

Modern Slavery Act Statement 2023

Our organisation

IG Design Group plc is one of the world's leading designers, innovators and manufacturers of Gift packaging, Celebrations, Craft & creative play, Stationery, Gifting and related product categories. We operate globally, engaging in various activities across different sectors. Our main locations are in the US, UK, Netherlands, Australia, Hong Kong and China with operations encompassing offices, warehousing, distribution and manufacturing. As a result, our supply chains are complex and diverse, involving multiple tiers of suppliers, both domestically and internationally.

Our Approach

The Company adopts a zero-tolerance policy towards modern slavery and human trafficking. We are committed to ensuring that our business and supply chains are free from any form of slavery, forced labour, child labour, or human trafficking. Given the widespread scale of our supply chain and acknowledging that modern slavery risks can exist at any level within it, we have adopted a risk-based approach to our activities. In doing so we strive to maintain the highest standards of integrity, ethics, and social responsibility. We do this by:

- Ensuring that the sites owned or controlled by us have strict policies and procedures in terms of hiring workers, adherence to the relevant employment laws and facilitating whistleblowing hotlines/mobile reporting.
- Including human rights and ethical trading provisions in our policies to foster a culture of awareness and understanding among our employees, enabling them to recognize the signs of modern slavery and report any concerns they may have.
- Identifying and onboarding new suppliers in accordance with our due diligence policies and procedures. Depending on the profile of the supplier this may also include site visits, ethical audits and a review of the suppliers' policies and procedures to ensure that they align with the high standards of compliance which we expect from our suppliers.
- Requiring suppliers to comply with applicable laws and regulations, in addition to our policies and processes. These include those related to modern slavery. Such compliance encompasses local laws and regulations but also those of the end customer and consumer, which can often be stricter. We engage in ongoing dialogue with suppliers to ensure their understanding and compliance.
- Implementing monitoring mechanisms and reporting procedures. These processes include regular audits (undertaken by us or our customers), risk assessments, and periodic reviews of our policies and procedures. Any allegations or suspicions of modern slavery are thoroughly investigated, and appropriate action taken.
- Being members of SEDEX (UK, US, Australia and Asia) and Amfori BSCI (Netherlands) which are global membership organisations dedicated to driving improvements in ethical and responsible business practices in global supply chains. They provide greater visibility of ethical practices across their member organisations and access to ethical audits.

2023

In FY2023 we engaged BDO LLP to undertake a review of the design and operational effectiveness of our supply chain across all our businesses. This included a review of the due diligence processes and sourcing controls in place. The final report was reviewed and discussed by the Audit Committee and the Board. One of the key observations of the review was that the individual businesses tended to operate in silos and so, moving forward, we are looking to operate a more cross-group collaborative

way of working. This will ensure areas of best practice and experience can be shared and this will only benefit our commitment to tackle modern slavery.

Conclusion

We are committed to combating modern slavery. We will continue to review and improve our practices, systems, and policies to ensure that we fulfil our responsibilities under the Modern Slavery Act. This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and reflects our actions and intentions in the fight against modern slavery.

Approved by the Board of Directors of IG Design Group Plc on 24 July 2023

A handwritten signature in blue ink, appearing to read 'P Bal', with a horizontal line underneath.

Paul Bal, CEO

24 July 2023