

Modern Slavery Statement for FY2019

About us

Swallowfield plc has been a market leader in the development, formulation and supply of personal care and beauty products, since our origins in 1876.

Service has extended from contract manufacturing to full-service provision, such as market analysis, creative and design, research and development, sourcing, stock management and distribution. It also includes an Owned Brands division.

The products that Swallowfield has produced are likely to be found in many homes.

In August 2019, there has been an exciting development in the Group, formerly known as Swallowfield plc. Following a transformational disposal of the Manufacturing business, the business will move forward with a single-minded focus on Owned Brands and will be re-named Brand Architekts Group plc.

Brand Architekts Group plc will be based out of an office in Teddington, south west London, employing a total of about 35 people. The business will be predominantly a sales and marketing company, with all manufacturing and operations functions outsourced to third party providers. We also purchase a broad range of indirect goods & services through suppliers and contractors to support our business.

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.

Policy

The Group has created an Ethical Policy, which is available on our 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 the Group, its partners and its suppliers operate within the principles and guidelines as laid down in the Policy.

We are committed to eliminating acts of modern slavery and human trafficking within our business and within our 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.

The Group operates a whistle-blowing policy 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.

Due Diligence processes

All of our manufacturing sites were previously 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

The Group 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. We have been 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 2019 (1st July 2018 – 29th June 2019) there were no reports of Modern slavery or human trafficking within our business or in the immediate supply chain.

Training of staff

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

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

SignedTim Perman.....

Date.....23 August 2019

Tim Perman

Chief Executive Officer

Brand Architekts Group plc.