

JUNE 2018

Modern slavery statement

Nubyen Mindful beauty

This statement is published by Nubyén in accordance with the Modern Slavery Act 2015. It sets out the actions taken since the launch of Nubyén and the steps that we intend to take going forward in an aim to prevent modern slavery in our business and our supply chain. We recognise our duty of care to the people who create our products.

At Nubyén we have a zero tolerance of modern slavery, and focus on acting ethically and with integrity in all of our business dealings to ensure that modern slavery is not happening at any level of our business/ or supply chain. The Nubyén brand is based in the UK, with our warehouse in east Sussex. We are truly a global business with a smaller team in Los Angeles and Scandinavia. At Nubyén we are committed to ensuring high ethical standards and due diligence, and aim to prevent any form of modern slavery within the supply chain. We are against the deprivation of human rights, and liberty. We have a zero tolerance to slavery, forced labour and human trafficking. Implementing effective systems to ensure that modern slavery is not taking place in the supply chain. We also aim to be transparent in our business and within the supply chain consistent with the modern slavery act 2015. This applies to staff at all levels working for Nubyén.

DR RACHEL LOLA OJOMO
CEO/DIRECTOR NUBYEN

WWW.NUBYEN.COM

The business:

Nubyén strives to provide excellent quality and clothing to empower women to achieve their goals. We source our fabrics from Turkey and have a supplier who adheres to the modern slavery act. We have worked with the same supplier in the production of our clothing, for the past two years. We operate within the United Kingdom and sell our items worldwide to our loyal customers. Nubyén is a SEDEX member.

Our code of conduct

Nubyén's Code of Conduct advises suppliers that:

Child labour

All form of child labour is forbidden. No children should be working for our suppliers. Policies should be in place by our suppliers in relation to slavery and human trafficking. Suppliers must adhere to local laws Nubyén expects its suppliers to be in full compliance with the laws and regulation in the operating countries. Living wages Wages must meet the minimum standards nationally or industry benchmark parameters set.

Inhumane treatment and discrimination

All forms of discrimination is forbidden, this includes physical, sexual, age, disability or religious or any other forms. Harassment is also prohibited. All relevant laws must be adhered to and there should be preservation and protection of the environment.

Working conditions

Working conditions should be safe and hygienic, accident prevention is key. Health and safety training should be commenced on starting work. Working hours must be reasonable and not be overly excessive & compliant with national laws. Employment is chosen freely, without any forced, or involuntary labour. Employers should have the freedom to to leave the employment after a reasonable period of notice. Work performed should be regular and on the basis of recognised employment relationship

Policies:

We aim to operate in an ethical and transparent manner. We require that our product supplier abide by our guidelines in our ethical trade policy and modern slavery statement. In accordance to industry standards, environments should have a safe and healthy environment to work in. We require all of our staff are paid fair wages and are not forced into labour; they are the appropriate age and work reasonable hours.

Human rights due diligence process:

At Nubyén aim to map the supply chain and services, we identify the risk to workers, dependent on the nature of work and can carry out third party audits where necessary . We work with trusted partners who are required to sign an agreement that working practices for their staff are fair Nubyén is committed to providing high standards ethically and due diligence processes in place to prevent modern slavery and trafficking from occurring in our business or supply chain. We source our products from sustainable sources, look after the welfare of staff in the supply chain. We ensure animal welfare and are against animal testing. respect the environment. Nubyén is committed to ethical trade and we adopt a code of labour that we expect all of our staff to work towards. This includes wages, working hours and the health and safety of employees.

Risks

Areas of risk

Tier 1

Areas of primary manufacture. Sewing and pattern cutting

Tier 2

Secondary manufacture; printing and washing

Tier 3

Fabric production; spinning, dying

Tier 4

Raw materials

An area of particular risk is tier 1, In order to avoid this we have a clear policy and have direct relations with our supplier. We are clear in our conditions of our trading. We work with one trusted supplier who is required to sign an agreement which ensures that working practices are fair and safe. Our email and head office address is available for staff to contact should they have any concerns. Any reports are handled with integrity confidentiality and respect. Further steps to prevent Modern Slavery We are committed to working together with the first tier of the supply chain and have a direct relationship.

We are committed to ensuring that we maintain high ethical standards and have a due diligence in process which aims to prevent modern slavery and trafficking and modern slavery in it supply chain. We do this with transparency and a good relationship with our suppliers.

At Nubyén we want to make sure that looking great and achieving ones goals physically doesn't come at the expense of others. We want to do the right thing by the people that we work with and the countries that we buy from, thus sourcing our products reasonably. The Nubyén woman is mindful, conscious and cares about how and where her products are sourced and produced as much as we do.

*Nubyen
mindful
beauty*