

ONE+all

Our
MODERN
SLAVERY
statement

We're trying to do

THE RIGHT THING

At One+All, we want to leave things a little bit better than we find them. We try to work in a more enlightened way, taking responsibility for our impact on society, the people we work with and the environment.

It's something we've been working on for a while.

From the fabrics we use and making sure our schoolwear is safe, to happy overseas workers and knowing the nitty-gritty about our supply chain, to building a workplace where everyone can bring their best game and feel good about themselves.

We've set high standards for ourselves. We listen. We say "sorry" if we get it wrong and take steps to improve everything. We challenge ourselves every day. We dream big and try to create solutions to make life better for everyone.

We care deeply. So everyone, especially the kids who wear it, can feel good about One+All schoolwear.

All these actions add up to a big difference.

The difference is the story behind every One+All garment.



ONE+all

HEY!

Thanks for reading our modern day slavery statement 2022.

This document explains how we go about looking after the human rights of people involved in making our products. No matter whether they're based in the UK or Timbuktu. It's also a public affirmation of our ongoing commitment to improve as a socially responsible company.

We're a values-led B Corp that's part of a global movement of organisations that believe in using business as a force for good. Which means taking care of people and the planet, just as much as making a profit.

Understanding and sharing what happens at every stage of our products' journey is important. It's all part of how we do things differently at One+All, and it's also part of being a B Corp.

And it matters to everyone we work with.

Our colleagues, the workers who make our garments, our suppliers, our customers, and the children who wear our stuff.

Let's dive straight in and explain what our Modern Day Slavery Statement 2022 covers.

Let's go+
EXPLORE →

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About Us+

OUR ETHICS

We make schoolwear, really good schoolwear.

But the best thing about it is how it's made and the difference that can make. Like the kids who wear it, we look at the world differently.

And we see opportunities to do good for everyone.

At every step of our products' journeys, we aim to do the right thing - for our team, our supplier partners, the planet, and of course, for our customers.

From sourcing raw materials and healthy work environments, to reducing our carbon footprint, we care about what goes into our garments, how they're made and the people who make them.

We're all about improving ethical standards from the beginning to the end of our products' life. So we're a full member of the Ethical Trading Initiative (ETI). Find out about their work here: www.ethicaltrade.org

And we're really committed to protect the people who make our garments and those working in our supply chains from modern day slavery.

We hope our uncompromising and thoughtful approach inspires other businesses to take action.

We're proud to be 100% employee owned and a Certified B Corporation. Every colleague wants us to improve, and we work together to be the best business we can be.

Best of all, our colleagues are all connected by a single purpose.

Our big ambition is to prove that you can be a successful business that cares about more than just profit. In fact, we exist to grow and become a force for good for people and the planet.

Because we believe we can help change the world with schoolwear.

Turnover: £ 17.3M

Employees: 71

Overseas suppliers: X5

Garments: 2.8M

Tier 1 Suppliers: 40

600+ Customers:

Sourcing countries: X5

Embroidered Garments: 1.4M

Our Supply CHAIN

It's our job to help our customers provide a great uniform to the schools they supply and the pupils that wear it.

Making this happen depends on our suppliers.

We've built up strong relationships with our suppliers over many years, which really helps us to understand and manage our supply chain effectively. The main area we use suppliers for is making our garments. We don't own any factories that produce the raw materials or the finished garments that we sell.

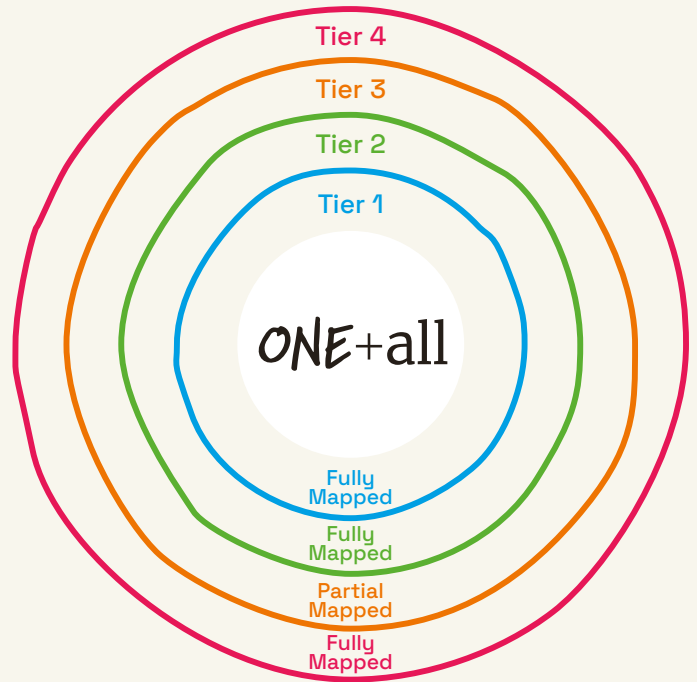
We source garments directly from our Tier 1 suppliers in five locations: Bangladesh,

Egypt, Philippines, China and the UK. We also source our knitwear yarn directly from one Tier 2 supplier.

Our garments can be embroidered at three locations: at our overseas suppliers, at our UK headquarters, and by third-party UK suppliers.

Transparency is a really important part of being a responsible business, so we're open about who we work with. Our Tier 1 suppliers are registered with the Open Apparel Registry (OAR) and we publish details about our supply chain on our website.

You can take a peek here: oneandall.co.uk/supply-chain



11 Tier 1 Manufacturing Product Sites



40 Tier 1 Suppliers, including services

Tier 1 suppliers in 5 countries



United Kingdom



Egypt



Philippines

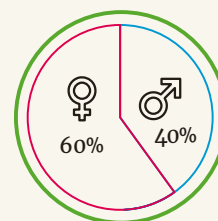


Bangladesh

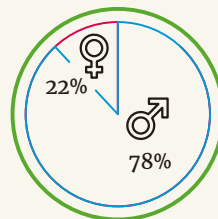


China

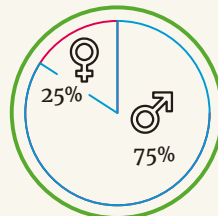
Gender split of those working within Tier 1 supply chain



2,031 workers



Senior Management level



Supervisory level

How We **TACKLE** Modern Day Slavery

One+All is a full member of the Ethical Trading Initiative (ETI).

Being a member is fundamental to how we tackle modern day slavery. We've adopted the ETI Base Code, because we won't allow any form of slavery being part of how our garments are made.

We expect that all our suppliers adopt the ETI Base Code too.

The ETI Base Code



Employment is freely chosen



Freedom of association & the right to collective bargaining



Safe and hygienic working conditions



No child labour



Living wages are paid



Working hours are not excessive



No discrimination

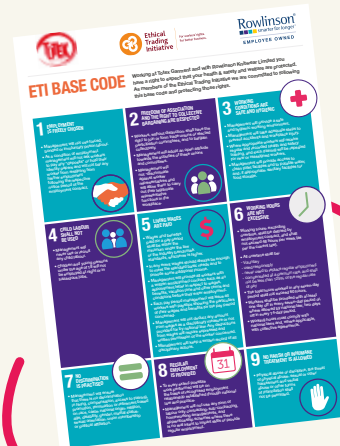


Regular employment



No inhumane treatment

We help them to do this by speaking directly with owners, management, and production staff. We also provide public workplace notices about the ETI Base Code in the local language at the factories where our garments are made.



We directly employ One+All colleagues based at our Tier 1 suppliers. They're important to everything we do as an ethical business, so we invest in their development with training, mentoring and support.

We employ a full-time Overseas Director based in Asia. As a member of One+All's Board of Directors, our Overseas Director is responsible for driving improvements in our ethical strategy.

While we've seen no evidence of slavery in our supply chain, we hold ourselves accountable to the very highest standards. After all, we're a B Corp and there's no tougher verification of social responsibility than that!

We're publishing this, **our fourth Modern Day Slavery Statement**, to capture our response to the Modern Slavery Act 2015. This updated statement explains what we've done since our first Modern Day Slavery Statement (published back in August 2018, when we traded as Rowlinson Knitwear), and what we plan to do next.

The THINGS We Do

We're doing lots of things in our supply chain to help us do a better job for the people who make our garments.





We try to make a small difference to their lives. For example, we've been donating water filter systems to the workers in our main factory in Bangladesh since 2014, so more people have access to clean drinking water at home.

In the same factory, we've been supplying free of charge sanitary products to over 100 female workers since 2019, to help alleviate period poverty.

Other things we do help us understand our supply chain operations deeply, so we can prevent modern day slavery happening.

	SUPPLY CHAIN MAPPED	ON-SITE ONE+ALL COLLEAGUES	SMETA AUDIT LAST 12 MONTHS	INTERNAL AUDIT LAST 12 MONTHS	WORKER PARTICIPATION COMMITTEE	OPERATIONAL GRIEVANCE MECHANISMS	PERIOD POVERTY INITIATIVE	ACCESS TO CLEAN DRINKING WATER HOME AND WORK	ONE+ALL MINIMUM WAGE	ONE+ALL LIVING WAGE	GENDER DATA INDICATORS
TIER 1											
NEW HORIZON BANGLADESH	Complete	Complete	Pending	Complete	Complete	Complete	Complete	Complete	Complete	Pending	In progress
NEWAGE BANGLADESH	Complete	Complete	Pending	Complete	Complete	Complete	Pending	Pending	Complete	Pending	In progress
TOTEX EGYPT	Complete	Complete	Pending	Complete	Complete	Complete	Not required	Complete	Complete	Pending	In progress
FAIRLAND PHILIPPINES	Complete	Complete	Pending	Complete	In progress	In progress	Not required	Not required	Complete	Pending	In progress
TIES CHINA	Complete	Pending	Pending	In progress	Pending	Pending	Not required	Not required	Complete	Pending	In progress
TIER 2											
TIER 2	Complete	Not required	Pending	Pending	Pending	Pending	Pending	Pending	Pending	Pending	Pending
TIER 3											
TIER 3	In progress	Not required	Pending	Pending	Pending	Pending	Pending	Pending	Pending	Pending	Pending
TIER 4											
TIER 4	Complete	Not required	Pending	Pending	Pending	Pending	Pending	Pending	Pending	Pending	Pending

KEY

-  Not required
-  Pending
-  In progress
-  Complete



Our **ETHICAL** Policies

We're a B Corp striving to respect and uphold human rights across our global supply chain. We do this by working closely with our Tier 1 suppliers to help them fully comply with the ETI Base Code and our ethical policies.

Whistleblowing

Workers in our supply chain need a way to share concerns and suggest ideas for improvements anonymously, and with the confidence that we will respond appropriately to any issues raised.

We have several effective Operational Grievance Mechanisms to allow colleagues to raise concerns in a safe, protected environment. One example where we've provided workers in our Bangladesh operations with access to the Amader Kotha helpline. This is a 24-hour, 7-day a week free-of-charge helpline that colleagues can call to report workplace concerns. More than 2000 workers have had access to Amader Kotha since August 2019.

<https://amaderkothahelpline.net/>

Anti-Bribery and Anti-Corruption Policy

Our Anti-Bribery and Anti-Corruption Policy explains our zero tolerance position on bribery and corruption. It's shared publicly and with all Tier 1 suppliers.

Cotton Policy

In previous statements, we've talked about cotton harvested in Uzbekistan and Turkmenistan which is reported to use exploited and forced labour, including child labour.

At the time of publishing this statement, we've learned that forced labour has no longer been used in the 2021 Uzbek cotton harvest. We're pleased about this news, as it confirms the importance of organisations working together to end slave labour. We've signed The Responsible Sourcing Network's (RSN) Turkmen and Uzbek Cotton Pledge. This is our public commitment not to source cotton from Turkmenistan and Uzbekistan. In light of this recent good news, we'll now begin work to look more closely at this policy in the future, and our continued commitment to support the work of the RSN.

We're aware of similar issues relating to cotton fibre and products sourced from Xinjiang, China. We don't use any cotton from this region in our products.

Our Cotton Policy explains our ethos on the sourcing of cotton for our garments. We've shared it with all our Tier 1 suppliers, who've confirmed in writing their compliance with it. We're committed to becoming endorsers of the "Call to Action" to address this issue.

www.sourcingnetwork.org/the-cotton-pledge

<https://endughurforcedlabour.org/call-to-action>



You can look at our policies here:

www.oneandall.co.uk

Assessing+ MANAGING RISKS

To help us work out the risk of modern day slavery in our supply chain, we've worked within the ETI's **Human Rights Due Diligence Framework (HRDD)**.

In our last modern day slavery statement, we said we wanted to adopt a more comprehensive audit programme. And previous statements said we wanted to complete SEDEX audits and register our Tier 1 suppliers within the SEDEX framework.

We've improved our own internal audit systems, to be more comprehensive and include one-to-one interviews that add value to our HRDD approach. This approach to audits helped us identify some low-paid workers in our supply chain. We've taken action to remedy this, putting in place a Minimum Salary Scheme to increase Tier 1 workers' salaries. All the required actions from our 2021/22 audits were minor and have now been fully resolved.

Audits are just one of the tools we use to assess risk.

We're much better informed about due diligence, risk assessment processes and effective Operational Grievance Mechanisms (OGM). Our Overseas Director and Quality Control Officer in Egypt continue to develop their knowledge, by taking part in webinars, blogs, and peer-to-peer conversations that help us to improve as an ethical business.

A win for workers, and a win for us!

As the highest risk of modern day slavery is in Egypt and Bangladesh, we've continued to focus attention on these two supplier locations.

We have several OGMs in place to process and deal with grievances raised, including child labour. Our OGMs are available to all colleagues in our supply chain.

Our Tier 1 supply chain is fully mapped and available on our website. Our Tier 2 and Tier 4 (logistics and services) supply chain is also fully mapped. We know much more about our Tier 3 supply chain, which revealed high risk issues about cotton fibre sources. We've addressed the risks by publishing and sharing our Cotton Policy with our suppliers.

In our last statement, we noted concerns about poor worker representation and a lack of trade union representation in our Bangladesh and Egypt suppliers. We've improved these issues in both locations with due diligence and audits. In Bangladesh, we've also introduced a Social Dialogue Programme resulting in a Government-registered Worker Participation Committee being set up.

We've analysed lots of information about the people who work in our Tier 1 supply chain, including gender. This has been a useful first step, and as diversity and inclusion is important, we're planning to do more in the future.

Watch this space!

Measuring EFFECTIVENESS

Many people like to know the fine detail behind the headlines. The nitty gritty. The utter truth.

We've got nothing to hide. Here's chapter and verse of the actions we've taken since we published our 2021 modern day slavery statement.

We'd hoped to have achieved more by now.

But the global pandemic made it difficult to get on with some of our planned actions from our last modern day slavery statement.

WE SAID WE WOULD....WHAT WE'VE DONE	STATUS
<p>Develop and document extra operational grievance mechanisms (OGMs) to use for training purposes with the senior management team at our Tier 1 supply chain. Our goal is to empower workers so they can deal effectively with grievances in their own workplace.</p>	<p>The COVID-19 pandemic, and lack of ability to travel and implement actions has meant we've made little progress against this action.</p> <p>The work doesn't stop, so this is an ongoing action for 2022.</p>	<p>Outstanding</p>
<p>Continue work on supply chain mapping.</p>	<p>Supply chain mapping is ongoing and we've established further clarity on Tier 3.</p> <p>The work doesn't stop, so this is an ongoing action for 2022.</p>	<p>Ongoing</p>
<p>Begin investigative work on potential modern day slavery in the supply chain associated with logistic suppliers. Report on our findings and plan actions to take.</p>	<p>Our work with ETI as part of the Expert Support Network contributed to the development of the Human Rights Due Diligence Health Check Toolkit.</p> <p>This led to a full check of our sea logistics, ensuring all our vessels protected the rights of seafarers.</p>	<p>Initial work complete</p>
<p>Improve the Worker Participation Committee (WPC) at our Tier 1 supplier in Egypt.</p>	<p>The establishment at the supplier nominated level of the WPC is complete. But we have concerns about the nature of it. Post-pandemic, we need to develop it into a stronger, more effective body, learning from our Social Dialogue work in Bangladesh.</p>	<p>Ongoing</p>
<p>Map, measure and assess current worker dialogue and participation committee at our Tier 1 supplier in the Philippines. Prepare to establish a WPC in the future.</p>	<p>Post-pandemic, we'll engage with senior management and owners in the implementation of a Social Dialogue Programme, aiming to copy our achievements in Bangladesh.</p>	<p>Ongoing</p>

What We Plan To Do

NEXT
↑ ↑ ↑ ↑

We have great expectations. As we're a work-in-progress, there's plenty of scope for us to improve. And we love a challenge!

Here's the details of the things we plan to get on with during 2022.

WE'RE GOING TO...	STATUS
Develop and document extra operational grievance mechanisms (OGMs) to use for training purposes with the senior management team at our Tier 1 supply chain. Our goal is to empower workers so they can deal effectively with grievances in their own workplace.	Jan 2023
Investigate and develop a more robust supply chain map driven by a comprehensive online database. Our goal is to have access to data that helps One+All colleagues in their supply chain mapping work.	Ongoing
Improve the Worker Participation Committee at our Tier 1 Egyptian supplier. Our goal is to achieve a fully elected Committee that gives a meaningful voice to colleagues in the supply chain, and improves our Operational Grievance Mechanisms.	Ongoing
Map, measure and assess current worker dialogue and participation committee at our Philippines-based Tier 1 supplier. Our goal is to prepare the groundwork to create a Workers Participation Committee (WPC) in the future.	Ongoing

SPOTLIGHT:

Human Rights for Seafaring Crews

At the height of the global pandemic, we witnessed the seafarers' crew change crisis.

A lack of understanding of the supply chain in this complex industry, coupled with the extra issues caused by the pandemic, resulted in a major human rights challenge.

Collective advocacy by trade unions and businesses to the ILO and International Maritime Organisation led to the UNGC guidance, Maritime Transport and the COVID-19 Crew Change Crisis. As a result of this, we worked alongside the ETI, International Transport Workers' Federation (ITF), and other active ETI members in the Logistics Expert Support Network.

The Logistics Expert Support Network was created so that companies can engage with the ITF, an ETI member representing 20 million transport workers worldwide. ITF holds extensive data on shipping lines, vessels, routes, and vast practical knowledge on the industry and workforce moving goods around the world. Through its global network of shipping inspectors, ITF also has an established grievance mechanism and remedy pathway.

In recognition of the seriousness of the issues outlined during our meetings, ITF established a Seafarers Human Rights Due Diligence (HRDD) Unit, which supports businesses with confidential HRDD health check reports on their shipping supply chain.

The health check report provides:

- **Details of vessels that goods are transported on.**
- **An overview of vessel-specific human rights grievances raised by seafarers.**
- **Remedy that has been provided through the ITF inspectors.**
- **Proportion of vessels in the supply chain covered by ITF acceptable collective bargaining agreements.**

We're really proud to have worked with the ITF and ETI in the Expert Support Network of Companies to help develop the HRDD health check report. We use this tool on all our shipping containers, to check our seafarers have strong and valid worker representation on the vessels transporting our garments.

We want to encourage other businesses to use this toolkit on the logistics element of their supply chain, too.

<https://www.ethicaltrade.org/blog/eti-members-part-ground-breaking-hrdd-toolkit-seafarers>



“The International Transport Workers' Federation (ITF) is pleased to have started its engagement with One+All in identifying the crew change crisis as a specific modern slavery risk in the company's supply chain, and look forward to strengthening the relationship and level of engagement as we endeavour to mitigate the risk posed to seafarers worldwide in the Covid-19 global pandemic.”

International Transport
Workers' Federation

TRAINING

On Modern Day Slavery

We've been an ethical business for many years. Whether we're manufacturing safe, high-quality clothing, caring for colleagues, improving the lives of workers in our overseas operations, or reducing our environmental impact, we really care about our actions.

In our first year operating within the scope of our modern day slavery statement, colleagues undertook comprehensive training on modern day slavery and effective due diligence work.

In the second year, we extended training to our Overseas QC Officer based in Egypt, who supports our Overseas Director with ethical trade activities, including research on a living wage and SMETA audit processes. We've made a long-term commitment to analyse our capacity building, to enhance the effectiveness of these roles and our ethical trade actions.

We understand how hard it is to spot modern day slavery, especially in overseas operations. To help us do this consistently, we directly employ Quality Control colleagues at our major suppliers in Egypt and Bangladesh. Our Overseas Officer in Egypt has completed training, so we can conduct effective SMETA Pillar 2 audits at our supplier operations, as well as on-site audit processes at our Tier 1 suppliers during the 2021/22 period. We've also scheduled more colleague training on due diligence training sessions relating to modern day slavery.

We're proud of our work on the eradication of child labour, and the development of Operational Grievance Mechanisms to address this and other risks. Establishing the Worker Participation Committee in Bangladesh, and our ongoing financial support of Amader Kotha, confirms our longstanding commitment to make responsible decisions that benefit the people who make our garments.

But this is just the beginning.

We want to improve our understanding of our supply chain through further mapping. This will help us identify issues to take action on. We know this to be the case, because through our mapping work so far, we've played a part in the constructive work with ETI on the Human Rights Due Diligence for seafarers, and the evolution of the HRDD health check to address this.

It matters to us that we achieve greater transparency too, because transparency enables us to take decisive action to lessen the risk of modern day slavery in our supply chain. Modern slavery is a tough issue to tackle - but it's really important that we do.

We remain committed to our purpose - **to grow for the greater good.**



Neil Ward
Managing Director
One+All



All past and current MDSS are registered and deposited with: UK GOV Modern Slavery Statement Registry at:

<https://modern-slavery-statement-registry.service.gov.uk/>

THE COMPANY WE KEEP

It ain't what you do.....it's the way that you do it.

We firmly believe in getting on with doing stuff that's important. **Walking the walk.** Making changes that help others. Learning from our mistakes.

We work with smart people and organisations who help us to be better.

Here are our accreditations and the organisations who are helping us to become a more ethical and sustainable business.

Certified



Certified B Corporation

Certified B Corporations are a new kind of business that balance prosperity with people and the planet. We became a Certified B Corp in August 2020, because we want to be a force for good.



Planet Mark

Planet Mark certification recognises our commitment to measure and reduce carbon emissions, travel, waste, energy and water consumption. Certification is important to us, as we strive to demonstrate our care for the planet.



Living Wage

We became an accredited Living Wage employer in 2018. We're committed to ensure that everyone who works for us, including contractors, benefits from fair rates of pay to meet the rising cost of living.



Ethical Trading Initiative

As a full member of the Ethical Trading Initiative, we're driving improvements for the people who make our garments overseas, by adopting the ETI Base Code. We're also helping all our suppliers to adopt the ETI Base Code too.



GM Good Employment Charter

We're one of the first six members of the Greater Manchester Good Employment Charter, which aims to help deliver better employment standards, good jobs and a thriving local economy.

Questions+Chat
+Information

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LET'S TALK