

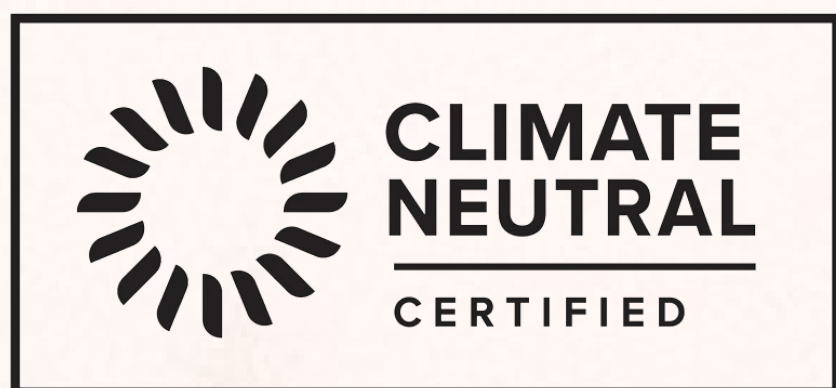
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Who is tentree?

tentree is a clothing brand that plants 10 trees per item purchased, in an effort to regenerate ecosystems, capture carbon and provide planting jobs in communities around the world

Organizations I worked with



Key Takeaways



Living Wage Reality in the Industry

Living wage has become an increasingly popular area of discussion. During my time I realized that most companies are extremely vague in their living wage statements. Often when brands say they are paying 100% living wage to their employees they are referring to their corporate offices and not across their supply chain. One of my biggest take-aways was how difficult it is to implement a living wage roadmap. To implement a living wage the cost will automatically increase for the brand and therefore prices will increase for consumers.

Importance of transparency

Working for tentree gave me a great deal of hope that there are brands striving towards transparency. They operate under the idea that setting ambitious goals is not the problem, the problem is not being transparent to consumers about progress and roadblocks. Transparency is key to shifting in a sustainable direction and building a trusting relationship with consumers. Although, many brands struggle to be transparent about their practices and supply chains I have realized it is our role to enter the workplace and explain its importance.

Need for Collaboration

Many of tentree's goals couldn't be achieved without collaboration. Many suppliers work with a variety of brands that are working towards the same goals. For example, if we work with a supplier who works with another brand that is working towards living wage then it would be best to collaborate together to determine how we can support the supplier financially in paying a living wage. Additionally, when using platforms such as Higg brands are able to identify key areas for improvement for their suppliers. This is yet another opportunity for brands to work together to address issues faced by their suppliers.

Key Projects



1st Sustainability Report

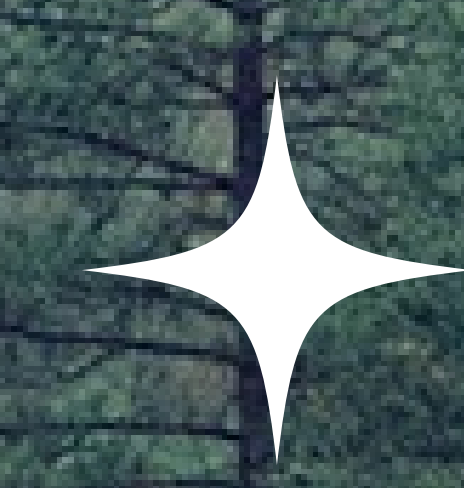
One of my first projects was assisting in the creation of tentree's first sustainability report. To initiate the process I helped conduct a competitor analysis to assess goals and actions taken by industry leaders. I then helped establish goals and strategies for tentree to address social initiatives and biodiversity. I, also, broke down findings from our Carbon footprint assessment, which I ran the data collection.

Living Wage Road Map

tentree is looking to understand and strategies how to implement living wage across its supply chain. I was in charge of creating a roadmap for them. To do this I started with a literature review and competitor analysis. I, also, interviewed our suppliers to understand their wage situation. My roadmap covers coalitions, benchmarks and 4 phases to begin implementing a living wage.

Internal Social Strategies

tentree is very well known for its environmental initiatives; however, there has been a lack of focus on social initiatives for the company. I initiated discussions with our HR department on our current initiatives and established opportunities for improvement.



Ten Years, 70 Million Trees

We wouldn't be where we are today if it wasn't for our community. Together, we've been able to do some amazing things.



10 TREES 10 YEARS OF PLANTING