



modern slavery statement 2024-25

about us

smol was founded in 2018 on a mission to shake up the laundry industry; putting the customer first and championing high performance, convenient products that are great for our customers and better for the planet. Our brand and business are founded on values of innovation, design, creativity, honesty, community and care.

structure

smol is a Limited Company with a board of directors. At the time of writing this statement we employ 136 people, and our workforce is divided between remote workers (based around the UK and a small number in mainland Europe), and a team based at our warehouse and fulfilment site in Kent. We rely on temporary agency staffing to support our operations in Kent, and work with a single provider, who we hold to the same high standards that we apply to our full supply chain, detailed below.

We believe that every member of staff plays a role in upholding the highest standards, with support from the senior leadership team. Our Board of Directors holds overall responsibility for ensuring that this statement and its implementation comply with our legal, moral and ethical obligations.

Leaders at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery.

tackling modern slavery

smol strives to act in an ethical and responsible way in everything that we do, including a responsibility to play our part in tackling modern slavery.

We are proud to adhere to, or in many cases, exceed the minimum standards required in relation to employment legislation in every country where we have employees. We take great care to be vigilant throughout our hiring process, offering equal opportunities and requiring references and Right to Work documents from all employees. We work with an Employer of Record to help us ensure we meet those standards in countries where we do not have a business entity.

In general, we consider our exposure to slavery/human trafficking to be relatively limited, in part because our supplier base is relatively small and with good transparency and direct relationships. We carry out due diligence processes in relation to ensuring slavery and/or human trafficking do not take place in our organisation or supply chain.

We believe that meaningful progress to eliminate modern slavery can only be achieved through honest relationships throughout the supply chain. We publish and share our Supplier Code of Conduct which outlines our expectations of suppliers, including that employment is freely chosen and that suppliers provide a safe environment, fair hours and wages and grievance procedures within their organisations. In addition, we have a Supplier Audit that we share with all new and existing suppliers. This requires detail and documentation in relation to a supplier's general practices, including questions around minimum wage.

We do not knowingly enter into business with any other organisation, in the United Kingdom or abroad, which supports or is found to involve itself in slavery, servitude and forced or compulsory labour. In the event that we were to learn that a partner organisation does not meet these standards, and others set within our Supplier Code of Conduct, any agreement we have with them would be found null and void.

looking ahead

In the coming year, we plan to deliver Diversity, Equity and Inclusion training to the entire workforce, as well as assigning specific Modern Slavery Awareness training modules to employees, introducing this as part of our onboarding process.

Furthermore, we will also be launching a whistleblowing mechanism for employees with accompanying policy, whereby our team can anonymously raise any concerns internally. We encourage openness and transparency and aim to provide a work environment where employees are actively encouraged to raise concerns without fear of retribution.

This statement is made in accordance with Section 54 (4) of the Modern Slavery Act 2015. It will be reviewed for every financial year.

A handwritten signature in black ink, appearing to read 'Nick Green', with a small vertical stamp on the left side.

Nick Green
Co-Founder
smol