

SHAMIUL HOQUE

Sustainability, Circularity, Textile Waste & Supply Chain Traceability Leader

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EXECUTIVE PROFILE

Sustainability and circular economy professional with 20+ years of experience across textile and apparel supply chains, combining programme leadership, post-industrial textile waste management, digital traceability, sustainable materials, responsible sourcing and international business growth. Has led and advised multi-country initiatives for Reverse Resources, Global Fashion Agenda, UNIDO, GIZ, H&M Foundation, H&M, TextileGenesis and major global brands, with working experience across Bangladesh, Cambodia, Vietnam, Indonesia, India, Pakistan, Turkey and Sri Lanka.

Project experience spans policy and regulatory studies, textile waste assessments, circularity programme design, traceability systems, factory capacity building, stakeholder engagement, waste-to-recycling pathways and responsible material sourcing. Recent programmes have included National Circular Fashion Partnerships, SWITCH2CE, Sustainable Textiles in Cambodia II and GIZ assignments on waste management and environmental performance.

PROJECT IMPACT SNAPSHOT

20+ years	5,000,000+ kg	65,000+ tCO₂e	35+ organisations
Textile, apparel, sustainability and traceability experience	Textile waste diverted and recycled through circularity programmes	Reported avoided emissions linked to programme outcomes	Direct stakeholders coordinated across brands, factories, recyclers, public bodies and NGOs
150+ manufacturers	>90% retention	7 markets	25+ projects
Onboarded and trained on fibre-to-retail traceability	Manufacturer retention achieved in traceability platform delivery	Current commercial and implementation coverage at Reverse Resources	Documented circularity, waste and traceability assignments in this CV

CORE PROJECT EXPERTISE

• Circular economy and post-industrial textile waste management • Waste mapping, profiling, data analysis and reporting • Stakeholder engagement with brands, manufacturers, recyclers, waste handlers, government and associations • ESG, GRI, GHG accounting, Science Based Targets and sustainability standards	• Textile-to-textile recycling and waste value-chain development • Factory assessments, segregation systems, CAPs and implementation follow-up • Policy, regulatory framework and informal-sector formalisation studies • Programme management, project coordination and multi-country implementation	• Supply chain and material traceability systems • Training of Trainers (ToT), Training on the Job (ToJ) and capacity building • Sustainable materials strategy, responsible sourcing and verification • Partnership development, business growth and industry representation
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REGIONAL EXPERIENCE

Bangladesh (2006-present); Cambodia (2023-present); Vietnam (2023-2024); Indonesia (2025); India (2011-2013, 2019-2020); Sri Lanka (2012-2013, 2019); and current commercial / implementation coverage across Pakistan and Turkey through Reverse Resources.

PROJECT EXPERIENCE

The following portfolio consolidates the project assignments documented in the supplied project history and CV records. Recent technical-assistance and circularity programmes are presented first, followed by earlier brand traceability projects.

A. Current and Recent Circularity, Textile Waste and Development-Cooperation Projects

Strengthening Local Service Providers' Capacities for Textile Waste Management Advisory Services (Sustainable Textile Industry in Cambodia II)

Dec 2025 - Jun 2027 (ongoing) | Cambodia | GIZ | Technical Circularity Expert (TCE) | 50 expert days

Capacity-development assignment to strengthen local service providers so they can independently deliver professional textile waste management advisory services to garment factories.

- Lead the design and delivery of Training of Trainers programmes and develop advanced training materials and manuals for LSP experts.
- Conduct textile waste assessments, coordinate follow-up actions and mentor LSP experts during Training on the Job visits to up to 10 factories.
- Prepare TWA reports, corrective action plans and implementation follow-ups, evaluate LSP competencies, and support impact monitoring and project management.

Circular Fashion Partnership - Cambodia

Jul 2025 - Jun 2027 (ongoing) | Cambodia | H&M Foundation, GFA, GIZ, Reverse Resources, Closed Loop Fashion, Circular Economy Foundation | Key Expert | 75 expert days

Multi-stakeholder programme advancing circularity through sustainable waste management, material traceability and a shift from landfill / incineration toward higher-value textile-to-textile recycling.

- Conduct baseline assessments to map waste generation, identify practice gaps and establish structured segregation, documentation and traceability mechanisms.
- Work with manufacturers and value-chain stakeholders to redirect waste from low-value or non-sustainable end uses toward higher-value recycling pathways.
- Build factory technical capacity to adopt and sustain circular waste-management practices.

Circular Fashion Partnership - Indonesia

Jan 2025 - Dec 2025 | Indonesia | H&M Foundation, GFA, Reverse Resources, Closed Loop Fashion, Circular Economy Foundation | Key Expert | 60 expert days

Circularity programme focused on sustainable textile waste management, improved traceability, data-led decision-making and increased diversion to high-value textile-to-textile recycling.

- Led baseline assessments of waste flows and existing waste-management practices within textile facilities.
- Designed segregation, tracking and reporting frameworks to improve material traceability and operational control.
- Guided stakeholders in transitioning waste streams from low-value or harmful end uses to higher-value recycling pathways and delivered capacity-building support.

Environmental Performance Assessment Framework for the RMG Sustainability Council (RSC)

Mar 2025 - Nov 2025 | Bangladesh | GIZ | Short-Term Expert, Waste Management | Approx. 10 expert days

Technical assignment supporting development and implementation of a comprehensive environmental performance assessment framework for RSC, covering chemicals, energy, water, wastewater and waste management.

- Provided technical expertise on textile-sector waste management to inform assessment criteria and implementation.

Sustainable Textiles in Cambodia II - Textile Waste Management & Recycling Support

Jan 2025 - Jun 2025 | Cambodia | GIZ | Expert on Textile Waste Management & Recycling | 17 expert days

Technical support for ToR development and improvement of practical guidance for waste handlers in Cambodia.

- Conducted research and advised on ToR content, staffing structure, costs and compliance with GIZ requirements.
- Reviewed and streamlined the waste-handler Guidebook, incorporated Code of Conduct content and recommended improved structure and visuals.
- Coordinated stakeholder feedback and provided technical input on textile waste management and circular economy.

Scoping Mission: Circular Economy and Sustainable Waste Management

Oct 2024 - Jul 2025 | Bangladesh | GIZ | National Expert on Waste Management | 30 expert days

Scoping and appraisal support covering textile waste, solid waste, e-waste, legislation, policies, EPR initiatives and stakeholder structures in Bangladesh.

- Provided local technical knowledge on circular economy and textile waste, including policy, regulatory and market conditions.
- Prepared background research, supported stakeholder meetings and workshops, documented mission outcomes and synthesised post-mission findings.
- Advised on project design, feasibility, stakeholder engagement and sustainable waste-management priorities.

Regulatory Framework for Recycling Post-Industrial Waste ('Jhut') in Bangladesh - GIZ STILE II

Aug 2023 - Feb 2024 | Bangladesh | GIZ | Expert on Textile Waste Management & Recycling | 17 expert days

Study to identify regulatory, technical and stakeholder pathways for an enabling framework for post-industrial textile waste recycling in Bangladesh.

- Designed the study approach and analysed existing policies, regulatory gaps and barriers affecting post-industrial waste recycling.
- Mapped informal-sector business practices, risks and environmental impacts, and assessed barriers to blended cotton / polyester recycling and advanced recycling technologies.
- Developed recommendations on regulatory reform, stakeholder roles, formalisation, incentives, advocacy, shared responsibility, cost-benefit considerations and gender impacts.

UNIDO SWITCH2CE: BESTSELLER SWITCH to Upstream Circularity Pilot

Apr 2023 - Dec 2024 | Bangladesh | UNIDO / BESTSELLER / Global Fashion Agenda | National Textile Waste Management Expert & Project Lead Coordinator | 200 expert days

Upstream circularity initiative integrating post-industrial textile waste into Bangladesh's textile supply chain through recovery, segregation, recycling, traceability and multi-stakeholder collaboration.

- Managed project execution, stakeholder collaboration and capacity building while providing technical expertise on waste recycling and traceability.
- Supported scalable models for waste segregation, material recovery and closed-loop recycling with manufacturers, recyclers and other partners.

Circular Fashion Partnership - Bangladesh

Apr 2023 - Dec 2024 | Bangladesh | Global Fashion Agenda | Circular Economy Expert / Project Manager | 50 expert days

National partnership aimed at closing the loop on post-industrial textile waste by connecting brands, manufacturers, waste handlers and recyclers and promoting high-value recycling.

- Oversaw planning, execution and stakeholder engagement and coordinated collaboration across the textile waste value chain.
- Contributed, across the GFA programme portfolio, to diversion and recycling of more than 5,000,000 kg of textile waste and reported avoidance of more than 65,000 tCO₂e.

Promoting Sustainable & Circular Waste Management Practices in the Cambodian Textile & Garment Industry

Apr 2023 - Jun 2024 | Cambodia | GIZ | Sustainable Waste Management Expert | 84 expert days

Programme addressing resource efficiency, environmental and social performance, labour conditions and waste-management practices in the post-industrial textile waste value chain.

- Engaged stakeholders and provided technical expertise to improve waste-management practices and support manufacturers in transitioning toward more sustainable production and waste pathways.

Circular Fashion Partnership: Advancing Textile Circularity in Cambodia

Apr 2023 - Jun 2024 | Cambodia | Global Fashion Agenda | Circular Economy / Stakeholder Engagement

Circular Fashion Partnership initiative designed to strengthen post-industrial textile waste recycling, reduce reliance on virgin materials and landfill, and establish scalable collaboration among manufacturers, recyclers, brands and policymakers.

- Supported stakeholder collaboration and the development of a more transparent, resource-efficient and circular textile waste system in Cambodia.

Exploring Circular Fashion Opportunities - Vietnam

Aug 2023 - Apr 2024 | Vietnam | Global Fashion Agenda | Circular Economy Expert | 38 expert days

Exploratory programme identifying opportunities, pressure points and public / private stakeholders to integrate circular economy principles into Vietnam's apparel manufacturing sector.

- Facilitated stakeholder engagement, analysed supply-chain challenges and contributed to the design of the Circular Fashion Partnership Vietnam framework.

Post-Industrial Waste Profiling in H&M's Supply Chain

Aug 2023 - Apr 2024 | Global | H&M | Supply Chain & Post-Industrial Waste Expert | 20 expert days

Global profiling of post-industrial manufacturing waste across H&M's supply chain, using digital traceability to capture waste types, volumes and composition and improve transparent reporting.

- Trained stakeholders on the digital traceability tool, performed data analysis and validation, and provided recommendations to optimise waste management and circularity.

B. Fibre, Material and Product Traceability Projects

Fibre Forward Tracing of USCTP Cotton: From Source to Finished Product for Next

Feb 2022 - May 2022 | Global / supply-chain scope | TextileGenesis | Supply Chain & Traceability

Fibre-forward traceability project to verify the journey of U.S. Cotton Trust Protocol cotton from raw material sourcing through finished products supplied to Next.

- Supported end-to-end cotton traceability, verifiable origin data, sustainability compliance and stakeholder transparency using digital traceability technology.

Fibre-Forward Traceability of MMCF Fibres: From Origin to Finished Products for BESTSELLER

Jun 2021 - Mar 2022 | Global / supply-chain scope | TextileGenesis | Supply Chain & Traceability

Traceability programme monitoring man-made cellulosic fibres from origin through finished BESTSELLER products.

- Supported supply-chain transparency, responsible sourcing verification and a reliable digital chain of custody for MMCF.

Fibre-Forward Traceability of MMCF and RPET Fibres: From Origin to Finished Products for H&M

Jan 2021 - Mar 2022 | Global / supply-chain scope | TextileGenesis | Supply Chain & Traceability

Digital fibre-forward traceability of man-made cellulosic fibres and recycled polyester used by H&M, covering origin through finished-goods production.

- Supported transparency, accountability and verification of responsible material sourcing across the supply chain.

H&M Global Waste Mapping Project

Jul 2019 - Mar 2020 | Global | Reverse Resources / H&M | Sustainability, Waste Mapping & Data Analysis

Strategic project to identify, quantify and analyse waste generated across H&M's global supply chain and build a clearer picture of waste streams and circularity opportunities.

- Supported waste mapping, data collection and analysis to identify inefficiencies and inform more sustainable waste-management practices.

Product (Batch-Level) Traceability: Textile Fibre Use with Marks & Spencer

Jan 2012 - Jan 2013 | Global supply-chain mapping | Historic Futures Ltd. / Marks & Spencer | Product-Backward Traceability

Plan A-aligned product traceability initiative mapping extended textile and garment supply chains and tracing products back to raw-material country of origin.

- Mapped fibre origins and supply-chain touchpoints to strengthen visibility, responsible sourcing and accountability, including within kidswear.

Carrefour Textiles Traceability Pilot - Bangladesh

2011 | Bangladesh | Historic Futures Ltd. / Carrefour | Traceability Pilot

Pilot using the StringTogether platform to map textile products back to origin and verify raw-material sources.

- Delivered supply-chain mapping and traceability insights intended to inform broader-scale implementation.

Levi's Traceability Project - Pilot 2

2011 | South Asia / supply-chain scope | Historic Futures Ltd. / Levi's | Raw-Material Traceability

Pilot focused on tracing raw materials in Levi's products and testing scalable traceability systems for ethical and sustainable sourcing.

- Supported traceability testing, material-origin verification and supply-chain transparency.

H&M Cotton Traceability Project

2010 - 2011 | Supply-chain scope | Historic Futures Ltd. / H&M | Cotton Traceability

Project tracing cotton used in H&M products back to country of origin to improve supply-chain transparency and responsible sourcing.

- Provided actionable fibre-origin visibility to support sustainability and sourcing decisions.

Adidas Organic Cotton & Recycled Synthetic Material Traceability Initiative

2010 | Supply-chain scope | Historic Futures Ltd. / adidas | Organic & Recycled Material Traceability

Traceability initiative covering organic cotton and recycled synthetic materials across the supply chain.

- Supported verification of material origins and alignment with sustainability requirements.

BESTSELLER Traceability Project - Pilot

2010 | Supply-chain scope | Historic Futures Ltd. / BESTSELLER | Traceability Pilot

Pilot mapping the origins of raw materials used in BESTSELLER products and testing traceability approaches for broader implementation.

- Supported raw-material origin mapping, traceability-system testing and responsible sourcing transparency.

Levi's Traceability Project - Pilot 1

2010 | Supply-chain scope | Historic Futures Ltd. / Levi's | Traceability Pilot

Early pilot tracing Levi's product components back to origin and testing traceability technologies and frameworks.

- Explored scalable approaches to supply-chain accountability and origin verification.

Decathlon Organic Product Traceability

2009 | Supply-chain scope | Historic Futures Ltd. / Decathlon | Organic Material Traceability

Project mapping the supply chain for organic materials used in Decathlon products and supporting sustainability certification compliance.

- Supported source-to-production transparency and verification of organic-material claims.

Sainsbury's (Tu Clothing) Traceability Project

2009 | Supply-chain scope | Historic Futures Ltd. / Sainsbury's Tu Clothing | Raw-Material Traceability

Traceability project focused on the origins of materials used in Tu Clothing and alignment with ethical sourcing and sustainability policies.

- Supported material-origin visibility and supply-chain accountability.

Tesco Cotton Country of Origin Project

2009 | Supply-chain scope | Historic Futures Ltd. / Tesco | Cotton Supply-Chain Mapping

Project tracing cotton used in Tesco products back to country of origin to strengthen transparency and ethical sourcing.

- Mapped cotton origin and supply-chain information to support sourcing accountability.

PROFESSIONAL EXPERIENCE

Reverse Resources - Head of International Business Growth

May 2025 - Present | Dhaka, Bangladesh | Markets: Bangladesh, India, Pakistan, Vietnam, Cambodia, Indonesia, Turkey

Lead global commercial growth for a circular economy platform connecting garment manufacturers, waste handlers and recyclers.

- Increased platform clients from 502 to 830 (+65%) and the number of manufacturers shipping waste through the platform from 443 to 775 (+75%) across seven manufacturing markets.
- Increased traded textile waste inventory from 74 to 202 tonnes (173%) and expanded the qualified lead pipeline from 1,155 to 1,500+ organisations.
- Established the International Business Growth function and lead a team of 14; automated client journeys and follow-ups, reducing manual follow-up workload by about half.

Advisory and Consulting Engagements

2020 - 2025 | Dhaka, Bangladesh | Concurrent assignments

Senior Advisor, Reverse Resources and Reverse Resources Bangladesh Ltd.; Sustainability Consultant, Centro Tex Limited; Consultant, Susnex; Senior Advisor, AMRA; Senior Consultant, AVANT Textile Solutions.

- Brought Centro Tex sustainability reporting to full GRI compliance and built performance tracking tools that improved metrics accuracy by 30%.
- Led initiatives that reduced waste by 25% and increased recycled material use by 40% over 2023-2024 against a 2021-2022 baseline.

Global Fashion Agenda - Impact Programmes Manager

Apr 2023 - May 2024 | Dhaka, Bangladesh

Managed circular fashion impact programmes across Asia and represented Global Fashion Agenda across the Asian subcontinent.

- Delivered National Circular Fashion Partnership programmes and coordinated approximately 35 direct stakeholder organisations.
- Led UNIDO SWITCH2CE Upstream Circularity in Bangladesh with BESTSELLER as brand partner.
- Supported programme outcomes of 5,000,000+ kg of textile waste recycled and 65,000+ tCO2e avoided.

Omnitrouw Limited (TextileGenesis) - Country Lead and Advisor

Jan 2022 - Mar 2023 | Dhaka, Bangladesh

Led country operations and business development for a fibre-to-retail traceability platform.

- Onboarded and trained 150+ manufacturers while maintaining retention above 90%.
- Delivered brand-required traceability coverage and managed country-specific traceability projects and sustainable-material standards.

Kmart Australia Sourcing (KAS) Group Asia - Sustainable Materials Manager

Oct 2020 - Jun 2021 | Dhaka, Bangladesh

Owned sustainable materials strategy and policy for Kmart Group.

- Drafted and launched the Sustainable Materials Usage Policy across 100+ apparel and textile suppliers.
- Developed sustainable denim and cellulose strategies and coordinated merchandising, design, sustainability and ethical-sourcing teams.
- Awarded Employee of the Year.

Reverse Resources - Head of Operations

Jun 2019 - Sep 2020 | Dhaka, Bangladesh

Established and expanded operational presence across South-East Asia.

- Managed global, regional and national client projects and built relationships with brands, retailers, recyclers and government bodies.

H&M - Sustainability Project Leader

Jul 2017 - Apr 2019 | Dhaka, Bangladesh

Led sustainability projects and material traceability improvements in the Bangladesh supply chain.

- Streamlined traceability across multiple production regions and implemented product-integrity and animal-welfare policies across suppliers.

H&M - Material Merchandiser

Feb 2014 - Jun 2017 | Dhaka, Bangladesh

- Grew woven material sourcing from 120 million to over 200 million yards annually between 2014 and 2017.
- Conducted market analysis for raw-material quotations, cost optimisation and supplier capability development.

Independent Sourcing Venture - Founder

2013 - 2014 | Dhaka, Bangladesh

- Founded and operated an independent textile sourcing business.

Historic Futures Ltd. - Regional Manager, South Asia

Dec 2009 - Jan 2013 | Dhaka, Bangladesh / South Asia

Led South Asia operations for supply-chain traceability programmes.

- Delivered traceability projects for global retailers and brands including M&S, H&M, Levi's, Carrefour, adidas, BESTSELLER, Decathlon, Sainsbury's and Tesco.

- Led three business units across India, Bangladesh and Sri Lanka and managed the Dhaka liaison office.

Mark Terry Ltd. - Marketing and Merchandising Manager

Dec 2007 - Nov 2009 | Dhaka, Bangladesh

- Led marketing and merchandising for a vertically integrated mill, covering product, pricing and sales strategy.

Zaber & Zubair Fabrics Ltd. - Marketing Executive

Jun 2006 - Nov 2007 | Dhaka, Bangladesh

- Worked on product development, customer relations and market research.

TEACHING & KNOWLEDGE SHARING

- Institute of Business Administration, University of Dhaka - Guest Lecturer, 2025-present. Postgraduate Diploma in Circular Fashion: Sustainable Processes and Product Recycling.
- BGMEA University of Fashion and Technology (BUFT) - Guest Lecturer, 2022. Sustainability fundamentals in the apparel and textile industry.

EDUCATION

Primeasia University, Dhaka, Bangladesh | 2010-2012

Master of Business Administration (Marketing)

Financial Academy under the Government of the Russian Federation,
Moscow | 2000-2005

Master's in Finance & Credit

PROFESSIONAL CERTIFICATIONS & TRAINING

Science Based Targets, Cascale (2024); The Circular Economy Masterclass, University of Exeter (2023); Product Life Cycle Standards, GHG Protocol (2022); CDP Transparency and Corporate Management; CDP Companies and Natural Capital; CDP Climate and Economy Sectors; Green Building Concepts Foundation; Agile Project Management and Leadership; How to Achieve the SDGs, SDG Academy (2021); GHG Emissions Calculation and Reporting; GRI Sustainability Reporting Standards (2020); Circular Economy (2018); The Sustainability Fundamentals (2018); Modern Slavery (2017).

TECHNICAL & DIGITAL CAPABILITIES

Supply-chain, product and waste traceability platforms including Reverse Resources, TextileGenesis, TrusTrace and Sourcemap; Microsoft Word, Excel and PowerPoint; textile and RMG sector ESG standards and sustainability reporting; production-lifecycle and waste-flow analysis; training-content development and stakeholder reporting.

LANGUAGES

English	Bangla	Russian
Full professional proficiency	Full professional proficiency	Full professional proficiency

References: Available on request.