

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 July 2023.

Design Penguin Creative Ltd ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational Structure

Design Penguin Creative Ltd has business operations in the United Kingdom.

We operate in the Arts and Design sector. The nature of our supply chains is as follows: We work with a number of key direct suppliers, who provide us with goods, such as equipment for our premises, and services, such as outsourced business processes, IT software and marketing services.

For more information about the Company, please visit our website: www.designpenguin.co.uk.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- External supplier audits.
- Checking certain suppliers with external third parties for any slavery or human trafficking risks.
- We check suppliers and customers behave ethically
- We ensure our supply chain has modern slavery policies
- We check as much as possible the ethic standing of our suppliers and customers

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.

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Design Penguin Creative Ltd. Company Number: 1065835
Directors: K Haines-Lea, Andrew Haines VAT Number: GB283244305

- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistle-blowers.

Risk and Compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We do not consider that we operate in a high-risk environment because the business operates in this risk level environment because it operates in ethical markets, in highly visibly ethical community with highly visibly ethical directors.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will train our staff about modern slavery issues and increase awareness within the Company.

Training Staff

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers:

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.

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- How to escalate potential slavery or human trafficking issues to the relevant parties within the Company.
- What external help is available.
- What steps the Company should take if suppliers in its supply chain do not implement anti-slavery policies in high-risk scenarios, including their removal from the Company's supply chain.
- Escalation immediately to Director level for immediate consisting with authorities and removal of the supplier relationship if proven.

Next Steps

In the next financial year, we intend to take the following steps to tackle slavery and human trafficking by:

- We continually gather intelligence and monitor behaviours.

The statement was approved by the board of directors.

Andrew Haines, Director
Design Penguin Creative Ltd
Date: 08/11/2023

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