



ONE's Ethical Sourcing Policy Statement

ONE is committed to sourcing its products from businesses that reflect our moral and ethical values. We do not support any facilities that employ involuntary, forced or child labor. ONE requires all manufactures that we work with meet or exceed the minimum lawful requirements for workplace safety and provide healthy work environment, just wages, and benefits to their employees. We encourage all partners to be certified by at least one independent social compliance auditing firm, or to institute their own policies requiring lawful, humane and ethical manufacturing.

Believing that trade and investment have the potential to transform the African continent, ONE is proud to source products from Africa whenever possible. To date, we have sourced merchandise from Kenya, Rwanda, Uganda, Tanzania, Mauritius, Swaziland, Ethiopia and South Africa. All cotton products are made of 100% African cotton. Exporting products to international markets is a vital source of income and jobs for many African countries, and trade in cotton and other products can help reduce poverty on the continent by providing opportunities for African farmers and workers.

Partner Commitment

As a partner of ONE, I confirm we meet ONE's standards for ethical sourcing policy state above. I understand that ONE reserves the right to terminate our partnership if presented with viable information that this sourcing policy is being violated. This agreement is considered valid throughout the entirety of the partnership and includes all products therein.

Signature _____ **Date** _____

Print Name and Organization _____

ONE Products

ONE uses an African-based company, Star Knitwear, to procure merchandise. Star Knitwear, which is based in Mauritius, upholds moral and ethical production values through its Total Quality Management System; it is also Fair Trade Supplier Certified, WRAP (Worldwide Responsible Accredited Production) certified and REACH Compliant.

At the time of production, all manufacturers where ONE branded products should be certified by at least one globally recognized certification organization, such as WRAP or BSCI (Business Social Compliance Initiative).

ONE has committed to following the below mentioned principles, also endorsed by BSCI and WRAP:

- Facilities will comply with all applicable laws and regulations.
- Forced Labor is prohibited.
- Child Labor is prohibited.
- Fair Compensation and Benefits are earned by all workers.
- The workplace is safe and healthy.
- The environment is respected.
- No discrimination, harassment or abuse in any form is tolerated.
- Freedom of association and collective bargaining rights are recognized and respected.
- Working hours are compliant with local laws and do not exceed 48 hours + 12 overtime.
- Bribery and corruption are not tolerated.

Organic Materials

ONE is committed to buying certified organic cotton products whenever possible. Organic products are made in ways that are more responsible and respectful to the environment and the area in which people live. Using organic products eliminates the usage of harmful pesticides, chlorine and formaldehyde and uses controlled waste water treatment.

To provide transparency to our consumers and members, vendors that supply ONE (or any manufacturer for ONE) with 100% organic and/or organic blended products must include a document of Organic Certification from a recognized certification organization, such as The Organic Exchange, with every new bulk supply of raw materials and/or garment packages.

To learn more about BSCI, WRAP, Fair Trade practices and REACH compliance please visit the websites listed below.

<http://bsci-intl.org>

<http://www.wrapcompliance.org>

<http://wfto.com/>

[http://echa.europa.eu/regulations/reach\](http://echa.europa.eu/regulations/reach)