

# Modern Slavery Statement

Welcome to  
Design Integrity

A Brand-Led Creative Studio.  
We Connect Your Values To Your Customers.

Last updated: January 04, 2021

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## Introduction

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Design Integrity, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2021.

## Our business and supply

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

## Risk assessment

In the past year, we conducted a risk assessment of our supply chain by taking into account:

The risk profile of individual countries based on the Global Slavery Index

The business services rendered by the suppliers

The presence of vulnerable demographic groups

A news analysis and the insights of labour and human rights groups

This assessment will determine our response and the risk controls that we implement.

## Policies

Design Integrity Group operates the following policies for identifying and preventing slavery and human trafficking in our operations:

## Policies

Whistleblowing Policy - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We provide a confidential helpline to protect the identity of whistle-blowers.

Code of Conduct - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.

## Supplier due diligence

Design Integrity conducts due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. This includes:

Assessing risks in the provision of particular services

Auditing the suppliers, and their health and safety standards, labour relations and employee contracts

Requiring improvements to substandard employment practices

Sanctioning suppliers that fail to improve their performance in line with our requirements

We require all suppliers to attest that:

They don't use any form of forced, compulsory or slave labour

Their employees work voluntarily and are entitled to leave work

They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment

They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons

They don't require employees to surrender their passports or work permits as a condition of employment

## Awareness

Design Integrity has raised awareness of modern slavery issues by sending an email that is focused specifically on modern slavery to all our staff, which explains:

Our commitment in the fight against modern slavery

Red flags for potential cases of slavery or human trafficking

How employees should report suspicions of modern slavery

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Thank You



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