

ONE+all



Our
MODERN
SLAVERY
statement

Certified



Corporation



Proudly
employee
owned.

May 2026

We're trying to do THE RIGHT THING

Thanks for reading our modern slavery statement 2025/26.

This document outlines the steps we have taken since our previous statement in May 2025 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 eighth 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 high-quality schoolwear, workwear and accessories.

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 items, 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 an item'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 protecting the people who make our items 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: £ 25.6M

Employees: 75

Overseas Suppliers: 6

Garments: 3.4M

Tier 1 Suppliers: 182

Customers: 681+

Sourcing Countries: 5

Embroidered Garments: 1.7M+

Our Supply CHAIN

It's our job to help our customers provide great items 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 items. We don't own any factories that produce the raw materials or the finished items that we sell.

We source items directly from our Tier 1 suppliers in four locations: Bangladesh, Egypt, Philippines and China. We source our knitwear yarn directly from one Tier 2 supplier in Turkey.

In addition to our five overseas sourcing countries, we also source consumables and non-item supplies domestically within the UK, bringing our total sourcing countries to six.

Our items 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.

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



Bangladesh



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

China



Shengzhou Zhonghe
Garment Co Ltd

Egypt



Totex Garments

The Philippines



Fairland Knitcraft Co., Inc.



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 items are made, as well as focus on capacity building 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.

This statement builds on **eight years of published statements** since August 2018, and sets out what we've done this year 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 products.

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 workers' health, safety and future employment.

<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 (OGMs) 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

Our Tier 1, Tier 2 and Tier 4 supply chains are now fully mapped. We continue to work towards complete Tier 3 visibility, 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 OGMs 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 our policy documents 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 third 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 Initiative (BCI™)

BCI is the world's largest cotton sustainability programme, aiming to improve cotton production globally. It supports a more climate-resilient and socially responsible cotton supply chain by focusing on core pillars: environmental protection, economic development, and social wellbeing. Through training and capacity strengthening, BCI supports farmers adopt more sustainable practices while improving livelihoods and reducing environmental impact.

A key part of BCI's mission is to promote a safe and healthy environment to support decent work in cotton farming communities. The programme embeds these principles into its standard, focusing on raising awareness, training, and implementing systems to prevent forced, bonded, or child labour. BCI's Decent Work Strategy establishes a long-term roadmap focused on driving systemic change, reducing vulnerabilities to labour exploitation, and supporting fair conditions at the farm level.

We became a member of BCI in January 2022. Since then, we've significantly increased our sourcing, reaching 73% of our cotton as BCI Cotton in 2025. Our original target was to reach a 50% sourcing threshold by 2025, but we've already surpassed this goal. BCI Cotton is sourced via a system of Mass Balance and is not physically traceable to final products. However, through the fees we pay for sourcing BCI Cotton, we contribute to the funding of field-level projects and farmer capacity strengthening through the BCI Growth and Innovation Fund (GIF).

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

Our ethical policies include:

- * Human Rights Policy
- * Freedom of Association Statement
- * Supplier Colleagues Rights Awareness Policy
- * Operational Grievance Mechanisms (OGMs) in the Supply Chain
- * Governance and Accountability for Human Rights in the Supply Chain
- * Anti-Bribery and Anti-Corruption Policy
- * Whistleblowing Policy

Our policies ensure we operate within best practices throughout our supply chain. Many of them are supported with OGMs, following proven guidelines to manage issues raised within the scope of our policies. All are available in the public domain directly from our website.

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 us to develop 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 conducted social audits across ten sites, spanning our Tier 1 suppliers in Bangladesh, Egypt and the Philippines, and for the second consecutive year, extended our auditing programme to Tier 2 suppliers, specifically fabric and yarn suppliers in Bangladesh and the Philippines. This represents a significant step forward in our supply chain transparency and due diligence.

Our audits identified a range of findings across these sites, including health and safety deficiencies, excessive working hours, and in one instance, wages below the statutory legal minimum. Where findings were identified, remediation plans were immediately implemented and are monitored closely by our onsite colleagues and Overseas Director.

In one case, where we identified practices inconsistent with our ethical standards and the ETI Base Code at a Tier 2 supplier, we worked with our Tier 1 supplier to end that relationship. While the Tier 2 supplier was not directly contracted to One+All, our audit findings and ethical standards directly influenced this decision, demonstrating our commitment to driving responsible practices beyond our immediate supply chain.

Egypt Wage Commitment

Of particular note is our long-term response to wage findings at our Tier 1 supplier in Egypt. First identified in December 2019, we discovered that workers were being paid below the statutory minimum wage. Rather than walking away, we made an immediate and long-term commitment to fund the shortfall directly, paying the additional amount to the supplier specifically to bring all workers up to the legal minimum. This additional uplift is itemised separately on all workers' payslips, ensuring full transparency for workers and auditors alike.

Over the following years, we worked consistently and tirelessly to implement and maintain this salary uplift. In 2024/25, we reached a significant milestone — fully meeting the Egyptian government's mandated minimum wage under local labour law. Since then, the minimum wage has increased again, and we have already responded by increasing our contribution for a second time, ensuring workers' living standards are maintained as far as possible.

This arrangement is audited frequently by our own team and reviewed annually in line with local Egyptian labour laws. We remain fully committed to this support for the long term.

We're better informed about due diligence, risk assessment processes and effective OGMs. 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, which helps us to improve as an ethical business.

Through our risk assessment work in 2024/25, 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, Tier 2 and Tier 4 (logistics and services) supply chains are fully mapped and our Tier 1 supplier details are available on our website. 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're proud of the approach we take to HRDD, particularly the continual improvement of our audit systems and our transparency in 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, continues to grow in strength. We are now building further on these foundations with the 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 2024/25 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
Improve the Worker Participation Committee (WPC) at our Tier 1 supplier in Egypt.	The WPC is now operational. However, we have identified that further management training is required. This remains outstanding. We are seeking further guidance from outside organisations, such as the ETI, on our next steps. We aim to progress this in 2026/27.	Ongoing
Investigate and develop a more robust supply chain map driven by a comprehensive online database.	Progress has been made in developing our supply chain mapping capability. We are now also exploring the use of AI functionality to further enhance this work. Due to higher business priorities, full implementation remains ongoing and will be readdressed in 2026/27.	Ongoing
Develop and document extra Operational Grievance Mechanisms (OGMs) for training purposes with the senior management team at our Tier 1 supply chain.	We have reviewed and updated all OGMs and are ready to begin raising awareness of these within our teams and the wider supply chain. This remains an outstanding action. Our intentions are to complete this in 2026/27.	Ongoing
Extend our auditing programme to Tier 2 suppliers.	We have completed Tier 2 audits across fabric and yarn suppliers in Bangladesh and the Philippines. This is the second consecutive year in which Tier 2 audits have been conducted, representing a significant step forward in our supply chain transparency and due diligence.	Ongoing
Continue to review and maintain the salary uplift for workers at our Tier 1 supplier in Egypt.	In 2024/25, we reached a significant milestone - fully meeting the Egyptian government's mandated minimum wage. Following a subsequent increase to the minimum wage, we have already increased our contribution for a second time. This arrangement is audited frequently and reviewed annually in line with local Egyptian labour laws.	Ongoing
Expand an existing overseas colleague's responsibilities to include social compliance, policy development and key document work.	We have begun the transition of responsibilities for an existing colleague based at our Tier 1 supplier in Egypt. Training to support this expanded role is planned for the latter part of 2026/27.	Ongoing

SPOTLIGHT:

Salient Human Rights Issues

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 those most likely to exist in a complex textile supply chain like ours, which is why we place a significant focus on them.

In our third 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>



Country & Sector Assessment

We conduct an annual risk assessment at country and industry levels to guide our due diligence. Our sourcing countries - Bangladesh, Egypt, Philippines, Turkey and China - continue to present a range of human rights risks. Bangladesh, Egypt and the Philippines remain among the worst-ranked countries for workers' rights according to the ITUC Global Rights Index 2024. Modern slavery vulnerability remains highest in Turkey, Bangladesh and the Philippines according to the Global Slavery Index. Gender gap and freedom of association concerns persist across Egypt, China, Turkey and Bangladesh.

At sector level, forced and child labour remain more prevalent in the textile industry, with limited access to collective bargaining identified as an ongoing concern for workers in our supply chain countries.

Potential Risk Areas

Our risk assessments identified five potential areas of concern: Modern Slavery, Poor Quality of Life, Gender Gap, Child Labour, and Women's Healthcare.

Salient Human Rights Issues - 2025

Following our risk assessment and supplier social audits, we identified and ranked the following five salient human rights issues specific to our supply chain, from most to least severe:

1. Health & Safety
2. Working Hours
3. Living Wage
4. Freedom of Association
5. Management Systems

These issues have been consistently identified as the most critical areas requiring ongoing attention and improvement to ensure the wellbeing and rights of workers within our supply chain.

One+All Activities

Our efforts to identify and address these issues are based on self-assessment questionnaires, onsite evaluations by our own colleagues, regular visits and social audits. Resource allocation is aligned directly with the severity of identified issues, ensuring the most critical risks receive immediate focus.

Key actions taken in 2024/25 include:

Health & Safety

Engineering audits and building and electrical repairs in Egypt; interest-free financial support provided for sanitation, water systems and safety upgrades; sprinkler and alarm improvements; toilet block upgrades in the Philippines. Our 2025 audits verified that corrections had been made in Bangladesh and the Philippines.

Working Hours

Monitored weekly hours, overtime and rest-day compliance across all Tier 1 locations; ensured correct overtime pay; verified records through 2025 audits; avoided imposing strict hour limits that could reduce workers' income.

Living Wage

Continued our living allowance programme in Egypt; checked wage records for correct pay and allowances; discussed wage clarity with suppliers; 2025 audits verified documentation.

Freedom of Association

Joined the ETI Freedom of Association programme; reviewed worker representation structures; included freedom of association checks in 2025 audits; follow-up meetings with suppliers to clarify expectations.

Management Systems

Expanded distribution of our "Your Rights!" booklet to Egypt; strengthened audit reviews and follow-ups; checked grievance channels during audits; reviewed supplier policies and advised on updates. Plans are in place to expand the booklet to further regions in 2026.

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.

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

TRAINING

On Modern Slavery

We've been an ethical business for many years. Whether we're manufacturing high-quality items, 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.

Building on our investment in overseas colleagues, we have begun the expansion of an existing colleague based at our Tier 1 supplier in Egypt into new responsibilities that will include social compliance, policy development and key document work. Training to support and enhance this expanded role is planned for the latter part of 2026/27. This reflects our long-term commitment to developing ethical trade capability directly within our supply chain locations.

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 strive to 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.



**INTERNATIONAL
TRANSPORT
WORKERS'
FEDERATION**

International Transport Workers' 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 2025 health check:

- * 42 vessels checked.
- * 13 were registered under a Flag of Convenience (FOC), all were covered by an ITF-approved Collective Bargaining Agreement (CBA).
- * 29 vessels are registered under a National Flag, 5 were not covered by ITF-acceptable CBAs.

The 2025 health check also identified a small number of labour rights concerns, including issues around the display and transparency of CBAs, wage record discrepancies on one vessel which were subsequently corrected, and one crew injury case in which repatriation and medical treatment were supported. In response to the ITF's recommendations, we are taking steps to strengthen our vessel compliance checks, including verifying vessels against the ITF live CBA database, obtaining written assurances from logistics providers, and ensuring both mother and feeder vessels are reported in future health checks.



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.



Ethical Trading Initiative

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



Better Cotton Initiative (BCI™)

One+All is committed to contribute to the improvement of cotton farming globally through our membership in BCI, whose mission is to support the people, communities, and environment of those working in cotton supply chains. Through this membership, we support BCI's work to promote decent work principles and address human rights risks, including forced and child labour, at the farm level.



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