



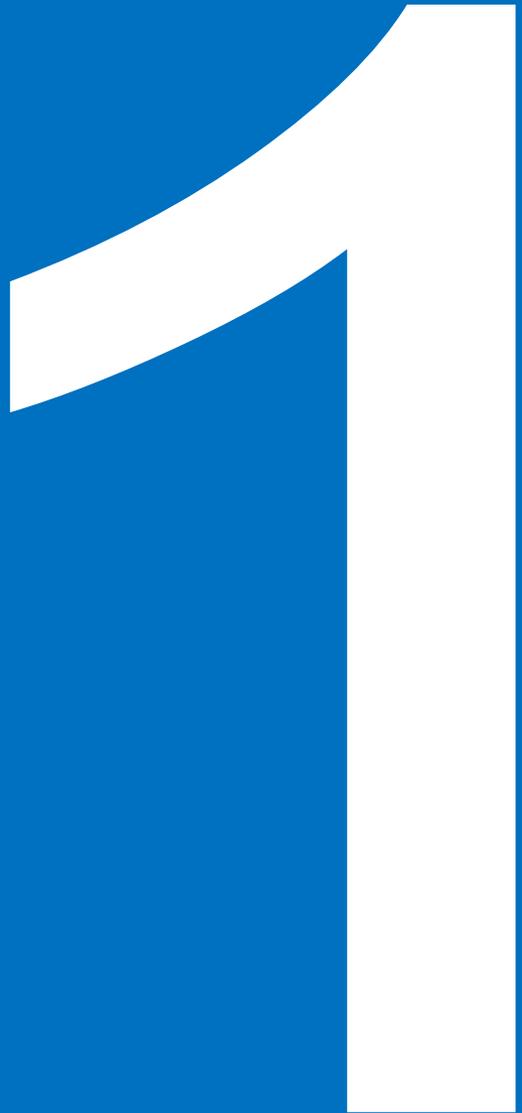
Apparel and Footwear International RSL Management Group



# Welcome to the 8th AFIRM Supplier Seminar!

20th November 2025, İstanbul, Türkiye





**AFIRM:  
WHO ARE WE  
AND WHAT DO  
WE DO?**

# 2004: AFIRM Group Established



## Apparel & Footwear International RSL Management Group

Founding members



YOUR M&S



- Collaborative forum to advance chemicals management
- Primary goal: simplify, align, evolve & scale RSL adoption
- Supply chain outreach & education – elevate industry on this topic
- Product chemical policy engagement & regulatory compliance

# ELIZABETH TREANOR



**AFIRM Director: 2004 - 2016**



# 2010: Historical Perspective

## 250+ Product RSLs in the Apparel & Footwear Industry

- Different chemicals, limits, methods & formats
  - Estimated 12000 pages of chemical restrictions!
- Very challenging for supply chain
  - Why was this happening?
  - Is this the proper way to manage industry?



# 2012: AFIRM RSL Guidance Published



## Big Step Toward a Common RSL

Parameters				
Substance/Material	Lowest Limit	Suitable Method Sample Prep	Suitable Method Measuring	Colour Coding
<b>Antimony (Sb) extractable (CAS-No.: 7440-36-0)</b>				
Textile	2 ppm	EN ISO 105-E04 (2009)	EN ISO 17294-2	●
Leather	n.t.	EN ISO 105-E04 (2009)	EN ISO 17294-2	●
Trim parts, metal parts, jewelry	2 ppm			●
<b>Antimony (Sb) total (CAS-No.: 7440-36-0)</b>				
Textile	200 ppm for 100 % Polyester 130 ppm for 50 % PE.S 30 mg/kg (natural leather)	microwave digestion with H <sub>2</sub> O <sub>2</sub> /HNO <sub>3</sub>	EN ISO 11885 (2009)	●
<b>Arsenic (As) extractable (CAS-No.: 7440-38-2)</b>				
Textile	usage ban (0.2 ppm) (a)	EN ISO 105-E04 (2009)	EN ISO 17294-2	●
<b>Arsenic (As) total (CAS-No.: 7440-38-2)</b>				
Textile	1 ppm (a)	microwave digestion with H <sub>2</sub> O <sub>2</sub> /HNO <sub>3</sub>	EN ISO 17294-2	●
Leather	1 ppm (a)	microwave digestion with H <sub>2</sub> O <sub>2</sub> /HNO <sub>3</sub>	EN ISO 17294-2	●
<b>Asbestos (CAS-No.: multiple)</b>				
UV/visual on	usage ban	U.S. EPA8200R-03116	U.S. EPA8200R-03116	●
<b>Cadmium (Cd) extractable (CAS-No.: 7440-43-8)</b>				
Textile	0.1 ppm	EN ISO 105-E04 (2009)	EN ISO 17294-2	●
<b>Cadmium (Cd) total (CAS-No.: 7440-43-8)</b>				
Textile	1 ppm (a)	microwave digestion with H <sub>2</sub> O <sub>2</sub> /HNO <sub>3</sub>	EN ISO 17294-2	●
Leather	1 ppm (a)	microwave digestion with H <sub>2</sub> O <sub>2</sub> /HNO <sub>3</sub>	EN ISO 17294-2	●
Trim parts	40 ppm	microwave digestion with H <sub>2</sub> O <sub>2</sub> /HNO <sub>3</sub>	EN ISO 17294-2	●
<b>Barium (Ba) extractable (CAS-No.: 7440-39-3)</b>				
Textile	1000	EN 71-3	EN ISO 17294-2	●
Leather	1000	EN 71-3	EN ISO 17294-2	●
Trim parts	1000	EN 71-3	EN ISO 17294-2	●
<b>Chromium (Cr) extractable (CAS-No.: 7440-47-3)</b>				
Textile	11 mg/kg textile and artificial leather total, means chromium 6+ and Cr(VI)	EN ISO 105-E04 (2009)	EN ISO 17294-2	●
Leather	100 mg/kg	EN ISO 105-E04 (2009)	EN ISO 17294-2	●
<b>Chromium (Cr) total (CAS-No.: 7440-47-3)</b>				
Textile	100 mg/kg for 7Adipents and worsted wool extractable limit applies	microwave digestion with HNO <sub>3</sub> /H <sub>2</sub> O <sub>2</sub>	EN ISO 17294-2	●
<b>Chromium VI (CAS-No.: 10101-41-9)</b>				
Leather	3 ppm	leather aging: Draft GEN/TC 509 VIG 2N 90 2007-10	§ 64 LFGB 82.02-11 (2008)	●

Version 01

- Compilation of AFIRM member brand strictest RSL limits (with some exceptions)
- Would brands adopt in place of their own RSL?

# 2015: AFIRM RSL v.01 Published



## Huge Victory for AFIRM and the Greater Industry!



- Common RSL that goes beyond globally regulated limits
- Simplify compliance / gain efficiencies
- Demonstrate maturity / model legislation
- Updated to **Version 10.1** earlier this month

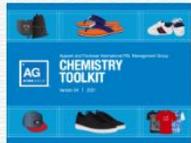
# AFIRM RSL Supporting Tools



Restricted Substances List



Packaging RSL



Chemistry Toolkit



Chemical Information Sheets



PFAS Phaseout Guidance



Sampling Guidance

How to Perform Sampling for RSL Testing



Training Videos



Webinars

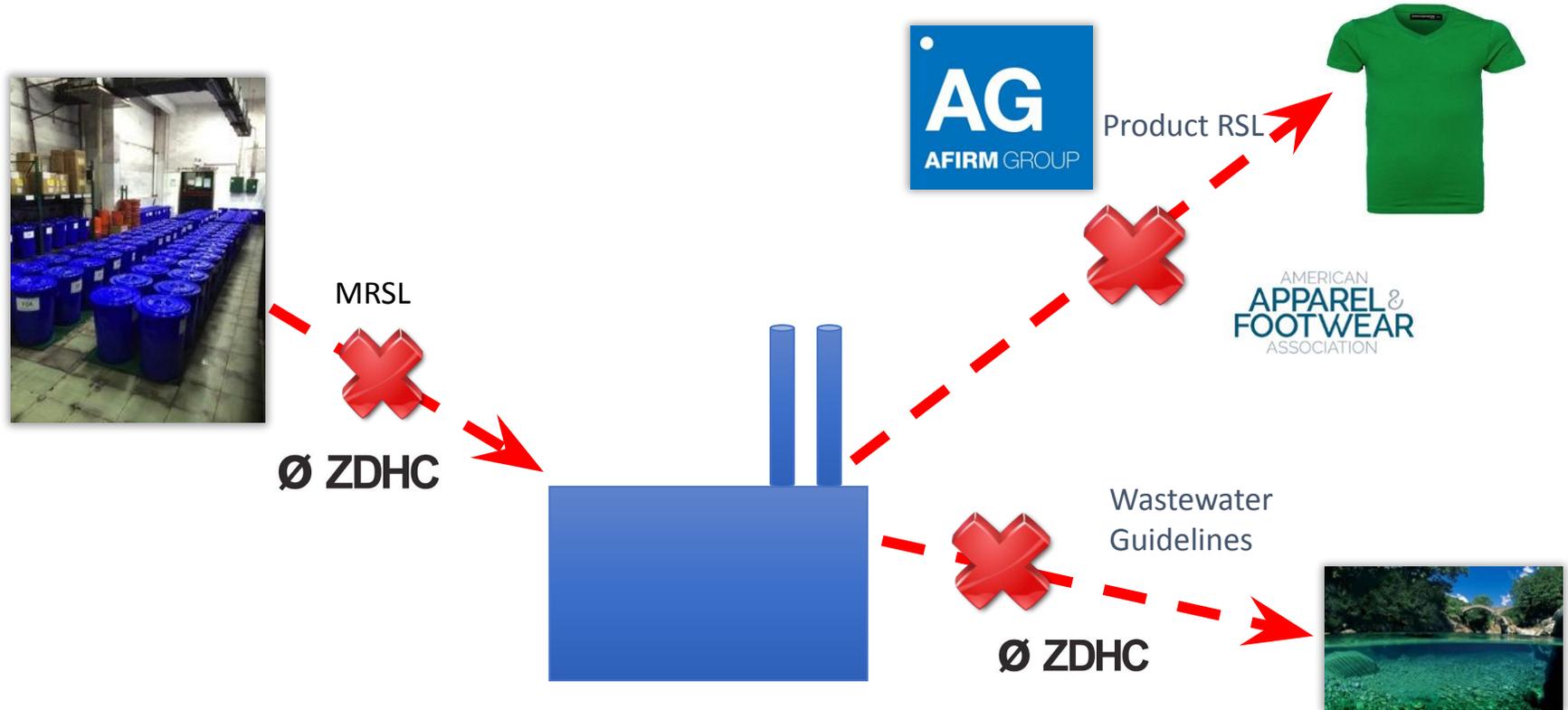
# Industry Landscape: RSL vs. MRSL



## Chemical Inputs & Outputs



Input-Output Systems:  
Private, third-party  
certification & coverage  
of AFIRM RSL limits



## Responsible Positions with Lawmakers & Regulators

- Restriction consultation comments
- Live testimony at hearings
- Virtual & in-person meetings with policymakers
- Collaboratively hosted events for policymakers & enforcement authorities

**Goal:** Beneficial, pragmatic, implementable & verifiable chemical restrictions

The AFIRM GROUP logo is displayed on a blue background, which is part of a document header. The background of the document shows a close-up of colorful, textured materials, possibly fabric or fibers, in shades of yellow, pink, and orange.

Apparel & Footwear International RSL Management Group  
[afirm-group.com](http://afirm-group.com)

28 October 2025

[AFIRM Group Response to TRIS Notification 2025/0431/FR \(France\) – Draft implementing decree for Article 1 of Law No. 2025-188 \(Protection the population from the risks associated with PFAS\)](#)

### 1. Introduction

The AFIRM Group, a global association of the world's leading apparel and footwear companies with a mission to reduce the use and impact of harmful substances in the apparel and footwear supply chain, supports the timely and effective phase out of **per- and polyfluoroalkyl substances (PFAS)** from products. AFIRM published comprehensive [PFAS Phaseout Guidance](#) to assist the industry in this endeavor back in May 2023 with an updated version set for release in November 2025.

# 2025: AFIRM Group Membership



46 Member Companies and Growing! (300+ Brands)

