



**Modern Slavery and Human Trafficking
Statement**

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the current financial year (October–September).

This statement sets down Wizard Pi Ltd's commitment to preventing slavery and human trafficking in our business activities, and the steps we have put in place to ensure that there is no slavery or human trafficking within our own business or our supply chains.

All staff have a duty to remain alert to risks, however small. Staff are expected to report any concerns, and management are responsible for acting upon them.

Organisational Structure and Supply Chains

This statement covers the business activities of Wizard Pi Ltd, which are as follows:

Wizard Pi is a UK-based creative agency providing brand, website design, digital marketing, and content services to a range of businesses across the UK.

Our services include:

- Brand strategy and design
- Website design and development
- Digital marketing (including SEO, paid media, email marketing, and social media)
- Photography and videography
- Print production

We work closely with our clients to deliver creative and strategic solutions that support their business goals.

Wizard Pi operates primarily from the UK and works with a small number of trusted third-party suppliers to support our services. These include hosting providers, software platforms, print partners, and freelance specialists. The majority of our supply chain is UK-based, with some digital service providers operating internationally.

Countries of operation:

United Kingdom

Risk Assessment

Wizard Pi assesses the risk of modern slavery and human trafficking through a proportionate, risk-based approach.

As a UK-based professional services business, we consider the risk within our direct operations to be low. However, we recognise that risks may exist within our wider supply chain, particularly where third-party providers are involved.

Our risk assessment process includes:

- Reviewing the nature of services and identifying where third-party suppliers are used
- Considering supplier geography, with increased scrutiny for higher-risk regions
- Working primarily with UK-based or well-established international suppliers
- Conducting due diligence on new suppliers, including reviewing reputation and ethical standards
- Monitoring supplier relationships on an ongoing basis

Where risks are identified, appropriate steps are taken, including seeking assurances regarding employment practices and ethical standards.

High-Risk Activities

Due to the nature of our business, we consider the risk within our direct operations to be low. However, higher-risk areas may include:

Use of third-party suppliers for services such as print production, merchandise, promotional materials, equipment, software, hosting, or outsourced services
Procurement of physical goods manufactured outside the UK
International suppliers or subcontractors operating in regions with less robust labour protections

These areas present increased risk due to reduced direct oversight.

To mitigate this, we:

- Prefer UK-based or established suppliers
- Conduct due diligence when onboarding suppliers
- Seek assurances on ethical labour practices
- Review supplier relationships regularly

Wizard Pi does not knowingly engage with any organisation involved in forced labour, child labour, or human trafficking.

Responsibility

Responsibility for anti-slavery initiatives is as follows:

- **Policies**
The Creative Director, Joshua Harvey, is responsible for creating and reviewing policies. Policies are developed based on legislation and industry best practice and are reviewed periodically.
- **Risk Assessments**
The Creative Director is responsible for assessing risks relating to human rights and modern slavery by reviewing business activities, supply chains, and supplier relationships.
- **Due Diligence**
The Creative Director is responsible for investigating any known or suspected instances of modern slavery.

Training

All staff are required to complete online training to ensure a good understanding of modern slavery risks within our business and supply chains.

Policies

Wizard Pi is committed to ensuring there is no modern slavery or human trafficking in our business or supply chains. We act ethically in all business relationships.

Our policies include:

- Whistleblowing Policy – encouraging reporting of concerns
- Employee Code of Conduct – outlining expected behaviour

- Corporate Social Responsibility (CSR) Policy – covering environmental and ethical practices

We undertake due diligence when engaging new suppliers and regularly review existing relationships.

This includes:

- Building long-term relationships with trusted suppliers
- Communicating expectations around ethical practices
- Assessing risk based on service type and location
- Requesting additional assurances where necessary

Where concerns arise, we take appropriate action, including reviewing or terminating relationships if required.

Performance Indicators

We monitor effectiveness through:

- Maintaining a stable, directly employed workforce
- Reviewing supplier relationships regularly
- Ensuring staff awareness of ethical responsibilities
- Monitoring and addressing any reported concerns

Given the scale of the business, formal labour monitoring systems are not currently required, but this is kept under review.

Approval

This statement will be reviewed and updated regularly. The Management Team of Wizard Pi fully supports its implementation.

Approved & Authorised by:

Name: Joshua Harvey
Position: Managing Director
Date: 01/05/2025

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