

ONE+all

Our
MODERN
SLAVERY
statement

Certified



Corporation

Proud to be
EMPLOYEE OWNED

May 2023

We're trying to do THE RIGHT THING

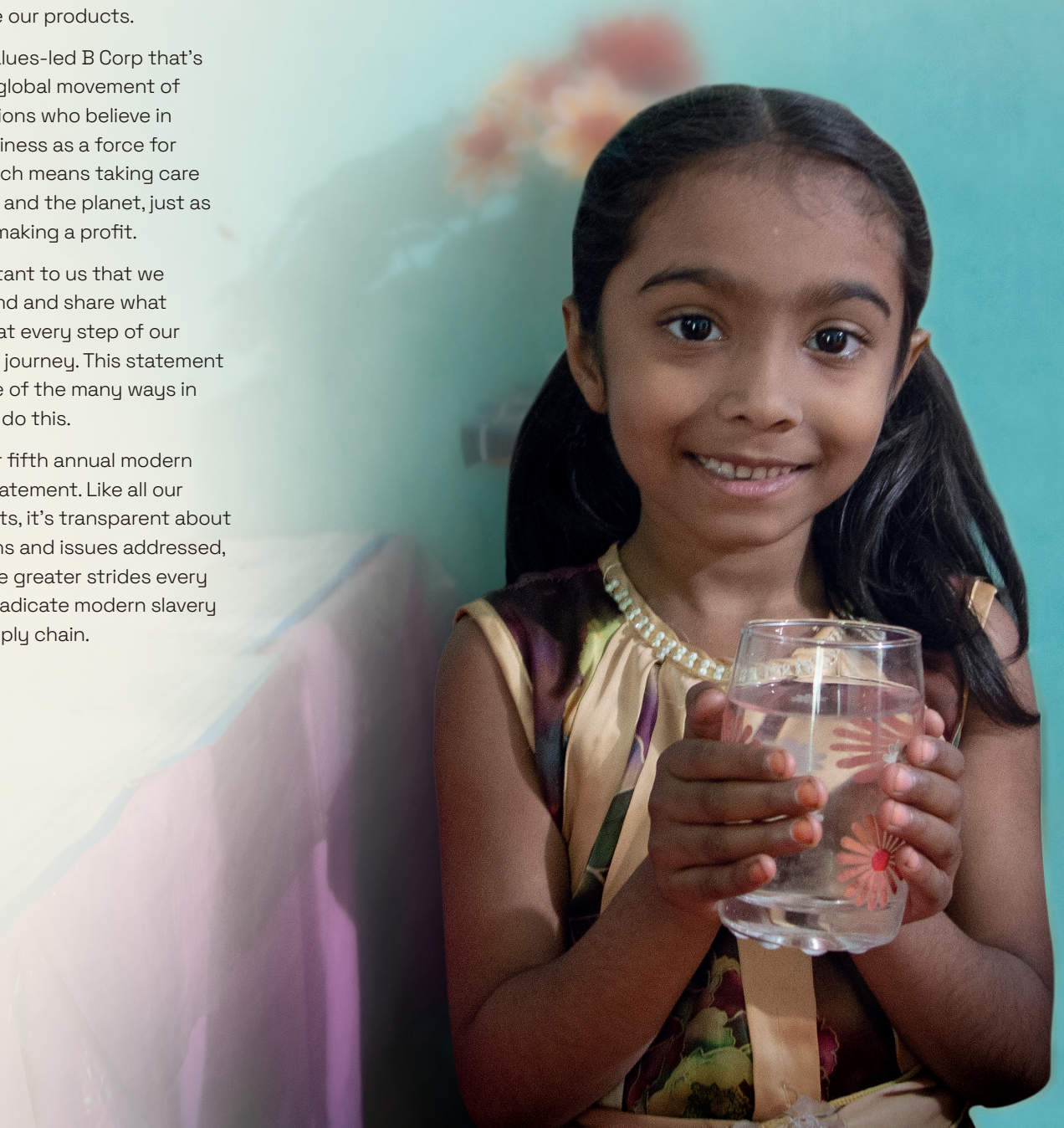
Thanks for reading our modern slavery statement 2022/23.

This document explains what we've done since our last statement in February 2022 to mitigate modern slavery and look after the human rights of people who make our products.

We're a values-led B Corp that's part of a global movement of organisations who 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.

It's important to us that we understand and share what happens at every step of our products' journey. This statement is just one of the many ways in which we do this.

This is our fifth annual modern slavery statement. Like all our statements, it's transparent about our actions and issues addressed, as we take greater strides every year to eradicate modern slavery in our supply chain.



Let's go+
EXPLORE →

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About Us+

OUR ETHICS

We make garments, really good garments.

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

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

We strive to improve ethical standards and show leadership within our market, from the beginning to the end of a garment's life. We're proud to be the first schoolwear business to be a full member of the Ethical Trading Initiative.

We're very committed to protect the people who make our garments and work in our supply chains from modern slavery.

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

Our big ambition is to prove that you can be a successful business that cares about more than just profit.

We're proud to be 100% employee owned and a Certified B Corp. 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 - **to grow for the greater good for people and the planet.**

Turnover: £ 19.1M

Employees: 68

Overseas suppliers: 5

Garments: 2.6M

Tier 1 Suppliers: 40

650+ Customers:

Sourcing countries: 5

Embroidered Garments: 1.5M+

Our Supply CHAIN

It's our job to help our customers provide great garments to the schools, sports clubs and businesses that they supply.

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 way in which we work with our suppliers is for the making of our garments. We don't own any factories that produce the raw materials or the finished garments that we sell.

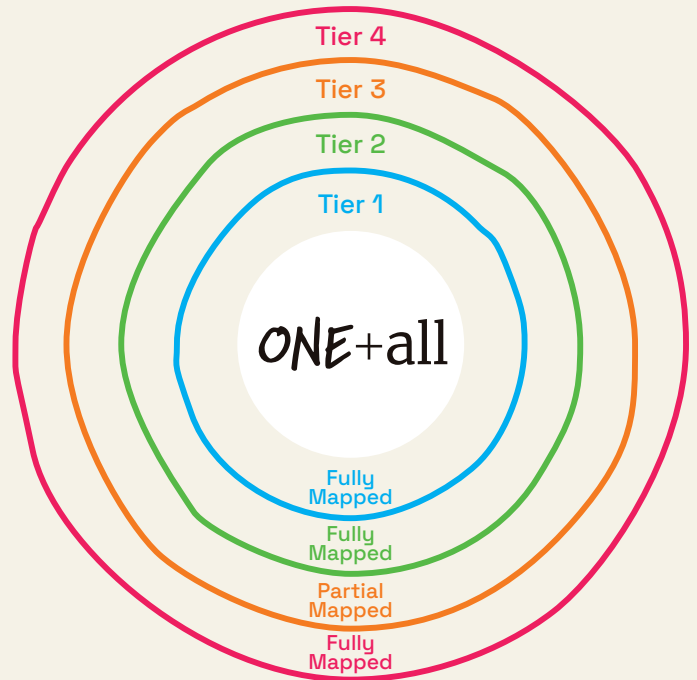
We source garments directly from our Tier 1 suppliers in five locations: Bangladesh,

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 for further transparency, we publish details about our supply chain and the latest audits on our website.

Find out more 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

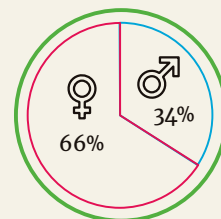


Bangladesh

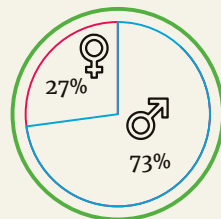


China

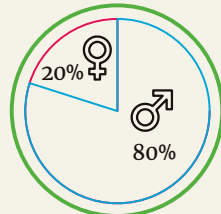
Gender split of those working within Tier 1 supply chain



3944 workers



Senior management level



Supervisory level

How We TACKLE Modern Slavery

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

Being a member is fundamental to how we tackle modern 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

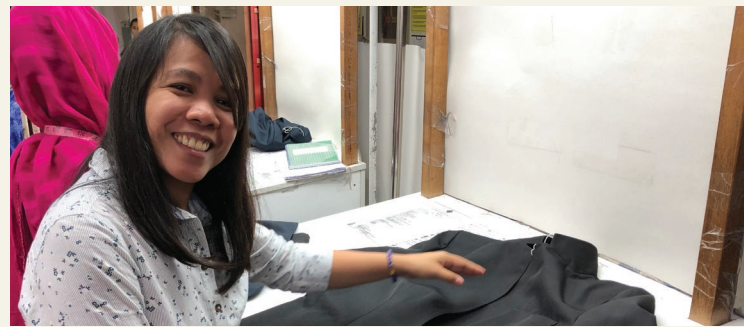
We help suppliers to work within the ETI Base Code by speaking directly with owners, management, and production staff. We also provide public workplace notices about the ETI Base Code in the local language at the factories where our garments are made, as well as focus on capacity building (broadening our knowledge) with colleagues to ensure we 'spread the word.'

We directly employ One+All colleagues based at our major 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. This enables our colleagues based in these factories to help create the working environment we aspire to have throughout our supply chain.

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, spending a significant amount of time on the ground at our supplier partners.

While we've seen no evidence of modern slavery in our supply chain, we hold ourselves accountable to the very highest standards.

We're publishing this, **our fifth modern slavery statement**, to capture our response to the Modern Slavery Act 2015. This updated statement explains what we've done since our first modern slavery statement published back in August 2018, and what we plan to do next.



The THINGS We Do

We not only focus on initiatives to reduce the risk of modern slavery within our supply chain, but also do lots of things to improve the lives of the people who make our garments.

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 all female workers since 2019 to help alleviate period poverty, and free personal first aid kits. Working with locally-based teams, we've delivered sexual healthcare and reproductive rights training to women, and provided on-site medical healthcare. In addition, we're reviewing sanitation facilities and structural building safety at supplier premises, renewing and repairing these where necessary.

Our work to directly engage with suppliers on workers' salary rates has resulted in some workers' salaries doubling in the last few years. This work continues annually, along with support on food parcels to colleagues and their families during religious festivals.

In 2023, we took the decision to support the International Labour Organisation work on establishing a government-led Employment Insurance Scheme that helps to protect Bangladesh garment workers' health, safety and future employment.

Find out more here: <https://eis-pilot-bd.org/en/>

We work long-term with nominated charities in our supplier locations, including Phulki in Bangladesh who support women in the workplace and their immediate families to raise awareness of rights, healthcare, and benefits.

We also develop initiatives that help us understand our supply chain operations deeply, so we can prevent modern slavery from happening. These include and are not limited to structures such as effective Operational Grievance Mechanisms (OGM) and policies which help us better raise, handle and deal effectively with grievances found within the supply chain.

Examples are freephone helplines in Bangladesh for all employees at Tier 1 supplier locations to anonymously raise concerns they may have, and OGMs that help prepare for and deal with any occurrence of child labour we may uncover.

Ongoing Initiatives Specific to Modern Slavery

	SUPPLY CHAIN MAPPED	ON-SITE ONE+ALL COLLEAGUES	SOCIAL AUDIT SMETA OR ONE+ALL	ONE+ALL MINIMUM WAGE	GENDER DATA INDICATORS	WORKER PARTICIPATION COMMITTEE
TIER 1						
NEW HORIZON BANGLADESH						
NEWAGE BANGLADESH						
TOTEX EGYPT						
FAIRLAND PHILIPPINES						
TIES CHINA						
TIER 2						
TIER 3						
TIER 4						

KEY

- Pending
- In progress
- Complete
- Not Applicable



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 in place, allowing colleagues to raise concerns in a safe, protected environment. One example is 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/>

Governance and Accountability for Human Rights in the Supply Chain

It is important to have clear lines of responsibility and accountability for the governance of our supply chains. All colleagues are acutely aware of these, which are recorded in this policy document to manage the supply chains and focus on fundamental human rights due diligence, part of which is the eradication of modern slavery.

Anti-Bribery and Anti-Corruption Policy

Our Anti-Bribery and Anti-Corruption Policy explains our zero tolerance position on bribery and corruption. We share this policy publicly and with all Tier 1 suppliers, and annually with our One+All colleagues. By addressing this issue we hope to mitigate the occurrence of modern slavery in our supply chain.

Cotton Policy

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

We've signed The Responsible Sourcing Network's (RSN) Turkmen and Uzbek Cotton Pledge, signalling our public commitment not to source cotton from Turkmenistan and Uzbekistan.

We're aware of similar issues relating to cotton fibre and products sourced from Xinjiang, China. We've taken extensive measures to ensure we don't use any cotton from this region.

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://enduyghurforcedlabour.org/call-to-action>

Better Cotton™

We became a proud member of the Better Cotton initiative in January 2022. Better Cotton is a holistic approach to modern cotton production covering all three sustainability pillars: social, environmental and economic. One of its principles addresses decent work and forced labour, the main criteria for mitigating modern slavery.

[Our membership confirmation on the Better Cotton website](#)

Impact Report

As a B Corp, we must recertify every three years and publish an Impact Report in the intervening years. Our first Impact Report is an honest summary of our social impact from initial certification to August 2022. It explains our sustainability strategy and our commitments to people, supply chain workers, customers and communities, and the planet.

Our policies ensure we operate within best practices throughout our supply chain. Many of them are supported with Operational Grievance Mechanisms (OGMs), following proven guidelines to manage issues raised within the scope of our policies.

In addition, our Overseas Director and Business Improvement Director meet weekly to review, update and raise awareness of our company policies. This ensures we have a robust approach to manage and improve our policies, so they're effective for the benefit of those they aim to safeguard.

View our policies here: www.oneandall.co.uk

Assessing+ MANAGING RISKS

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

In the last 12 months and following a period of limited travel due to the pandemic, we restarted our social auditing plan.

We audited two potential suppliers in Pakistan, rejecting one due to health and safety issues and concerns related to gender discrimination, the second we will report on in our next statement. We initiated a SMETA audit at our primary supplier in Bangladesh, resulting in an ongoing investigation regarding working hours.

We initiated our periodic internal social audit at our supplier in Egypt, resulting in concerns over the impact of the country's economic conditions and inflation on the workers wages. We're continuing to explore ways that we can help to mitigate this impact.

We're better informed about due diligence, risk assessment processes and effective Operational Grievance Mechanisms (OGM). Our Overseas Director and Social Compliance Coordinator 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.

As the highest risk of modern 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, and to interested parties by request.

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.

We continue to be proud of the approach we take to Human Rights due diligence, particularly the continual improvement of our audit systems and our transparency, by sharing the results of them on our website.

The Social Dialogue Programme implemented in Bangladesh which led to the establishment of an elected worker participation committee continues to grow in strength, giving a voice to the colleagues in our supply chain. We are pleased to report that we are now building on these foundations with a new "Green Social Dialogue Programme".

In our last modern slavery statement, we said we would start gathering gender data. The International Labour Organisation (ILO) estimates 49.6 million people are living in modern slavery - the majority being women and children.

In the past 12 months, we've made further developments to our gender data initiative, establishing strong indicators both within and separately to our audit programme. This builds on the framework of the Business for Social Responsibility (BSR) and ETI Gender Data guidance.

We're really proud that we've been able to highlight the importance of this type of work by speaking at the Organisation for Economic Cooperation and Development (OECD) side session on Gender Data in February 2023, where we shared our experience and gained further knowledge to build on our existing work.

Measuring EFFECTIVENESS

Here are the actions we've taken since we published our 2021/22 modern slavery statement.

We've made a long-term commitment to improve. As we learn more, it's not unusual for us to refocus our


goals and set new objectives. Some tasks don't have a specific goal or timeline for completion. However, all our objectives are crucial to us understanding and eradicating modern slavery from our supply chain.


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>Restricted travel has meant we have been unable to achieve this goal.</p> <p>At this stage we will be placing this initiative on hold.</p>	<p>To review at a later date.</p>
<p>Improve the Worker Participation Committee (WPC) at our Tier 1 supplier in Egypt.</p>	<p>We continue to discuss this in conjunction with guidance and support from ETI.</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>We now understand from further investigations that a trade union is already in operation at this supplier.</p> <p>We will look to engage further with ownership, management and unions on future initiatives.</p>	<p>Complete</p>
<p>Work closely with the ETI initiative on Gender Data Indicators. This will help in identifying gendered challenges and risks in the workplace.</p>	<p>Initial gender data indicator work is completed. We are now expanding this work to more advanced levels of data.</p>	<p>Complete</p>
<p>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.</p>	<p>We have already engaged with our IT Team on options available for the development of a more robust supply chain map.</p>	<p>Ongoing</p>


What We Plan To Do





WHAT WE'RE DOING NEXT

-  Further enhancement of the gender data indicators already established.

-  Explore more training options on modern slavery to build and enhance knowledge with our colleagues on the importance of this.

-  Build more in-depth knowledge of our supply chain by utilising third-party expertise on the ground. Our nominated Bangladesh charity, Phulki, is a great example of this, with a wealth of experience to interview colleagues in our supplier partners, including a gender focus to better identify potential risks of modern slavery.

-  Further development of our social audits, improving reporting, and continuing to be transparent about the outcomes.

-  Focusing on mandated minimum and living wages within the environment of our audits, and addressing areas of concern to improve our colleagues' lives.

SPOTLIGHT:

Gender Data Initiative

“71% of overall victims of modern slavery – nearly 30 million – are estimated to be women and girls.”
Anti-Slavery Organisation

Gender Data Initiative is a journey of collecting more and better quality data that is focused directly on the issues related to gender, as an integral part of supply chain risk assessments and monitoring.

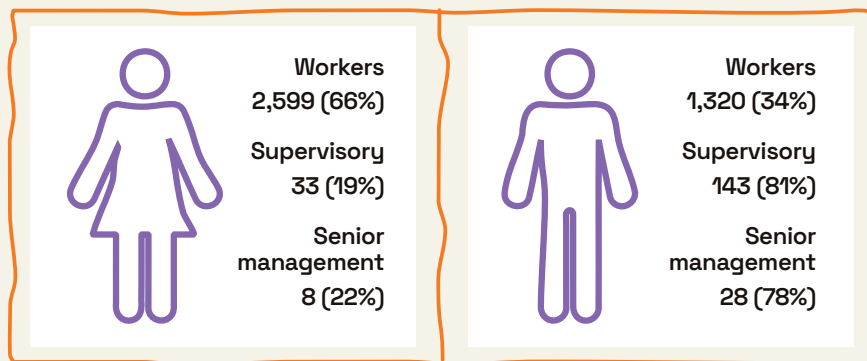
In its June 2019 report, the UN Working Group on the Gender Dimensions of the Guiding Principles on Business and Human Rights declared that businesses are responsible for requiring their suppliers respect the human rights of women in their operations.

From this, the organisation BSR launched a Framework for Conducting Gender Responsive Due Diligence in Supply Chains. This framework has been adopted and promoted by ETI, of which One+All are members of.

Gathering comprehensive and accurate data will help us to better understand the issues faced by women in our supply chain, who remain the highest risk category of worker exploitation, trafficking and modern slavery.

With ETI support, One+All joined the Gender Data Initiative in April 2022 and began collecting gender data from our main tier one suppliers (based on Level 1 guidance.)

The results are:



Main Findings

- Females make up the majority of the workers, except at our supplier in Egypt.
- Males dominate supervisory and administration roles, except at our Philippines supplier.
- There are no female managers at our biggest suppliers.
- Females are well represented in the worker participation committees, with the exception of our Egyptian supplier.
- The absenteeism rates between male and female colleagues in our supply chain are acceptable and close, except at one of our suppliers in Bangladesh, where it is double for females.
- The female worker turnover rates are acceptable, with the exception of Egypt.

The data has already helped us to conduct further analysis and investigation, and engage with local third-party organisations with relevant experience in this area. This has led to:

- * Better understanding of our supply chain from a gender perspective.
- * Improvements to Period Poverty Initiative.
- * Delivery of training on Sexual Health and Reproductive Rights to our supply chain colleagues.
- * In-depth interviews with colleagues to understand their needs better, such as after-hour clubs, local education support and childcare.

UP NEXT

We're working on adding the collection of gender indicator data into our Social Audits for potential new suppliers. We're going to keep monitoring the annual impact of our actions at our existing suppliers.

TRAINING

On Modern 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 slavery statement, colleagues undertook comprehensive training on modern 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 invest in the education, skills and resources required to enhance the effectiveness of these roles and our ethical actions.

Our work on Gender Data Indicators is already improving our ability to spot and eliminate modern slavery from our supply chain. Our early work is just the beginning and we expect to develop this area of focus more, working with others who can help us gain detailed gender information to inform our future approaches to modern slavery.

We understand how hard it is to spot modern 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 slavery.

We're proud of our work to date and the achievements we have made within our supply chain. All our colleagues and suppliers share our desire to work collaboratively, so that our supply chain is free from modern slavery.

From building knowledge, skills and resources, to improving audits, learning from our gender data, and sharing our findings and experiences with others. We're intent on playing our part in eradicating modern slavery, and demonstrating leadership in ethical practices that encourage others to do the same.

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



Neil Ward
Managing Director
One+All

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

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

THE COMPANY WE KEEP

We firmly believe in addressing modern slavery within our supply chain, making changes that help others and learning from our mistakes. Here are our accreditations and the organisations who are helping us to become a more ethical and sustainable business.

Certified



Corporation

Certified B Corporation

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.



Phulki

We provide financial support to Phulki, a charity supporting women and children in Bangladesh. Phulki co-founded Amader Kotha, an anonymous telephone helpline for workers, which we fund for our Bangladesh factories. They also deliver our period poverty initiative, and training on sexual health and reproductive rights at New Horizon, Bangladesh. In the future, we hope to support their provision of after-hours support clubs for women and children.



Ethical Trading Initiative

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

Green Social Dialogue

One of the many tools we use to tackle modern slavery is to make it easier for workers to be heard ("workers' voice"). We're proud of our involvement in the ETI Social Dialogue Programme, which led to the establishment of an elected Worker Participation Committee at New Horizon, Bangladesh. We want to build on this, starting a "Green Social Dialogue" initiative to give workers and civil society representatives a platform to engage with the impacts of climate change in their workplace.



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.



Better Cotton™

One+All partners with Better Cotton to improve cotton farming globally. This initiative means we're helping to take better care of the people, communities and environment of those working in the cotton supply chain. We can also have greater reassurance in mitigating the occurrence of modern slavery within our sourcing strategy.



Living Wage and Living Hours

We've been an accredited Living Wage employer since 2018. We're committed to everyone who works for us, including contractors, benefiting from fair rates of pay to meet the rising cost of living. We became an accredited Living Hours employer in 2022. Our UK colleagues benefit from decent notice of shifts, a contract that reflects the hours they work, and a guaranteed minimum of 16 hours work per week.

Questions+Chat
+Information

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LET'S TALK

