

WDC CREATIVE

Modern Slavery and Human Trafficking Statement

This statement outlines the steps WDC Creative takes to promote ethical practices and to help ensure that modern slavery and human trafficking are not taking place within our business or supply chains.

1. About our organisation, business and supply chains

WDC Creative is a mid-sized UK-based creative agency providing design, marketing, digital, and related services to a diverse client base. Our operations are primarily office-based, and our supply chains involve professional services such as design engineers, printers and freelance creative support.

While we do not operate in industries typically associated with high risk of modern slavery, we remain vigilant and recognise our responsibility to uphold ethical practices across our operations and supply chains.

2. Our policies in relation to slavery and human trafficking

We are committed to acting ethically and with integrity in all our business relationships. Our Modern Slavery statement establishes a zero-tolerance approach to any form of slavery and human trafficking and applies to all staff, contractors, and suppliers.

This statement is reinforced by:

- An Environmental, Social and Governance (ESG) policy setting out expected standards of behaviour for all staff.
- Confidential reporting channels to encourage staff to raise concerns without fear of retaliation.

3. How we manage the risk of modern slavery and human trafficking

To mitigate these risks, we implement the following measures:

- Assess new suppliers for alignment with our ethical values before engagement.
- Include contractual clauses requiring suppliers to comply with the Modern Slavery Act 2015.
- Monitor ongoing supplier relationships, particularly when occasionally working with overseas partners or subcontractors.

4. Assessing and managing risk

We recognise certain areas of higher risk, particularly freelance and subcontracted labour, including individuals engaged from abroad.

To manage these risks, we:

- Work only with trusted suppliers who share our ethical commitments.
- Seek written confirmation from freelancers, contractors and partners that they are working freely and legally.
- Conduct periodic reviews of our supply chain partners.

5. Monitoring effectiveness and tracking performance indicators

We assess our effectiveness in addressing modern slavery by:

- Monitoring the number of concerns raised through whistleblowing procedures (this is currently zero).
- Conducting annual reviews of supply chain practices to identify and address areas for improvement.

6. Encouraging regular training and capability building

We provide awareness training for staff to ensure they:

- Understand and are alert to the risks of modern slavery and human trafficking.
- Are familiar with our policies and procedures and their role in maintaining compliance.

This statement reflects WDC Creative's ongoing commitment to recognising and addressing modern slavery and human trafficking by maintaining ethical practices, engaging responsibly with suppliers, and building awareness among our employees and partner organisations.

This statement will be reviewed periodically to reflect any changes in our business operations or supply chains.

WDC Creative is not currently required to publish a modern slavery statement under section 54 of the Modern Slavery Act 2015. However, we choose to voluntarily make this information available as part of our commitment to ethical and responsible business practices.

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WDC Creative Ltd

1st Floor, Studio 14, 14 Little Lever Street, Manchester, M1 1HR. UK

Tel: +44(0)161 832 6111 wdc-creative.com Reg. No 4257891 VAT No 782 0886 02