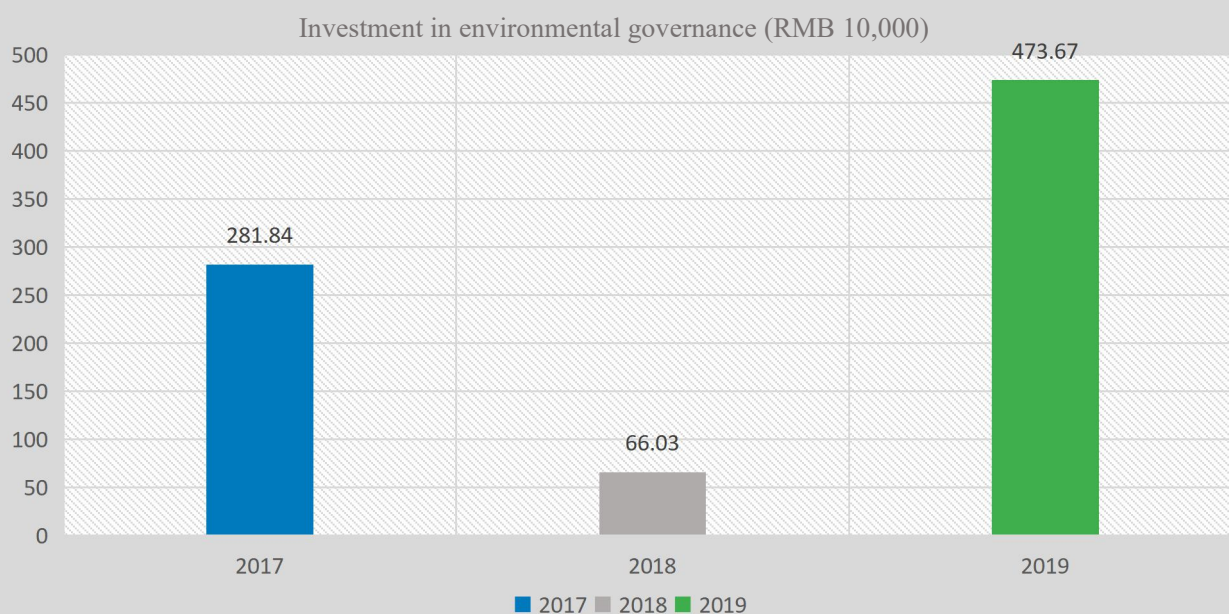
Picture 57 A 20-MW solar PV power plant in Hami, Xinjiang

Table 2 Environmental Footprint Management of Cotton Textile Enterprises

Environmental Footprint	Measures
Noise	Increase the thickness of building walls and roofs , and install sound insulation boards; Construct separate rooms for independent machines that generate much noise
Dust	Purchase dedusting equipment to collect dust, re-utilize dust or send it to public non-hazardous waste treatment plants.
Water use	Install air conditioning cooling water reuse system; Use treated industrial wastewater and domestic sewage for irrigation

Case 18: A Textile Co., Ltd. in Changji builds a green factory

In 2017-2019, A Textile Co., Ltd. made an accumulative investment of RMB 8.215 million in environmental governance to build a green factory in an all-round manner.



Picture 58 Investment of Changji a Textile Co., Ltd. in environmental governance

Energy conservation and emission reduction. The enterprise installs sound operated switches, body sensors and timing controllers to manage the lighting system; upgrades road lamps by replacing mercury lights with LED lights; sets start-stop for clean air fans in line with machines' requirements, and identifies the right start-stop rules. In 2019, the enterprise's comprehensive energy consumption per unit product was 196 kgce/ton, and the comprehensive power consumption per unit product 1,322.77 kwh/ton.

Saving water. In 2019, the enterprise realized zero discharge of industrial wastewater. The water extraction per RMB 10,000 of industrial output was 3.9 m³, and the comparable water consumption per unit of output 3.067 m³/ton, both leading the industry.

Recycling packaging materials. The traditional polypropylene knitted bags and paper cartons have been replaced by new-type pallet packaging, to reduce the use of non degradable plastic products, such as polypropylene knitted bags and plastic bags. Meanwhile, the enterprise has developed the smart paper bobbin sorting and dyeing equipment, to recycle the bobbin for environmental protection.

Case 19: Implement lean management to reduce environmental footprint

A yarn company in Bayangol Mongolian Autonomous Prefecture is a leading rotor spinning production base in China. In early 2018, the company passed the certification of the ISO14001: 2015 management system. Lean and systematic environmental management has brought to significant improvements in saving power consumption and water.

Saving power consumption

In line with the on-site process requirements, after multiple tests, the company reasonably manages the number of air compressors, to improve their operating efficiency, thus significantly reducing their power consumption. In 2019, the power consumption was reduced by 1,296,350 kwh compared with that of the previous year.

The company adjusts workshop lights properly to maximize the lighting efficiency. In 2019, the company removed 2,466 lights (totaling 34.5 kW), reducing power consumption by 320,430 kwh relative to the consumption in the previous year.

Saving water

The company manages industrial water consumption and saving to ensure the proper and accurate water use. It also carries out water balance tests and water efficiency assessment. Based on the water data, the company identifies how the water balance can be achieved and to what extent water is used properly. Meanwhile, it also establishes and improves the water use measurement system and uses more secondary measurement instruments. In 2019, the water consumption decreased by 99,835 m³ relative to that of the previous year, down by 16.7%.

The company strictly monitors steam flow meters to manage their accuracy, strengthens the on-site heating management, understands the steam control at the heat exchange station, and adjusts the heating temperature based on the outdoor temperature. In 2019, the steam consumption decreased by 3,202.3 tons than last year.

Case 20: Establish environmental protection system to promote environmental governance

A cotton spinning company in Xinjiang has established the environmental management body and the emergency-response center, and the company's top manager is in charge of the work related to environmental protection affairs. The company has formulated environmental protection systems for environmental management, prevention and control of environmental and other hazards, and for environmental monitoring. Meanwhile, it has also enhanced employees' environmental protection awareness and sense of responsibility to jointly build an environmentally friendly company.

Strictly control consumption and save resources and raw materials. The company collects statistics on and conducts analysis of the consumption of water, electricity, cotton and mechanical materials on a monthly basis, compares and assesses the performance of workshops and shift teams at the end of each month. It reviews the performance on a quarterly basis to identify gaps and control points, develops solutions accordingly, and strengthens efficient management, to save water, electricity and raw materials.

Recycle consumable materials. The company follows the principle of "prioritizing maintenance over processing, and processing over external purchasing", and requires workshops to strengthen the management and control of material consumption. The material clerks play a leading role in creating the ledger for material consumption and recovery, categorizing materials into "those that must be recovered" and "those that are encouraged to be recovered". The materials that must be recovered shall immediately enter the waste warehouse; regarding the materials that are encouraged to be recovered, the recovery is rewarded in accordance with the basic management system.

Optimize working procedures. Under the precondition of production and operation in line with quality standards, the company reduces unnecessary equipment loss and power consumption, and enhances energy efficiency by properly arranging production tasks, optimizing working procedures, and shortening equipment shutdown or idle operation time.

II. Under Water and Terrestrial Organisms Land



SDG 14 Under water Lives

Conserve and sustainable use the oceans, seas and marine resources for sustainable development.



SDG 15 Life on Land

Protect, restore and promote sustainable use of terrestrial ecosystems, scientific manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss.

“When we invest in nature, it protects us.”

—*Inger Andersen, Executive Director of the UN Environment Programme (UNEP), September 2019*

Water is the most important resource for developing the printing and dyeing industry. In addition to large quantities of dyes and auxiliary agents, the industry also consumes a huge amount of water, and generates a tremendous amount of wastewater as well. The wastewater treatment and discharge may result in environmental pollution. As a critical link between the upstream textile industry and the downstream garment and home textile production, the printing and dyeing industry is essential for increasing color varieties and value added of cotton textile products. Its development is linked to the innovation and development of the whole cotton textile industry. Hence, the printing and dyeing industry plays a critical role in the whole textile industry chain.

However, considering the scarce water resource and the fragile ecological system, Xinjiang exercises extreme prudence in

developing the printing and dyeing industry, which is concentrated in Aksu Textile Industry City, Korla Economic and Technological Development Zone, Aral Economic and Technological Development Zone, and Shihezi Economic and Technological Development Zone. The centralized printing and dyeing wastewater treatment facilities have been planned in advance and constructed, with a total daily capacity of 170,000 tons. The government has dedicated funds to support the construction. By the end of 2019, eight printing and dyeing enterprises (including whole-industrial-chain textile enterprises with printing and dyeing business) had been operating in the above four textile industry parks. Therefore, the whole value chain of Xinjiang's textile and garment industry is taking shape. The industry has been pursuing green and environmentally friendly development.

Reference 5: Water pollutants discharge standards

The printing and dyeing industrial wastewater discharge in China shall comply with the “Discharge Standard of Water Pollutants for Dyeing and Finishing of Textile Industry (GB 4287-2012)”. In 2020, Xinjiang Autonomous Region promulgated the “Printing and Dyeing Wastewater Discharge Standard (for Trial Implementation)”, the main indicators of which are more stringent than those of the national standard.

Table 3 Concentration Threshold Values of Water pollutants Discharge (mg/L)

Pollutants	Threshold values of national standard ⁽¹⁾		Threshold values of Xinjiang's standard	
	Direct Discharge	Indirect Discharge	Direct Discharge	Indirect Discharge
COD	100	200	50	200
BOD5	25	50	10	50
Suspended Solids	60	100	10	100
Chroma	70	80	30	80
Total Salt Content	None	None	4800	4300 ⁽²⁾ 3800 ⁽³⁾

(1)See the “Discharge Standard of Water Pollutants for Dyeing and Finishing of Textile Industry (GB 4287-2012)” for the existing concentration threshold values of water pollutants discharge and the benchmark effluent volume per unit product.

(2)This threshold value shall be observed under the following two circumstances:

- a. where printing and dyeing enterprises or facilities discharge wastewater to township wastewater treatment plants or for other types of industrial wastewater treatment plants, this threshold value shall be observed;
- b. where the wastewater treatment plants in the textile industry parks discharge treated water to desert stabilization ponds or include it in comprehensive utilization defined in this standard, printing and dyeing enterprises or facilities shall observe this threshold value in discharging wastewater to the treatment plants of the textile industry parks.

(3) Where the wastewater treatment plants in the textile industry parks discharge treated water to town wastewater treatment plants or treatment plants for other types of industrial wastewater, printing and dyeing enterprises or facilities shall observe this threshold value in discharging wastewater to the treatment plants of the textile industry parks.

Compared with the standards in leading developed countries and regions, the water pollutants discharge standard observed in Xinjiang is more stringent. Regarding chemical oxygen demand (COD), Japan's national standard is ≤ 120 mg/L, German textile manufacturing and fabric finishing standard ≤ 160 mg/L, EU standard ≤ 125 mg/L, and U.S. BPT standard ≤ 60 mg/L.⁶

Case 21: Implement scientific planning and centralized treatment to increase the printing and dyeing wastewater treatment efficiency

To efficiently treat printing and dyeing residue, Aksu Textile Industry City has planned a printing and dyeing area, and a wastewater treatment plant with a daily capacity of 100,000 tons. In 2017, the first phase of the plant was completed and put into operation, with a daily treatment capacity of 50,000 tons. The plant implements the following standards: COD of input wastewater ≤ 800 mg/L, and COD of

⁶Ma Chunyan, Liu Guoxiu, Xi Danli (2014). Contrastive Analysis of Dyeing and Finishing Emission Standards in Domestic and Overseas, Textile Dyeing and Finishing Journal, Vol. 36, No. 12, pp 45-48.

output water ≤ 60 mg/L. By the end of 2019, one printing and dyeing enterprise had been put into operation in the Park, i.e. Biaoxin Fiber Co., Ltd.. The enterprise's annual production capacity includes 30,000 tons of fiber dyeing and 10,000 tons of package dyeing.

In 2020, Xinjiang promulgated the “Printing and Dyeing Wastewater Discharge Standard (for Trial Implementation)” , which requires COD of input wastewater ≤ 200 mg/L, and COD of output water ≤ 50 mg/L. To meet the more stringent pollution discharge requirements, Biaoxin Fiber Co., Ltd. invested in the “ultra-filtration and reverse osmosis” wastewater treatment system for desalination and reclaimed water reuse. The treated water is finally discharged to desert stabilization ponds for irrigating the ecological forest, which is planned to cover 50,000 mu (about 3,333 hectares). Thus, the cleaner production and circular economy are realized.

Case 22: A company in Xinjiang has achieved a quick decoloring of dyeing residue and salt solution reuse

The salts in industrial wastewater generate huge burdens on the soil, and destroy the ecology. Therefore, the printing and dyeing enterprises in Xinjiang, different from those in the southeast coast, require desalination before discharging wastewater.

A textile company in Xinjiang, by leveraging the complexion extraction----membrane separation coupling technology, has launched a “quick decoloring of dyeing residue and salt solution reuse” wastewater treatment demonstration project. The cotton dyeing wastewater is categorized into high salt content residue, high COD heavily polluted water, and lightly polluted water, which are separately treated before being reused or reaching the discharge standard. In this project, the wastewater salt reuse rate reaches 80%~90%, and the reclaimed water reuse rate 50%; other wastewater is discharged to the treatment plant for biochemical treatment before reaching the standard for irrigation; the separated dyestuff residue can be carbonized into high-quality activated carbon. At present, the project's wastewater comprehensive treatment cost is about RMB 6/ton, and low-cost zero emission printing and dyeing wastewater can be expected after further technology improvements .

In 2019, the company made an accumulative investment of RMB 90 million in the salt water reuse systems in dyeing lines of cotton dyeing, bobbin dyeing, and printing. The systems for cotton dyeing and bobbin dyeing lines have been put into operation, and the system for printing is still under test. In 2019, it reduced salt discharge by 2,495 tons, with a value of RMB 1,247,500. Calculated with present rate of RMB 18/ton for high salt content wastewater treatment, a total cost of RMB 4.49 million was saved; 24,949.5 tons' salt water was reused, with a value of RMB 120,000. In 2019, this system generated an accumulative economic return of RMB 5,857,500.

Chapter Five

Demonstrate Global Value

At present, Xinjiang maintains social harmony and stability, ethnic unity, rapid economic development and a prosperous and contented life for people of all ethnic groups. Its cotton textile industry has witnessed considerable development in the stable social environment, becoming an essential link in the global textile value chain, and demonstrated remarkable global value.

I. Peace, Justice and Strong Establishments



SDG 16 Peace, Justice and Strong Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

“No cause, no matter how just, can excuse terrorism.”

——Kofi Annan, former UN Secretary-General, 2006

1. Social harmony and stability is the prerequisite for industry development

Located in the northwest of China, Xinjiang has been a multi-ethnic region since ancient times, a melting pot of cultures and religions. It is an important passageway for exchanges between Eastern and Western cultures. The long-term peace and stability is the prerequisite and foundation for the happy life of all ethnic groups.

The industrial development requires long-term social stability. Xinjiang has issued the “Regulations of Xinjiang Uygur Autonomous Region on Religious Affairs”, the “Measures of Xinjiang Uygur Autonomous Region for Implementing the ‘Counterterrorism Law of the People’s Republic of China’”, and the “Regulations of Xinjiang Uygur Autonomous Region on Deradicalization”. Based on these regulations, the Autonomous Government and the governments of prefectures and cities uphold and implement rule of law to crack down on all

violent and terrorist activities that infringe citizens’ human rights, endanger public security, undermine national unity, or split the country. Governments at all administrative levels resolutely maintain social stability. Following the principles of “protecting lawful activities, curbing illegal actions, containing extremism, resisting infiltration, and preventing and pushing crimes”, they fully respects and safeguards citizens’ civil rights including freedom of religious belief, protects people’s lawful religious activities, fulfills the reasonable religious demands of believers, protects the legitimate rights and interests of citizens and organizations. Meanwhile, they also forcefully cracks down upon terrorism of all forms, prohibits violations of the law and crimes such as spreading extremism, inciting ethnic hatred and dividing the country by means of religion, and safeguards social stability. Thus, they have provided basic

conditions for enterprises' operations and created a long-standing peaceful and stable environment for the development of Xinjiang's cotton textile industry.

The cotton textile enterprises in Xinjiang are aware that their prosperity, to a large extent, relies on the control of security risks. To this end, many enterprises have used or made reference to the relevant international standards, and established safety management systems and procedures to ensure the transportation safety from the origin to the destination of the supply chain, information security and goods movement. Meanwhile, they have also formulated effective prevention plans to raise employees' counter-terrorism awareness.

Reference 6: CTPAT certification

Terrorism is the world's common treats. After the September 11 attack, the U.S. government, importers, carriers and manufacturers jointly launched the CTPAT, i.e. Customs Trade Partnership Against Terrorism in April 2002, aiming at ensuring that all its people have the counter-terrorism equipment and awareness in the processes of production, storage and transportation, so as to prevent terrorist activities. The program requires its members to strengthen their security measures and management related to facilities, personnel, procedures and shipment, covering procedure security, information processing, access monitoring, personnel security, education and training, manifest declaration procedures, and transportation security. CTPAT members also require their partners to consolidate the supply chain security.

2. An open, fair and transparent business environment is essential for the industry's development

The market integrity system is conducive to forging an open, fair and transparent business environment, promoting enterprises to increase their integrity awareness, and strengthening the construction of the integrity system in corporate management. Xinjiang Government, by guiding cotton textile enterprises in strengthening integrity awareness, encourages them to establish and improve the internal risk prevention and control system, to build sound management systems for operation, sourcing, sale and finance, and to seek balance between pursuing economic benefits, legal compliance and promoting of traditional values. Meanwhile, the Government strengthens the legal business operation management within the industry, establishes the discredit punishment and supervision mechanisms, strives to build an efficient, clean and honest government administration environment, a fair and just rule of law environment, a regulated and integrity-based market environment, and a harmonious and stable social environment.

Case 23: Innovate in building a transparent business environment

Horgos City innovates in systems. It begins with the reform in the review and approval system by streamlining procedures and improving efficiency via the co-working mechanism, to reduce administrative costs, and realize "one-stop" fair and transparent review and approval. 134 administrative review and approval items, and licensing items handled at the city's administrative service center are checked and standardized from the lower level to the top. Each item is reviewed to determine the category of authorities, basis for exercising the authorities, responsible parties and positions, requirements, and

handling time limit. The list of items, handling procedures and instructions are compiled, and made publicly available at the website or the bulletin board of the administrative service center, to receive supervision from the general public. Thus, the randomness in the review and approval process is reduced, the power rent-seeking space eliminated, and the fair and transparent review and approval realized. In particular, the tendering and bidding can only take place at the dedicated trading platform with standardized procedures, which is managed dynamically and receives whole-process supervision to prevent under-the-table deals.

3. The efficient and collaborative institutions provide strong support for the development of the industry

To more effectively promote the development of the cotton textile industry in Xinjiang, the local authority established a Leading Group Office of Xinjiang for Developing Textile and Garment Industry to Promote Employment in August 2014, and the Leading Group of Xinjiang for Employment in Textile and Garment Industry in December 2017. The establishment of these bodies indicates that Xinjiang highly values the development of the industry. In collaboration with the Department of Industry and Information Technology, the Development and Reform Commission, the Department of Human Resources and Social Security, the Department of Finance, and the Department of Commerce, as well as industry associations, The Leading Group Office of Xinjiang for Developing Textile and Garment Industry has established an efficient platform for promoting the development of Xinjiang's cotton textile industry, and carried out a series of measures, such as developing and implementing

the overall objectives and staged objectives of employment in the textile and garment industry, studying major issues, making deployments for key tasks, and coordinating the development of the industry development in prefectures and counties; reviewing and approving the annual action plans, important documents, policy measures and project proposals submitted by the relevant departments; overseeing and guiding the implementation of the relevant industry policies of the country and Xinjiang Region.

Since 2017, the Department of Industry and Information Technology and other relevant departments of Xinjiang have taken comprehensive measures to promote the development of Xinjiang's cotton textile industry. Firstly, facilitate major project construction. Secondly, support the enterprises to engage in technological innovations, brand building, energy conservation and emission reduction based on thorough analysis on economic operation of the industry.

II. Partnerships for Common Goals



SDG 17 Partnerships for the Goals

Strengthen the means of implementation and revitalize the global partnership for sustainable development.

“The enhancement of a new generation of partnerships, partnerships not only with government, not only with civil society and academia but equally partnerships with the business community...creating the conditions for an inclusive and sustainable development - the best way to prevent crises and conflicts in today’s world. ”

——António Guterres, UN Secretary-General, 2017

1. The role of Xinjiang’s cotton textile industry in the global supply chain

China is the largest textile producer and consumer in the world, and has the most complete textile industry chain. China’s cotton textile industry leads the world in production technology, new product development and management. Xinjiang’s cotton and cotton textile industry has become an essential part of the global textile supply chain. It is like a bond, connecting on the one end millions of cotton farmers and industrial workers in Xinjiang , and on the other numerous consumers and a large number of industry players in rest of the world.

Table 4 Import and Export of China’s Cotton Fiber and Products in 2019

Commodities	Export		Import	
	Quantity(10,000 tons/100 million meters)	Value(USD 100 million)	Quantity(10,000 tons/100 million meters)	Value(USD 100 million)
1.Cotton fiber	0.9	0.9	184.9	35.7
Raw cotton	5.2	0.9	184.7	35.6
Carded & combed cotton	0.0	0.0	0.2	0.1
2.Cotton yarn	37.5	15.9	195.3	48.5
Cotton sewing thread	0.4	0.2	0.0	0.0
Cotton yarn and thread	25.8	11.5	184.7	46.3
Blended yarn and thread	10.9	4.0	9.8	3.1
3.Cotton textile	79.3	124.6	2.8	7.1

Pure cotton fabric	61.7	89.3	2.1	4.8
Pure cotton grey fabric	7.7	9.5	1.1	1.2
Pure cotton printed and dyed fabric	54.0	79.8	1.0	3.5
Cotton blended fabric	17.2	34.3	0.7	2.1
Cotton blended grey fabric	2.2	3.3	0.1	0.1
Cotton blended printed and dyed fabric	15.0	31.1	0.6	2.0

Source: General Administration of Customs, P. R. China

Xinjiang has become the preferred sourcing place for major garment brands and retailers in Europe, the U.S. and Japan, for its high quality cotton, and local cotton textile enterprises' quick response in product development and excellent product quality. Over 30 brands and buyers have established long-term, stable and trustworthy partnerships with enterprises in Xinjiang. While providing brands with quality textile products and garment, China has also become an important consumption market. Xinjiang's cotton textile industry and international brands have forged an interrelated community of shared interests.

Meanwhile, as Xinjiang's cotton textile industry quickly develops, the production becomes increasingly automatic, continuous, and smart, pushing up the demand for high-end textile machinery, and making it an important buyer in the global textile machinery supply chain. For instance, six textile enterprises in Aksu Textile Industry City (Development Zone) bought 32 types of textile mechanical equipment in 2018-2019, with 45% or a value of USD 110

million from overseas. A cotton textile enterprise in Aksu alone imported a complete series of equipment in 2002-2017, including cotton cleaning equipment, carding machine, pre-drawing frame, combing machine, roving frame, spinning machine, and cone winders, in total 319 sets (units), with a value of USD 14.41 million. According to the statistics of the Chinese customs, Xinjiang imported a total of 1,895 units (sets) of cotton textile mechanical equipment, with a total value of USD 462 million in 2017-2019.

Xinjiang's cotton textile industry has also driven the development of agricultural machinery required by the upstream cotton growing sector. The main mechanical equipment used in the course of cotton growing is for farmland preparation, planting and fertilizer application, field management, harvest and other relevant purposes (e.g. recovering the used film). In 2017, the mechanical equipment for cotton growing in China totaled 50,554,900 units (sets)⁷. In 2018, as cotton yield soared and the mechanized cotton

⁷ Source: China Agricultural Machinery Industry Yearbook 2018.

harvest became increasingly popular, the demand for cotton picking machines kept increasing. In the same year, China's demand for cotton picking machines totaled 665 units, and the national total was 3,650 units. More than 50% of the cotton picking machines in the market were imported. Imported machines were twice more expensive than those made in China, but due to their comparative advantages in technology and quality, Chinese cotton growing enterprises prefer to buy imported machines. Take a cotton

industry company in Xinjiang as an example, in 2018-2019, the company purchased 42 units of agricultural machinery, including tractors, cotton picking machines and turnover machines, most of which were imported from the U.S. and Germany, with a total value of over RMB 72.062 million. Therefore, the development of Xinjiang's cotton textile industry creates not only business opportunities for global machinery manufacturing, but also job opportunities for industrial workers worldwide.

2. Join hands with supply chain partners to improve social responsibility performance

As the world's largest market for social responsibility codes and initiatives, Chinese textile and garment suppliers' social responsibility performance often attracts the attention of overseas buyers. Since 1990s, the social responsibility initiatives or standards launched by the standard organizations in Europe and the U.S., as well as the codes of conduct (CoCs) of brands and buyers, have been introduced to Chinese enterprises in the supply chain. Social responsibility audits, as the main approach for performance assessment, have been extensively applied to the manufacturers in the upstream of the supply chain. After nearly 30 years of development, the social responsibility concept, management practices, and evaluation systems have been well understood and accepted by Chinese enterprises. Many of them have established their own social responsibility management systems in line with clients' standards and requirements, or implemented their own social responsibility management according to buyers' CoCs.

The cotton textile enterprises in Xinjiang are

in the upstream of the supply chain, as tier-2 suppliers. Their final clients are mostly large international supermarket groups or garment brands. In the recent decade, end clients have paid much attention to the social responsibility performance in the supply chain, and their targets have extended from garment manufacturers in tier 1 to those in tier 2 and even in tier 3. Buyers have begun to conduct social responsibility audits for cotton textile enterprises and printing and dyeing enterprises. Through years' "calibration", the cotton textile enterprises have kept improving social responsibility management ability, and achieved good performance. For instance, in 2019, Textile Co., Ltd. in Aksu got the accuracy index of 96.9% in the Social & Labor Convergence Program (SLCP) audit, which is jointly implemented by international brands and non-governmental organizations (NGOs). This means that the enterprise highly complies with the social and labor standards and requirements of downstream partners in the supply chain.

Table 5 The Social Responsibility Standards Implemented by the Cotton Textile Enterprises in Xinjiang (An Incomplete List)

Labor and Social Standards	Environment, OHS, and Organic Standards
BSCI, SLCP, ETI, WRAP, Sedex, ICS, FLA, UNGC, SAC	ISO14001, OHSAS18001, OEKO-TEX, GOTS, OCS, BCI

Table 6 Third-Party Organizations Conducting Social Responsibility Audits in Xinjiang (An Incomplete List)

TÜV Rheinland (Shanghai) Co., Ltd. Control Union Certifications (Shanghai) Co., Ltd.	Elevate Limited Bureau Veritas Consulting Co., Ltd.
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fi-4--3-1f	If yes, please describe the type of recruitment fees and amount (100% or less) that are reimbursed to employees:	
fi-4--4	Does the facility reimburse employees for fees employees paid during the recruitment process?	
fi-4--4-1f	If yes, please describe the type of recruitment fees and amount (100% or less) that are reimbursed to employees:	
fi-4--5	Are recruitment fees paid by employees in line with legal requirements?	
fi-4--5-2f	If no, please describe how practices are not in line with legal requirements.	
fi-5	Does the facility utilize prison labor, work release programs or outsource production to any correctional institutions?	No
Verification Selection : Accurate		
fi-5-1f	Please describe if the work was performed at the facility or at the prison/correctional facility:	
fi-5--1	In the last 12 months within this assessment period, please enter how many prisoners have worked (either formally or informally) on behalf of the facility:	
fi-5--2-1x	Prison laborers have freely consented to perform the work	
fi-5--2-2x	The facility treats prison laborers and non-prison employees similarly (conditions of work such as wages, hours of work, health and safety, etc.)	
fi-5--2-3x	There is supervision and control by a public authority	
fi-5--2-3f	Please describe the supervision and control by a public authority:	
fi-5--2-4x	None of the above	
fi-6	Does the facility need to release employees to be available for government-mandated forced labor?	No
Verification Selection : Accurate		
fi-6-1f	If yes, please describe the time periods and circumstances in which employees need to be released:	
DISCRIMINATION		
disc-1	During the recruitment process, do materials such as job description or job application forms ever reference an applicant's race, skin color, sex (gender), religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, age or nationality/foreign contract worker status?	No
Verification Selection : Accurate		
disc-1--1-1x	Race / Skin Color	

Picture 59 SLCP Audit Report (incomplete copy) of a Aksu Textile Co., Ltd. in 2019

Being increasingly integrated into the international supply chain, more and more cotton textile enterprises in Xinjiang have realized that the responsible business conduct (RBC) should also be extended to the front end of the supply chain as a condition for being qualified as upstream suppliers and contractors. By developing the supplier code of conduct, and carrying out information sharing, technical guidance, capacity building, audit and performance assessment, many cotton textile enterprises in Xinjiang have begun to urge their suppliers and contractors to meet the relevant requirements to effectively reduce social responsibility risks in the supply chain and increase supply chain transparency. Meanwhile, the enterprises can also improve their governance structure, and optimize their management procedures and sourcing strategies.

A cotton textile company in Changji Hui Autonomous Prefecture has formulated supplier management rules and requires all the business partners to sign a “Commitment of Business Partners for Compliance in Operations”, and to comply with laws and regulations, business ethics and social ethics in 8 aspects: integrity and legal compliance, anti-corruption and anti-bribery, fair competition, information protection, intellectual property rights, labor standards, environmental protection, finance and taxation. The company also encourages its partners to communicate the compliance requirement to their partners, and monitor their partners’ performance. Such practices play an important role in enhancing the company’s supply performance and transparency.

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Picture 60 The “Commitment of Business Partners for Compliance in Operations” of a company in Changji Hui Autonomous Prefecture

3. Share interests and responsibility to forge partnerships for common growth

The development of Xinjiang’s cotton textile industry is indispensable from the upstream cotton growing sector. In Kashgar, Hotan, and Aksu prefectures, most of the cotton growers are poverty-stricken households. Individual cotton farmers and small cooperatives, limited by scale and technology, are especially vulnerable to risks. Therefore, it is necessary for them to receive professional technological guidance. Some well-known international NGOs and professional organizations began to have presence in Xinjiang long ago, providing local smallholders with technological support.

For instance, since 2012, the Better Cotton Initiative (BCI) has maintained partnerships with the cotton farmers in Xinjiang, and brought the idea of making global cotton production “better for the people

who produce it, better for the environment it grows in and better for the sector’s future”. By conducting capacity building for smallholders, BCI has helped local farmers in adopting effective management systems, reducing the adverse impact of agrochemical on crops, improving soil and water resource management, strengthening bio-diversity, caring about and ensuring fiber quality, and advocating decent

work. Through years of efforts, a considerable number of cotton growing smallholders have passed the BCI certification, which means that they meet BCI standards in decent work and other five aspects. Meanwhile, BCI’s social recognition in Xinjiang has been increased. Such partnerships characterized by win-win cooperation and common growth have exerted positive impacts on the industry.

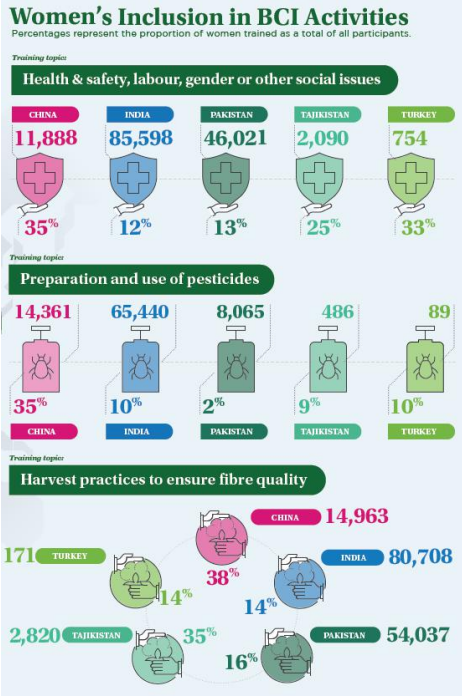
Case 24: Cotton farmers of Yuli County participate in BCI project

In Yuli County, 90% of the arable land is well suited to cotton growing. Generations of farmers have been growing cotton here. Three of BCI’s 13 Implementing Partners in China support 7,123 BCI Farmers in the region, help them improve cotton growing and management approaches, and encourage more ginners to buy more products from these cotton farmers. After years of efforts, cotton produced now are higher in yield and better in quality, and therefore, getting more benefits. (Source: BCI Quarterly Activity Report, Q2 2018)

Topic 1: Health & safety, labour, gender or other social issues

Topic 2: Preparation and use of pesticides

Topic 3: Harvest practices to ensure equality



Source: BCI website

- China
- India
- Pakistan
- Tajikistan
- Turkey

Picture 61 Women receiving BCI training in 2017-2018

4. Deepen international exchanges and promote inclusive and open cooperation

Thanks to the Reform and Opening-up policy, Xinjiang, located in China's northwest, is increasingly leveraging its strengths in geography, culture, history and natural resources, and becoming the bridgehead for China's opening up westward. Xinjiang Government has been fully utilizing its unique strengths to actively deepen international exchanges, and striving to build a broader platform for developing the cotton textile industry.

Exhibitions are not only the best stages to showcase enterprises' strengths and match with international markets, but important platforms to promote international exchanges and cooperation. During the 2015 Eurasia Commodity and Trade Expo held in Xinjiang, the value of the textile and garment projects with the contracts signed accounted for 1/5 of that of all industrial projects. The projects value in Bayangol Mongolian Autonomous Prefecture, Aksu and Kashgar represented 90% of that of all the projects. In 2018-2019, Xinjiang organized 34 local enterprises to participate in the 52nd and 53rd Russia International Textile Fabrics and Garment Expo, setting up 30 more exhibition booths, exhibiting garment, footwear, home textiles, knitwear, and cotton yarn. Both the size and quality of the exhibitions keep improving. In particular, the cotton textile and garment enterprises in Aksu and Kashgar actively participated in these exhibitions, and their quality and affordable textile products have been welcomed by the local people.

The Urumqi Foreign Economic Relations and Trade Fair, which had been held for 19 consecutive years in the capital, was upgraded and promoted as the "China-Eurasia Expo" for

the first year in 2011. The Expo has become an important platform for economic and trade cooperation between China and the countries in Central Asia, West Asia and South Asia, as well as Russia and Europe. It plays a significant role in advancing international economic and trade cooperation and development, accelerating the regional economic cooperation, and promoting the peace, prosperity and development in Xinjiang. The Sixth China-Eurasia Expo was held in Xinjiang in 2016, attracting 294 guests of 35 overseas exhibitor and buyer delegations from 32 countries and regions. In total 393 international cooperative projects had been signed with intent contracts totaled RMB 453.6 billion in value. The 5-day event attracted 120,900 visitors, with a total transaction value of RMB 5.828 billion.

As the significance of Xinjiang's cotton textile industry keeps emerging, an increasing number of international conferences are held in Xinjiang. In May 2017, "Future Textile Road -- The Future of the New Textile Industry: A Dialogue between Xinjiang, China and Europe" was held in Urumqi, attracting over 200 participants from Chinese and overseas textile giants. The event covered a wide range of issues, such as green supply chain, circular economy, featured costume development, and China-Europe industrial cooperation. As a high-end platform for the exchanges between the Chinese and European textile industries, the event has promoted the integration of both sides' resources, advanced the collaboration between upstream and downstream supply chains, and boosted the innovative development of the international textile industry. In August 2018, the

Second “Belt and Road” Forum for Textile and Garment Industry Development was held in Urumqi. With the theme of “New Driver, High Quality, Great Openness, New Development”, the forum provided policy interpretations and experience sharing, and explored the development of Xinjiang’s textile industry and solutions for industry segments. The event forged cohesion by integrating the resources of multiple parties, and aimed to identify new drivers for the industry’s quality betterment, more directions and possibilities for future development. In 2019, the International Conference on Functional Textiles was held in Xinjiang, attracting over 100 experts and scholars of 16 universities and 8 textile enterprises from 5 countries. Focusing on the latest research findings and development trends of functional textiles, the event sought directions for breakthroughs and innovations in the textile industry from a global perspective, and converged resources in science and technology, education, and business communities, to promote the sustainable development in textile and other

relevant areas, and to provide inspirations for upgrading the textile and garment industry in Xinjiang.

To further enhance the international community’s understanding of Xinjiang’s cotton textile industry, Xinjiang organized the “Core Areas of Silk Road Tour” themed interview activity for Chinese and International Media in April, July, August, and November of 2019, 82 representatives from 53 Chinese and international mainstream media were invited to Urumqi, Kashgar, Changji, and Korla to visit textile enterprises. They visited production workshops and employees’ residential areas, and exchanged ideas with employees to understand their work and life. Through mobile live stream, graphic and text coverage, the reporters presented a panoramic view of people’s life in Xinjiang and the development achievements of the cotton textile industry and promoted the comprehensive and multi-level understanding of Xinjiang by the Chinese and overseas media.

2020 marks the beginning of a new decade in the 21st century when Xinjiang's cotton textile industry faces a number of challenges, including COVID-19 pandemic, China-US trade friction, and international pressure on the cotton textile supply chain. Due to the overlapping and catalysis of these three challenges, the industry is going through an unparalleled difficult time with systematic risks and unprecedented shocks.

Responsible operation and sustainable development is the development pathway and strategy that Xinjiang's cotton textile industry is bound to follow. This is not only the inherent requirement for addressing a series of development challenges and optimizing the development environment, but the only route for upgrading the industry with growing profits in future. Therefore, Xinjiang's cotton textile industry will be guided by the 2030 Agenda for Sustainable Development, and effectively follow and implement the policies, standards, codes and initiatives of the international community, the Chinese government and the industry on responsible business conduct and sustainable development, to achieve the development visions of putting people first, inclusive and common progress, green environmental protection, and global contributions.

I. Putting people first

For quite a long time to come, it will remain the primary social development goal and fundamental social responsibility of Xinjiang's cotton textile industry to create job opportunities, promote employment, and guarantee the employment and livelihood of people of all ethnic groups in Xinjiang, in particular the low-income and poor-skilled population. As an important part of Xinjiang's textile and garment industry, the cotton textile industry, in addition to creating job opportunities and promoting local employment, will strengthen the employment culture and mechanism of putting people first and respecting employees' rights and interests.

☞ Continue to ensure employees' will and freedom in all modes of employment, respect employees' will and occupational choices, and promote the market mechanism to play a leading

role in allocating labor resources.

☞ Eliminate ethnicity and gender based discrimination in workplace by implementing and strengthening the labor contract system, continue to equal pay for equal work system and the internal communication mechanisms, and create a diverse and inclusive atmosphere.

☞ Continue to Implement the collective consultation and communication systems at the industry and enterprise level, give full play of the role of grassroots trade unions, promote workplace dialogue and cooperation, and enhance employees' ability to engage in enterprises' democratic governance.

☞ Strengthen OHS standards, continue to take effective measures to prevent potential health and safety accidents, harms and diseases, and effective measures to prevent potential

health and safety accidents, harms and diseases, and provide employees with a safe, healthy and pleasant working and living environment, and keep improving such conditions.

II. Inclusive and Common Progress

Xinjiang is a land where multiple ethnic groups co-exist and has been relatively backward in its economic and social development for long; and the cotton textile industry serves as a driving force in developing local economy and promoting people's livelihood. Facing the new era, the cotton textile industry as always be ambitious, inclusive and resilient to address the difficulties Xinjiang has in ethnicity, people's livelihood and other relevant social issues to promote the common prosperity of all the ethnic groups at different stages of development and enable the development outcome to contribute to the sustainable development of Xinjiang.

☁ Have cotton textile enterprises play a leading role in further strengthening bilingual technological and training for employees, in particular the ethnic minority employees, make the occupational training more focused and pragmatic, support more ethnic minority employees in becoming local backbone talents in technology, Research & Development, design and corporate management, promote employees' comprehensive development in workplace and enhance their sense of fulfillment.

III. Green Environmental Protection

Green environmental protection is the sustainable development principle for China's textile and garment industry, including Xinjiang's cotton textile industry. The "Development Plan of Xinjiang's Textile and Garment Industry (2018-2023)" has set the "green development goals" for Xinjiang's textile

☁ Facilitate and support employees' migration and household registration in housing, medical service, childcare and education, encourage and support cotton textile enterprises' family friendly practices, and strengthen social protection of underprivileged employees.

☁ Advance the upgrading and transformation of the cotton textile industry towards being smart, IT-based and automatic, while fully considering the impacts on the labor market and the job opportunities of poverty and low-skilled population, and properly handle the relationship between the industry's smart and automation development and its ability to absorb employment.

☁ Extend enterprises' investment in Xinjiang to both raw materials in the upstream and finished products in the downstream of the cotton textile industry, construct a complete cotton textile supply chain, to make it easy for upstream farmers to produce and sell cotton, and meanwhile, provide more and better opportunities for people of all ethnic groups in Xinjiang to participate in the downstream industry through employment or entrepreneurship.

and garment industry: by 2023, the textile and garment industry will should take the lead in green development; the discharge of all pollutants will meet standards; the energy conservation and emission reduction targets to be achieved for energy consumption, water consumption and discharge of main pollutants for

per unit industrial value added will be better than the national obligatory targets. Xinjiang's cotton textile industry, to a large extent, is held accountable for meeting these targets.

☞ Take environmental protection standards as the obligatory targets, resolutely work for a clean, resource-saving cotton textile industry, and prevent backward production, processes and equipment from entering the textile and garment industry.

☞ Adhere to high starting points and high standards in introducing state-of-the-art processes, technologies and equipment; keep improving the environmental performance of existing enterprises and their processes and equipment; keep reducing cotton textile enterprises' energy consumption by upgrading

technology, and establish the market mechanism that promotes solid waste recovery, minimization and recycling.

☞ The printing and dyeing industry must be developed in a scientific, concentrated and efficient manner; strictly implement industry access, intensify efforts for cleaner production, energy conservation and emission reduction of the industry, promote the industry to move towards high end, and eventually drive the upgrading of the cotton textile industry.

☞ Keep optimizing energy structure, strengthen the application of wind energy, solar energy and other new energies in the cotton textile industry, and meanwhile enhance the adaptation of cotton textile enterprises to climate change.

IV. Global Contributions

In the context of the "Belt and Road" Initiative, Xinjiang, as the core area of the Silk Road Economic Belt and an important node of the New Eurasian Continental Bridge, faces a broad space for development. Xinjiang's rich cotton resource, well-developed transportation and logistics infrastructure, and geographical location and industrial complementation with a number of Central Asian countries, all provide excellent opportunities for its engagement in transnational cotton textile industrial collaboration and global industrial chain cooperation. In the future, as Xinjiang's cotton textile industry extends downstream, the industrial chain will get more integrated into the global textile and garment value chain.

☞ Identify the risks and challenges related to labor, human rights, and environment

in international trade and supply chain, increase risk awareness, establish and improve the mechanisms for risk early warning, compliance management, due diligence, and crisis response.

☞ Continue to learn and leverage the international codes, standards and systems on responsible business conduct and sustainable development; actively engage in Chinese and international social responsibility organizations and initiatives on labor, human rights and environment.

☞ Construct industry-wide or regional industrial alliances on social responsibility and sustainable development, to promote exchanges and cooperation among peers, join forces to address common development challenges, and uplift industry-wide and regional standards on social responsibility and sustainable development.

☞ Remain open and cooperative, invite international organizations, brands producers and civil society organizations that focus on social responsibility and sustainable development to visit the cotton textile enterprises in Xinjiang and to communicate the enterprises' performance and challenges of social responsibility and sustainable development; leverage exhibitions, expos and industry forums to study and exchange on the engagement of Xinjiang's cotton textile industry in a responsible and sustainable global supply chain, and to contribute to the institutional building of the global sustainable development agenda.

Chapter Seven

Call on Xinjiang's Cotton Textile Industry to Jointly Build an Open, Inclusive and Sustainable Global Textile and Garment Value Chain

Xinjiang's cotton textile industry, closely links with cotton farmers and cotton textile employees in Xinjiang, and billions of consumers worldwide. While offering job opportunities, better life, social development and other practical values, the industry has been consolidating the global chain that disseminates the values of putting aside minor differences to seek common ground, embracing openness and cooperation for mutual benefits, and pursuing sustainable development.

At present, the international situation is undergoing profound and complex changes. Anti-globalization and trade protectionism are rampant. After being catalyzed by the COVID-19 pandemic, these changes generate unprecedented pressure on the interests of all the players in the value chain, trade globalization, and the economic and social sustainable development of the countries around the world.

The cotton textile enterprises in Xinjiang are convinced, with such backdrop, that players in the value chain should strengthen communication, deepen mutual trust, intensify cooperation, share responsibilities, and meet challenges together. This is the only way for all the players of the global textile and garment value chain to protect and promote economic interests and spiritual values throughout the value chain.

Hereby, we call on all business players of Xinjiang's cotton textile industry peers and

upstream and downstream participants of the cotton textile industry in China to:

☞ Increase the investment in Xinjiang and the sourcing of cotton textile raw materials and products from Xinjiang; fully utilize the resources in Xinjiang, and meanwhile, safeguard the livelihood of people of all ethnic groups in Xinjiang, and continue to improve their living standard.

☞ Provide people of all ethnic groups in Xinjiang with better job opportunities and working conditions, continue to respect and protect their right to work and other human rights, and oppose to any form of discrimination and forced labor to realize decent work.

☞ Focus on and identify in a comprehensive, systematic and continuous manner the social and environmental impacts of products, services and business relationships, and continue to fulfill the social responsibility for employees, communities, partners and other relevant stakeholders.

☞ Improve the accountable managerial system, strengthen stakeholder engagement, value information disclosure, enhance management's responsibility awareness and management ability, and promote the integration of the social responsibility strategy and business.

☞ Respect internationally recognized codes of business conduct, learn and use Chinese and international standards, systems and initiatives that promote social responsibility and sustainable

development, and in this respect, fully communicate and closely cooperate with upstream and downstream business partners in the supply chain, learn from each other and grow together.

Meanwhile, we also call on global textile and garment brands, buyers, traders, and all the parties that pay close attention to Xinjiang's cotton textile industry to:

☞ Consider the actual and potential impacts of the sourcing decisions on upstream cotton-growing households, employees of all ethnic groups, and small and medium-sized enterprises (SMEs) in Xinjiang.

☞ Communicate with local stakeholders, including ethnic minority employees, and better understand the local attributes, context and the requests of employees and other stakeholders.

☞ Comply with and fulfill commitments to labor rights, human rights, social responsibility and sustainable supply chain, and oppose to advance social and development agenda by cutting off trade relations and business ties, and other destructive means.

☞ Be committed to implementing the long-term strategy for business continuity, supply chain unitary and social sustainability through supply chain upstream-downstream cooperation, dialogue, capacity building, and necessary audit, certification and other commercial mechanisms.

☞ Communicate with other stakeholders, including national governments, explore and implement constructive solutions to work with stakeholders in Xinjiang to improve supply chains' social responsibility and sustainable development performance.

We are convinced that, based on the mutual understanding, support and cooperation of all the stakeholders in and outside China, under the guidance of the 2030 Agenda for Sustainable Development, we will be able to safeguard and promote a global textile and garment value chain that is more open, inclusive and sustainable, and forge a community of shared future for the industry and the mankind!

Appendix One: Additional Information on Cotton Textile Enterprises' Recruitment and Employment Practices in Xinjiang

I. The Role of Government in Enterprises' Independent Recruitment

Independent recruitment refers to the recruitment activities carried out independently by enterprises based on their employment needs, including online recruitment and recruitment via agencies. Open recruitment is organized by relevant government departments or job markets. The result of this survey indicates that enterprises' independent and open recruitment is the main channel, through which the cotton textile enterprises in Xinjiang recruit employees (93.2% of the employees surveyed have voluntarily joined enterprises via job fairs and recommendation by relatives and friends).

In the course of enterprises' independent and open recruitment, Xinjiang Autonomous Region Government and prefecture governments have been playing an active role in providing platforms to serve enterprises and employees. Firstly, in terms of the mechanism, the departments of human resources and social security at various administrative levels have established working bodies to meet enterprises' recruitment needs. Secondly, in terms of functions, the government provides the job supply and demand information in labor force origins and destinations, and shares such information on platforms to reduce information unbalance; actively create conditions to support enterprises' open recruitment efforts, encourage enterprises to independently recruit employees in townships and communities with surplus labor force, and enhance the mutual understanding between enterprises and local employees.

II. Cooperation between Vocational Schools and Enterprises

"School-enterprise cooperation" is a recruitment model of the cotton textile enterprises in Xinjiang. Pursuant to the "Measures of Vocational Schools for Promoting School-Enterprise Cooperation" formulated by the Chinese Ministry of Education and other relevant authorities, school-enterprise cooperation refers to the cooperative activities implemented by vocational schools and enterprises by jointly fostering talents, conducting research collaboration, co-building institutions, and sharing resources. The Chinese government encourages the enterprises with qualified conditions to operate or participate in operating vocational schools, and set up positions for student internship, apprenticeship and teacher practice; encourages the enterprises above designated size to establish employee training and continuous education bodies at vocational schools. The results of training and continuous education may be mutually recognized by those of vocational school education pursuant to the relevant provisions and measures, and the cooperative agreement with the clauses that safeguard students' rights during internships needs to be signed according to laws and regulations. The identity of those who join the cotton textile enterprises in Xinjiang via "school-enterprise cooperation" is student, and the nature of work is internship. Whether to join the internship is the students' personal choice, but also regulated by school's teaching plan and enterprises' management systems. The objective of such an arrangement is to enhance students' hands-on ability so that they can successfully find jobs after graduating from schools.

It is also discovered that some enterprises are very supportive on "school-enterprise cooperation". Generally speaking, no major risk with the cotton textile enterprises in Xinjiang has been identified in

“school-enterprise cooperation”, which is legally compliant as a positive complement to enterprises’ labor use. Only one case has been found in the survey, in which the student have engaged in internships for over one year. At present, China’s legislation or Xinjiang’s local regulations have no provisions for the term of such internships. However, as suggested by the “school-enterprise cooperation” system, the term is often not more than one year.

III. Relationship between the former Vocational Education and Training Centers and Enterprises

In response to the high frequency of violent terrorist activities and religious extremism in the past period, which seriously damaged social stability and the safety of people’s lives and property, Xinjiang has set up vocational education and training centers in accordance with national and regional laws and regulations to effectively contain and systematically remedy the dissemination of religious extremism and terrorism incidents. These centers deliver a curriculum that includes standard spoken and written Chinese, understanding of the law, vocational skills to the trainees free of charge. Through the study, the trainees have a much better awareness of the rule of law, and their ability to interact with others and earn a living through stable employment in a modern society has significantly improved, and their ability to resist the control of terrorism and religious extremism has notably increased.

The cotton textile industry is one of the industries in Xinjiang which absorb the most labor forces. Many former vocational education and training centers set up textile skill training courses to meet the needs of the labor market. Some trainees independently chose to learn textile skills. It is discovered through the survey that the cotton textile enterprises in Xinjiang have never had institutional arrangement with these vocational education and training centers for labor supply, nor had they made arrangement for mandatory arrangements for graduated trainees completed participants to work in the enterprises. The cotton textile enterprises in Xinjiang did not require applicants for jobs to disclose their experience at vocational education and training centers, but some applicants may voluntarily mention their experience of learning textile skills at the centers to testify their working qualifications. Neither do the enterprises discriminate against applicants for such experience or restrict their personal freedom after employing them. According to a senior executive of a cotton textile enterprise, the applicants and employees, who have received textile skill training, are preferred in the labor market. They enjoy competitiveness in both job applications and employment at cotton textile enterprises.

Appendix Two: Employee Questionnaire on Employment and Corporate Management of the Cotton Textile Enterprises in Xinjiang

Dear employee:

Thank you for participating in the survey and filling in this questionnaire! Please read carefully the following instructions before filling them.

1. Please select “Yes” or “No” for each question based on your understanding of the situation and your true feelings, and check the corresponding boxes or fill in numbers.
2. There is no need to indicate or fill in your name, employee number, or ID card number.
3. If you do not want to fill in this questionnaire, please leave after informing the working staff.
4. Your answers are very precious for our study. We promise not to disclose your personal information to any organization or individual.
5. If you have any information that you particularly wish to share with us or you know in addition to the questionnaire, please contact the working staff.

Thank you! And please begin by filling in your basic information:

Position:	Age:
Ethnicity :	Gender:
Place of origin:	When did you join the enterprise: _____mm_____yy

1. Employment channels

Questions	Yes	No
1.1 Did you come to work at this factory out of your own will (via online recruitment, job market, and media advertisement) rather than being threatened or forced?	<input type="checkbox"/>	<input type="checkbox"/>
1.2 Were you recommended or arranged (by relative or friend, employment agency, or government) to work at this factory?	<input type="checkbox"/>	<input type="checkbox"/>
1.3 Before joining the factory, did you participate in any educational or training activity organized by government departments?	<input type="checkbox"/>	<input type="checkbox"/>
1.4 After joining the factory, have you participated in any educational or training activity organized by the local government?	<input type="checkbox"/>	<input type="checkbox"/>
1.5 Have you paid (the enterprise, government, or employment agency) for working at this factory?	<input type="checkbox"/>	<input type="checkbox"/>
1.6 Before joining this factory, did you work at any other factory?	<input type="checkbox"/>	<input type="checkbox"/>

2. Labor contract

Questions	Yes	No
2.1 When you were recruited, did the factory sign the Labor Contract with you?	<input type="checkbox"/>	<input type="checkbox"/>
2.2 Do you know the clauses in the Labor Contract (such as those on working hour, wage, and social insurance)?	<input type="checkbox"/>	<input type="checkbox"/>
2.3 Before the contract was signed, did the factory explain to you the working conditions (such as position, wage, and working hours) in the language you understand?	<input type="checkbox"/>	<input type="checkbox"/>
2.4 Do you keep an original copy of the Labor Contract?	<input type="checkbox"/>	<input type="checkbox"/>
2.5 Can you terminate the Labor Contract at any time without being penalized (such as withholding wage)?	<input type="checkbox"/>	<input type="checkbox"/>

3. Working age

Questions	Yes	No
3.1 When you joined the factory, were you at or over the age of 16?	<input type="checkbox"/>	<input type="checkbox"/>
3.2 When you signed the Labor Contract with the factory, did you show the ID card, birth certificate, or any other proof of age?	<input type="checkbox"/>	<input type="checkbox"/>
3.3 Have you met any worker below the age of 16 at this factory?	<input type="checkbox"/>	<input type="checkbox"/>

4. Freedom of movement

Questions	Yes	No
4.1 When you are on duty, does the factory restrict you from leaving?	<input type="checkbox"/>	<input type="checkbox"/>
4.2 When you are on duty, can you drink water and go to the toilet at any time?	<input type="checkbox"/>	<input type="checkbox"/>
4.3 When you are off duty, can you leave the factory freely?	<input type="checkbox"/>	<input type="checkbox"/>
4.4 When you are off duty, are you free to choose going home, staying at dormitory, or going out for entertainment?	<input type="checkbox"/>	<input type="checkbox"/>
4.5 Can you make telephone calls or keep other forms of contact with your family?	<input type="checkbox"/>	<input type="checkbox"/>
4.6 Can you practice your religion and keep your ethnic customs at the factory?	<input type="checkbox"/>	<input type="checkbox"/>

5. Working hours

Questions	Yes	No
5.1 How many hours do you work (including overtime) every week at the factory?	Number of hours:	
5.2 Can you have at least one rest day every seven days?	<input type="checkbox"/>	<input type="checkbox"/>
5.3 Does the factory give employees rest days on statutory holidays (such as the May Day holiday and New Year's Day)?	<input type="checkbox"/>	<input type="checkbox"/>
5.4 Are you free to refuse overtime working?	<input type="checkbox"/>	<input type="checkbox"/>

6. Remuneration and benefits

Questions	Yes	No
6.1 Can you get the wage on time and in full amount every month?	<input type="checkbox"/>	<input type="checkbox"/>
6.2 Are you satisfied with the wage and benefits at this factory?	<input type="checkbox"/>	<input type="checkbox"/>
6.3 How much do you get as the monthly wage (including overtime pay and subsidy and allowance)?	Amount:	
6.4 Can you get overtime pay or subsidy for working overtime?	<input type="checkbox"/>	<input type="checkbox"/>
6.5 Does the factory pay the contributions of your social insurances (such as medical insurance, unemployment insurance, work injury insurance)?	<input type="checkbox"/>	<input type="checkbox"/>
6.6 Do you regularly receive the written report or messages explaining your wage amount?	<input type="checkbox"/>	<input type="checkbox"/>

7. Discrimination

Questions	Yes	No
7.1 Has the factory clearly announced to you that it will not discriminate you or your colleagues based on ethnicity, race, religious belief, disability, and age?	<input type="checkbox"/>	<input type="checkbox"/>
7.2 As far as you know, do male and female employees get equal pay for equal work?	<input type="checkbox"/>	<input type="checkbox"/>
7.3 Have you ever experienced, witnessed or heard that the factory treats any ethnic minority employee unfairly based on their ethnicity, race, religious belief, disability, age, and gender?	<input type="checkbox"/>	<input type="checkbox"/>
7.4 Do you consider it safe to work and live at this factory?	<input type="checkbox"/>	<input type="checkbox"/>

8. Harassment and abuse

Questions	Yes	No
8.1 Have you suffered corporal punishment, verbal abuse or assault at this factory?	<input type="checkbox"/>	<input type="checkbox"/>
8.2 Do you think that the management at this factory is rude, cruel or unreasonable?	<input type="checkbox"/>	<input type="checkbox"/>
8.3 Does the factory require you to obey work arrangements by resorting to disciplinary penalties (such as deducting payment, and criticizing)?	<input type="checkbox"/>	<input type="checkbox"/>
8.4 Have you ever experienced, witnessed or heard management staff or any employee behaves indecently towards or harass female employees at this factory?	<input type="checkbox"/>	<input type="checkbox"/>

9. Questionnaire response

Questions	Yes	No
9.1 Has anyone threatened or forced you to fill in this questionnaire?	<input type="checkbox"/>	<input type="checkbox"/>
9.2 Has anyone instructed you to fill in this questionnaire with the answers he/she provides?	<input type="checkbox"/>	<input type="checkbox"/>
9.3 Do you believe that you will be penalized or harassed for filling in this questionnaire?	<input type="checkbox"/>	<input type="checkbox"/>
9.4 Have you answered each of the above questions based on your true understandings and feelings?	<input type="checkbox"/>	<input type="checkbox"/>

This is the end of the questionnaire.
Thank you for your participation and support!



XINJIANG COTTON TEXTILE INDUSTRY
SOCIAL RESPONSIBILITY REPORT