

ONE+all



Our
MODERN
SLAVERY
statement



May 2025

We're trying to do THE RIGHT THING

Thanks for reading our modern slavery statement 2024/25.

This document outlines the steps we have taken since our previous statement in May 2024 to combat modern slavery and uphold the human rights of those involved in making 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 seventh 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.

It is our sincere hope that 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.**

Turnover: £ 21.8M

Employees: 71

Overseas Suppliers: 6

Garments: 2.9M

Tier 1 Suppliers: 182

690+ Customers:

Sourcing Countries: 6

Embroidered Garments: 1.6M+

Our Supply CHAIN

It's our job to help our customers provide great garments to the schools, 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 manufacturing 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 four locations: Bangladesh, Egypt, Philippines, and China. We also source our knitwear yarn directly from one Tier 2 supplier in Turkey.

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 Supply Hub, and we publish details about our supply chain and the latest audits conducted at them on our website.

Find out more here:

oneandall.co.uk/supply-chain
<https://opensupplyhub.org/>



Bangladesh



New Horizon (BD) Ltd.
 Newage Apparels Ltd.
 Keilock Newage Bangladesh Ltd.

The Philippines



Fairland Knitcraft Co., Inc.

China

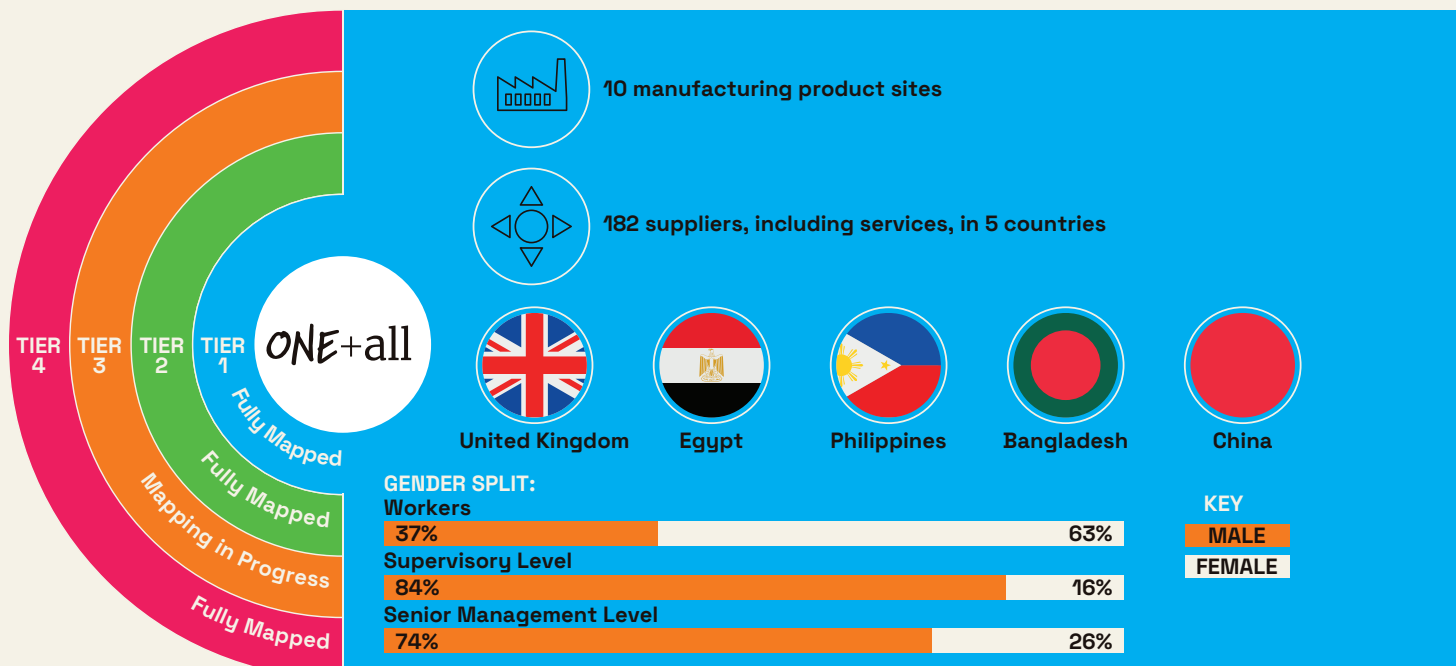


Shengzhou Zhonghe Garment Co Ltd

Egypt



Totex Garments



How We TACKLE Modern Slavery

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

We fully comply with the ETI Base Code, meet all the minimum requirements of the ETI Corporate Transparency Framework, and in some categories, we exceed them.

Being a member is fundamental to how we tackle modern slavery. We've adopted the ETI Base Code because we don't want any form of slavery to be part of how our products 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 and 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

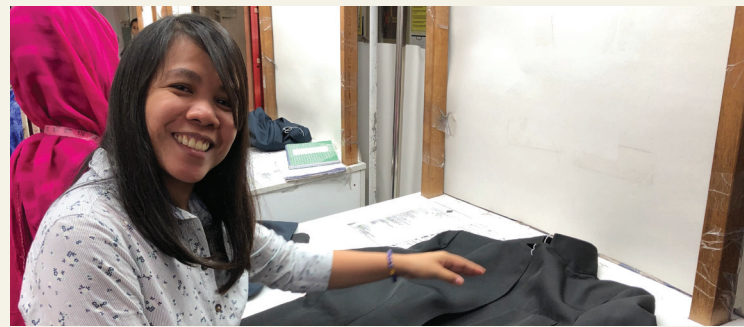
We help suppliers to work within the ETI Base Code by speaking directly with owners, management and production staff. We also provide public workplace notices about the ETI Base Code in the local language at the factories where our garments are made, as well as focus on capacity building (broadening 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 extremely important to everything we do as an ethical business, so we invest in their development with training, mentoring and support. This enables them 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 our Board of Directors, our Overseas Director is responsible for driving improvements in our ethical strategy, spending a significant amount of time onsite 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 seventh 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 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 many things to improve the lives of the people who make our garments.

For example, we've donated water filter systems to the workers in our main factory in Bangladesh since 2014, giving them access to clean drinking water at home. In the same factory, we've supplied free-of-charge sanitary products to female workers since 2019, helping to alleviate period poverty. We've also provided the same workforce with free-of-charge personal first aid kits. Working with local teams, we've delivered sexual healthcare and reproductive rights training to women, and provided onsite medical healthcare. In addition, we've completed the upgrade of sanitation facilities and structural building safety at our supplier's premises, renewing and repairing these as required.

Our work to directly engage with suppliers on workers' salary rates has resulted in some workers' salaries more than doubling in recent 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's work to establish a government-led Employment Injury Scheme that helps to protect Bangladesh garment workers' health, safety and future employment.

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

We have a long-term commitment to support nominated charities in our supplier locations. We make financial contributions to Phulki in Bangladesh, whose work supports working women and their immediate families by raising awareness of rights, healthcare, and benefits.

We also develop initiatives that help us understand our supply chain operations deeply, as part of our commitment to prevent modern slavery. These include the publication of our annual Salient Human Rights Issue reports, effective Operational Grievance Mechanisms (OGM) and Policies which help us better raise, handle and deal effectively with grievances found in 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 Mapping

We take pride in our approach to comprehensive supply chain mapping. Although not completed, this extends to Tier 4. This meticulous process involves tracing every stage of a product's journey, from the sourcing of raw materials to its arrival at our warehouse. By detailed mapping of our supply chain, we can identify vulnerable points where unethical practices, including modern slavery, may occur. These vulnerabilities often exist within sub-contractors or lower tier suppliers operating in regions with insufficient labour protections. Armed with this understanding, we're able to proactively implement targeted interventions, such as supplier capacity-building initiatives and stronger due diligence measures, to prevent and address instances of modern slavery.



Onsite Colleagues

We're proud to have our own team present at our main Tier 1 suppliers' facilities. This covers more than 80% of what we source, and helps us prevent modern slavery in our supply chain. Our onsite colleagues play a critical role in identifying any signs of exploitation or coercion among workers. They observe working conditions first-hand and assess compliance with labour standards. By strengthening our monitoring efforts, we ensure that ethical standards are upheld throughout the supply chain. We empower our onsite colleagues to report any suspicions or incidents of modern slavery, which fosters a culture of vigilance and accountability, further enhancing the effectiveness of anti-slavery initiatives.



Social Audits and Beyond

Social compliance audits are essential for addressing modern slavery within supply chains. However, their effectiveness depends on going beyond basic checks. We have developed our audit process to include all necessary tools, from self-assessment questionnaires to reviewing essential documents, conducting both casual and formal interviews with workers and management, and following up on issues until remediation is achieved. Our comprehensive audits play a crucial role in confirming or denying potential risks, and allowing us to report publicly with our annual Salient Human Rights Issues Report. **To date, no evidence of modern slavery has been found within our supply chain.**



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 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 our Bangladeshi workers with access to the Amader Kotha helpline. This is a 24/7, 7-day a week free 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's important to have clear lines of responsibility and accountability for the governance of our supply chains. All colleagues are 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.

Salient Human Rights Issues Report

Using appropriate due diligence processes, One+All is proactive in assessing, identifying, mitigating and monitoring potential human rights issues in our supply chain. Salient Human Rights Issues are most likely to exist in a complex textile supply chain like ours, which is why we place a significant focus on them.

In our second annual report, extensive research, risk assessment, and due diligence are used to identify and deliver effective solutions to the most salient (noticeable and severe) human rights issues. The process is ongoing and all public reporting is transparent.

<https://oneandall.co.uk/sustainable>

Better Cotton™

Better Cotton is the world's largest sustainable cotton initiative, aiming to transform cotton production globally. It supports a more environmentally friendly and socially responsible cotton supply chain by focusing on three core pillars: environmental protection, economic development, and social wellbeing. Through training and support, Better Cotton helps farmers adopt more sustainable practices while improving livelihoods and reducing environmental impact.

A key part of Better Cotton's mission is addressing human rights issues, particularly modern slavery. The initiative embeds the principle of Decent Work in its standard, actively working to identify and mitigate risks of forced, bonded, or child labour in cotton farming communities. In 2020, Better Cotton established a Task Force on Forced Labour and Decent Work, which later informed the development of a long-term roadmap focused on eliminating exploitation and ensuring fair conditions throughout the cotton supply chain.

We became a proud member of Better Cotton in January 2022. Since then, we've significantly increased our sourcing of Better Cotton, reaching 83% in 2024. Our original target was to reach 50% Better Cotton usage by 2025, but we've already surpassed this goal. Through Better Cotton's credit system, we actively contribute to sustainable cotton farming, even though the cotton in our garments may not be physically traceable to specific farms. Our commitment supports better conditions for farmers and their communities.

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, 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.

Impact Report

As a B Corp, we recertify every three years and publish a social impact report in the intervening years. Last published in May 2025, our Impact Report explains our sustainability actions and commitments to colleagues, supply chain workers, customers, 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.

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

Assessing+ MANAGING RISKS

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

This work has led to us developing a comprehensive risk assessment approach to our supply chain, resulting in the publication of our first Salient Human Rights Issues Report in November 2023, and annually thereafter.

We highlight this risk assessment and report further in our "Spotlight" section later in this document.

In the last 12 months, we have reviewed and renewed Tier 1 supplier audits in Bangladesh, our primary sourcing location, and the Philippines and Egypt. For the first time, we conducted supplier audits in Tier 2 suppliers, specifically our fabric and yarn suppliers in Bangladesh.

We're better informed about due diligence, risk assessment processes and effective Operational Grievance Mechanisms (OGM). Our Overseas Director and Quality and Compliance Coordinator based in Egypt continue to develop their knowledge, taking part in webinars, blogs and peer-to-peer conversations, some resulting in the sharing of our knowledge with respective ETI members, that help us to improve as an ethical business.

Through our risk assessment work in 2024, we know that our sector is prone to the likelihood of modern slavery. The highest risk remains in Egypt and Bangladesh, so we've continued to focus attention on these two supplier locations. As a result of our risk assessment work, we have not directly identified any forms of modern slavery to date in our supply chain.

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 continue to work with external organisations, including the International Transport Federation (ITF), to monitor and highlight risks within our sea vessel transportation at Tier 4 level. We continue to engage directly with Tier 4 providers, working with them to ensure no forms of modern slavery exist.

We're proud of the approach we take to HRDD, particularly the continual improvement of our audit systems and our transparency, by sharing the results of these audits on our website.

The Social Dialogue Programme implemented in Bangladesh which led to the establishment of an elected worker participation committee grows in strength, giving a voice to the colleagues in our supply chain. We're pleased to report that we are now building on these foundations with a new Green Social Dialogue Programme completed in early 2024.

<https://www.ethicaltrade.org/insights/issues/due-diligence/etis-work-human-rights-due-diligence>

Measuring EFFECTIVENESS

Here are the actions we've taken since we published our 2023/24 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
Further enhancement of the gender data indicators already established.	We have enhanced the gender data segment in our social auditing process to include the key gender data indicators that will be monitored during every audit renewal. During the analysis of our Salient HR issues, we assessed the risks with a gender perspective.	Complete
Deliver further modern slavery training across a wider proportion of our business, and explore a similar approach with key management at some of our Tier 1 suppliers.	Employing external training services, we have now rolled out training to all One+All colleagues on modern slavery.	Complete
Improve the Worker Participation Committee (WPC) at our Tier 1 supplier in Egypt.	<p>The WPC is now operational. However, we have identified that further management training is required.</p> <p>This remains outstanding. We are now seeking further guidance from outside organisations, such as the ETI, on our next steps.</p>	Ongoing
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>We have already engaged with our IT Team on options available for the development of a more robust supply chain map. We understand this will take time to develop.</p> <p>Due to higher business priorities, this initiative is currently on hold, but will be readdressed in 2026/27.</p>	Ongoing
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>We have reviewed and updated all OGMs and are ready to begin raising awareness of these within our teams and the wider supply chain.</p> <p>This remains an outstanding action yet to be addressed. Our intentions are to complete this in 2025/26.</p>	Ongoing

SPOTLIGHT:

Salient Human Rights Issue Report

Research, risk assessment, and due diligence were used to identify and address the most salient human rights issues in our supply chain. Our methodology, risks at country and sector levels, mitigation measures, and transparency are detailed in the report.

We used a variety of tools and methodologies to assess potential risks within our supply chain. A thorough risk assessment was conducted, taking into account both country and industry-specific factors. Additionally, we developed an innovative risk assessment tool aligned with the SMETA Corrective Action Guidance - version 1.2. This tool enabled us to conduct a comprehensive evaluation of potential risks graded according to their severity, by integrating Probability/Likelihood and Impact/Severity grades. As a result of this process, we identified a range of potential risks.



- * Poor Quality Of Life
- * Modern Slavery
- * Gender Gap
- * Child Labour
- * Women's Healthcare

- * Working Conditions
- * Living Wage
- * Freedom of Association
- * Excessive Working Hours
- * Awareness of Rights

- * Self-Assessment Questionnaires
- * Onsite Colleagues
- * Regular Visits
- * Social Audits

Our efforts to identify human rights issues, including self-assessment questionnaires, onsite evaluations by colleagues, regular visits and social audits, were based on the outcome of the potential risks. Through meticulous examination of various aspects of our operations, we identified and ranked our major human rights concerns.

In 2024, as part of our specific action to address one of the salient HR issues in our supply chain, we chose to tackle our ranked last—but not least—issue: the lack of awareness of rights. We believe that understanding one’s rights is the foundational knowledge needed to address all other issues.

To this end, we designed our first “Your Rights!” booklet to be distributed to workers in our main suppliers’ factories. This booklet summarises key labour laws in the country and provides an introduction to the Ethical Trading Initiative (ETI) Base Code, including the addressing of forced labour. Additionally, we have included contact details for our overseas representatives, offering a grievance or inquiry channel directed to One+All.

Our report outlines our commitment to taking decisive action to address these issues. We implement continuous improvement and positive impact measures for our suppliers, from mitigating risks to implementing remedial measures. For more details and the complete report, visit our website’s sustainability page.

OUR FIRST
‘YOUR RIGHTS!’
BOOKLET
↓



TRAINING

On Modern Slavery

We've been an ethical business for many years. Whether we're manufacturing 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 Quality & Compliance Coordinator 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.

We've delivered colleague training across a wide range of topics, resulting from our investment in the Kallidus training programme. As part of this initiative, we've included training modules specifically focused on modern slavery, with all One+All colleagues completing these modules. This training has enabled our colleagues to understand the importance of this issue and to take appropriate action to prevent modern slavery. We're committed to ensuring all colleagues receive regular training and updates on the topic.

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 Quality and Compliance Coordinator based at our Egypt Tier 1 supplier has completed training, so we can conduct effective SMETA Pillar 2 audits at our supplier operations, as well as internal onsite audit checks at our Tier 1 suppliers. The results of all of these are shared publicly.

We're proud of our work to date and the achievements we have made in 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 the UK GOV Modern Slavery Statement Registry::

<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

Phulki is 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 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.



INTERNATIONAL
TRANSPORT
WORKERS'
FEDERATION

International Transport Federation (ITF)

In 2021, ETI established connections with the International Transport Workers' Federation (ITF), which is committed to improving working conditions by enabling connections among Transport trade unions and workers worldwide. Since then, we've documented vessel information for transporting our products. At the close of each year, we share this vessel list with ITF. In a process referred to as a "health check", the ITF provides us with insights into the vessels we've utilised, including whether they are protected by an ITF Collective Bargaining Agreement, and incident reports on the vessels used.

In the latest 2024 health check:

- * 49 vessels checked.
- * 19 were registered under a Flag of Convenience (FOC), all were covered by an ITF-approved Collective Bargaining Agreement (CBA)
- * 30 vessels are registered under a National Flag, 2 were not covered by ITF-acceptable CBAs.



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 helping all our suppliers to adopt the ETI Base Code too.



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 supply chain.



Living Wage and Living Hours

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.



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

