

SHAMIUL HOQUE

Sustainability, Circularity & Supply Chain Leadership - Textile and Apparel

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EXECUTIVE PROFILE

Sustainability and circular economy leader with 20+ years of experience across textile and apparel supply chains, spanning circularity programme delivery, post-industrial textile waste management, digital traceability, sustainable materials, responsible sourcing and international business growth. Has led and advised programmes for Reverse Resources, Global Fashion Agenda, UNIDO, GIZ, H&M Foundation, H&M and TextileGenesis across Bangladesh, Cambodia, Vietnam, Indonesia, India, Pakistan, Turkey and Sri Lanka.

CORE EXPERTISE

Circular Economy & Textile Waste | Supply Chain Traceability | Sustainable Materials & Responsible Sourcing | Programme & Project Management | Multi-stakeholder & Government Engagement | Policy & Regulatory Studies | ESG & GRI Reporting | GHG Accounting & SBTi | Business Development | Capacity Building | Team Leadership

PROFESSIONAL EXPERIENCE

Reverse Resources | Head of International Business Growth

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

- 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 led a 14-person team; automated client journeys and follow-ups, reducing manual follow-up workload by about 50%.

Advisory & Consulting Engagements | Senior Advisor / Sustainability Consultant

2020 - 2025 | Reverse Resources, Centro Tex, Susnex, AMRA and 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 the 2021-2022 baseline.

Global Fashion Agenda | Impact Programmes Manager

Apr 2023 - May 2024 | Dhaka, Bangladesh | Asia regional portfolio

- Delivered Circular Fashion Partnership programmes across Bangladesh, Cambodia and Vietnam, coordinating approximately 35 stakeholder organisations across brands, factories, recyclers, waste handlers, government bodies, associations and NGOs.
- Led UNIDO SWITCH2CE Upstream Circularity in Bangladesh with BESTSELLER; supported programme outcomes of 5,000,000+ kg textile waste recycled and 65,000+ tCO2e avoided.
- Represented Global Fashion Agenda across the Asian subcontinent on international platforms and industry forums.

Omnitrouw Limited (TextileGenesis) | Country Lead & 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 90%+ retention.
- Delivered brand-required traceability coverage and managed country-specific traceability programmes 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; drafted and launched the Sustainable Materials Usage Policy across 100+ apparel and textile suppliers.
- Developed sustainable denim and cellulose strategies, led cross-functional implementation, and was awarded Employee of the Year.

Reverse Resources | Head of Operations

Jun 2019 - Sep 2020 | Dhaka, Bangladesh / South-East Asia

- Expanded regional operations, managed global and country-level waste traceability projects, and built relationships with brands, retailers, recyclers and government bodies.

H&M | Sustainability Project Leader

Jul 2017 - Apr 2019 | Dhaka, Bangladesh

- Led material traceability improvements across Bangladesh production regions and implemented product-integrity and animal-welfare policies across the supplier base.

H&M | Material Merchandiser

Feb 2014 - Jun 2017 | Dhaka, Bangladesh

- Grew woven material sourcing from 120 million to 200+ million yards annually; supported cost optimisation, market analysis and supplier capability development.

Historic Futures Ltd. | Regional Manager, South Asia

Dec 2009 - Jan 2013 | Bangladesh, India and Sri Lanka

- Led South Asia operations and three business units, delivering traceability projects for M&S, H&M, Levi's, Carrefour, adidas, BESTSELLER, Decathlon, Sainsbury's and Tesco.

Earlier career: Independent Sourcing Venture, Founder (2013-2014) | Mark Terry Ltd., Marketing & Merchandising Manager (2007-2009) | Zaber & Zubair Fabrics Ltd., Marketing Executive (2006-2007).

HIGHLIGHTED PROJECT EXPERIENCE

Strengthening Local Service Providers' Capacities for Textile Waste Management Advisory Services

GIZ | Cambodia | Technical Circularity Expert | Dec 2025 - Jun 2027 (ongoing)

Leading ToT design, factory textile-waste assessments and technical mentoring to build local capability for professional waste-management advisory services.

- Develop advanced training materials; mentor LSP experts during Training on the Job visits to up to 10 factories; prepare TWA reports, CAPs and implementation follow-ups.

Circular Fashion Partnership - Cambodia

H&M Foundation / GFA / GIZ / Reverse Resources and partners | Key Expert | Jul 2025 - Jun 2027 (ongoing)

Multi-stakeholder circularity programme focused on structured waste management, traceability and transition from landfill/incineration to higher-value textile-to-textile recycling.

- Conduct baseline assessments, strengthen segregation/documentation/traceability systems and build factory capacity for circular waste-management practices.

Circular Fashion Partnership - Indonesia

H&M Foundation / GFA / Reverse Resources and partners | Key Expert | Jan - Dec 2025

Led baseline waste-flow assessments and designed segregation, tracking and reporting frameworks to improve traceability and shift waste towards high-value recycling pathways.

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

GIZ STILE II | Bangladesh | Textile Waste Management & Recycling Expert | Aug 2023 - Feb 2024

Analysed policy and regulatory gaps, informal-sector practices, recycling barriers and formalisation pathways; developed recommendations on regulation, incentives, stakeholder roles, advocacy and shared responsibility.

UNIDO SWITCH2CE: BESTSELLER SWITCH to Upstream Circularity Pilot

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

Managed project execution, stakeholder collaboration and capacity building for post-industrial textile waste recovery, segregation, traceability and closed-loop recycling.

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

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

Used digital traceability to profile waste types, volumes and composition; trained stakeholders, validated data and provided recommendations to improve waste management and circularity.

Environmental Performance Assessment Framework for RMG Sustainability Council (RSC)

GIZ | Bangladesh | Short-Term Expert, Waste Management | Mar - Nov 2025

Provided technical expertise on textile-sector waste management for a comprehensive environmental performance assessment framework covering chemicals, energy, water, wastewater and waste.

Scoping Mission: Circular Economy and Sustainable Waste Management

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

Researched textile waste, solid waste, e-waste, legislation, EPR and stakeholder structures; supported consultations and advised on project design, feasibility and sustainable waste-management priorities.

H&M Global Waste Mapping Project

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

Supported identification, quantification and analysis of waste streams across H&M's global supply chain to identify inefficiencies and inform circularity opportunities.

Selected Fibre & Product Traceability Programmes

TextileGenesis / Historic Futures | Global and South Asia | 2009 - 2022

Delivered or supported fibre-forward and product traceability for Next, BESTSELLER, H&M, Marks & Spencer, Carrefour, Levi's, adidas, Decathlon, Sainsbury's and Tesco, covering cotton, MMCF, RPET, recycled synthetics and product-level origin mapping.

TECHNICAL & REGIONAL PROFILE

Digital platforms: Reverse Resources, TextileGenesis, TrusTrace and Sourcemap. **Regional experience:** Bangladesh, Cambodia, Vietnam, Indonesia, India, Pakistan, Turkey and Sri Lanka.

EDUCATION, TEACHING & CREDENTIALS

Education: MBA, Marketing, Primeasia University (2012) | Master of Commerce, Finance & Credit, Financial Academy under the Government of the Russian Federation, Moscow (2005).

Teaching: Guest Lecturer, Institute of Business Administration, University of Dhaka (2025-Present), Postgraduate Diploma in Circular Fashion | Guest Lecturer, BUFT (2022), Sustainability fundamentals.

Selected certifications: Science Based Targets, Cascale (2024) | Circular Economy Masterclass, University of Exeter (2023) | Product Life Cycle Standards, GHG Protocol (2022) | GRI Sustainability Reporting Standards | GHG Emissions Calculation & Reporting | Agile Project Management & Leadership.

Languages: English, Bangla and Russian - full professional proficiency.