



KDC/ONE Swallowfield Modern Slavery statement for FY2020

About us

KDC/ONE Swallowfield is a market leader in the development, formulation and supply of personal care and beauty products, since our origins in 1876.

Service extends from contract manufacturing to full-service provision, such as market analysis, creative and design, research and development, sourcing, stock management and distribution.

The products that KDC/ONE Swallowfield produces are likely to be found in many homes.

KDC/ONE Swallowfield operates from two manufacturing sites in the UK and one in Czech Republic, employing a total of over 500 people:

Wellington in Somerset (Head Office). This includes the factory, laboratories, offices, warehouses and LPG plant at the main site with finished goods and components warehouses situated off-site a few miles distant.

Bideford in North Devon. This includes all the KDC/ONE Swallowfield facilities situated on one site.

Tabor in Czech Republic. This includes the factory and warehousing also on one site.

KDC/ONE Swallowfield also has a representative office in Shanghai, China, a manufacturing joint venture with Shanghai Colour Cosmetic Technology Company (SCCTC) in Shanghai, China & Sales offices in New York and Paris.

Supply chain

KDC/ONE Swallowfield has a supply chain spanning the globe, to purchase the very best raw materials and packaging for the manufacture of our products. We also purchase a broad range of indirect goods & services through suppliers and

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contractors, across our businesses to support the manufacture and supply of our products.

KDC/ONE Swallowfield values are to Make it better, Make it happen, Make it together which includes our suppliers as core partners in the process & search for innovative quality products.

We establish mutually beneficial long-term relationships with all our suppliers to help us develop new products & supply quality goods & services and we will only use suppliers that meet our high standards of good ethical, employment and environmental practice.

All suppliers must sign a declaration prior to being accepted as a new supplier by KDC/ONE Swallowfield.

Policy

KDC/ONE Swallowfield has created an Ethical Policy {GHRPOL20}, which is available on the KDC/ONE Swallowfield website, in order to ensure that both its organisation and its suppliers manufacture and supply safe, legal products that meet statutory and customer requirements and that business is conducted in accordance with industry and internationally approved Standards of good ethical, employment and environmental practice.

The Ethical Policy is designed to ensure that KDC/ONE Swallowfield, its partners and its suppliers operate within the principles and guidelines as laid down in the Policy.

KDC/ONE Swallowfield is committed to eliminating acts of modern slavery and human trafficking within its business and within its multi-tier supply chains, including sub-contractors. The Company acknowledges its responsibility in the context of the Modern Slavery Act 2015 and will ensure transparency within the organization and its supply chain.

KDC/ONE Swallowfield operate a whistle-blowing policy {GHRPOL015} where any breach of the Group's social & ethical standards can be effectively investigated.

Any communication through the whistle-blowing policy will be handled confidentially.

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Due Diligence processes

All of our manufacturing sites are registered on SEDEX, with regular independent external Ethical audits conducted against SMETA 4 pillar principles. We expect suppliers to operate under similar principles with audits or declarations.

Risk Assessment

KDC/ONE Swallowfield acknowledges that the largest risks of exposure to Modern Slavery could occur at any stage within the supply chain and as such are committed to working to ensure that the principles set out in our Ethical Policy are rigorously applied. KDC/ONE Swallowfield is committed to helping in the fight against Modern Slavery through continued certification & support of ethical principles and organisation like the Roundtable on Sustainable Palm Oil & Forestry Stewardship Council.

Measuring effectiveness

For the Financial year 2020 (1st May 2019 - 30th April 2020) there were no reports of Modern slavery or human trafficking within our business or in the immediate supply chain.

Training of staff

KDC/ONE Swallowfield recognise that it is the responsibility of all Directors & Managers to ensure policies are applied through effective communication & training. Swallowfield aim to increase the training in the awareness of Modern Slavery risks through the organisation in the coming year.

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This statement has been approved by the Board of Directors of KDC/ONE Swallowfield and is made in accordance with the Modern Slavery Act 2015.

Signed 



Date 28th October 2020

Matthew Gazzard
President/Chief Executive Officer
KDC/ONE Swallowfield