

## Human Right Policy

### 1. INTRODUCTION – OUR VISION

Respect for human rights is a fundamental value of Design Group UK and we are dedicated to earning that trust with a set of values that represent the highest standards of integrity and excellence. We are committed to maintaining a high standard of safety, ethics and compliance with all relevant laws and regulations, wherever we do business.

Human rights are fundamental principles which allow an individual to lead a dignified and independent life, free from abuse and violations. We will not tolerate, nor will we condone, abuse of human rights within any part of our business or supply chains, and we will take seriously any allegations that human rights are not properly respected. Our aim is to help increase the enjoyment of human rights within the communities in which we operate.

### 2. OUR COMMITMENTS

As well as our key principles we also have a number of commitments to support us in achieving our vision. This section outlines what those commitments are. They apply to all our employees and anyone engaged on a temporary basis.

- **Our Code of Business Conduct Policy** outlines the standards and behaviours that Design Group expects from directors, officers and employees of Design Group, regardless of jurisdiction and in all aspects of their work. . It is intended to keep our people safe as well as protect the reputation of our business among customers, colleagues, suppliers, shareholders and other stakeholders.
- **Anti-Bribery & Corruption Policy** reminds our employees to take account of any improper or suspicious behaviour or situations and to report and deal with the risk of bribery and corruption.
- **Ethical Trading Initiative** ensures all employees have been employed of their own free will, are paid at least the minimum wage and are legally allowed to work. As an ethical company, we respect the human rights of everyone who works for us and those who work on our behalf. IG Design Group UK Ltd is committed to the prevention of slavery and human trafficking in all its forms and will not tolerate or condone it within any part of its business or supply chains. We expect similar standards from our business partners.

Design Group UK works closely with a number of the UK's major retailers and wholesalers. We support these companies by implementing their company policies and procedures. This includes ethical annual audits.

Our standard contract impose obligations on our vendors to comply with applicable anti-slavery and human trafficking laws, including the Modern Slavery Act 2015. Design Group UK works with **Stronger Together**, a multi-stakeholder initiative which tackles hidden labor exploitation in the UK. Their aim is to reduce modern slavery by providing guidance, resources, training and a network to employers, labor providers, workers and their representatives.

- **Equal Opportunities Policy** helps ensure freedom from discrimination on the grounds of sex, working patterns, ethnic or national origin, colour, marital status, disability, sexual orientation, religion or age. It means fair and unbiased treatment of all employees.
- **Health and Safety** - Design UK is committed to providing a safe workplace for all employees in every area of the business. We are all responsible for making Design Group a safe place to work, and everyone should be able to do their job in a safe working environment. All activities are carried out with high regard for the health and safety of you and your colleagues.
- **Diversity and Inclusion:** We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We do not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace. Our Bullying and Harassment Policy is designed to help ensure that all of our staff are treated with both dignity and respect.
- **Freedom of Association and Collective Bargaining** - We respect our employees' right to join, form or not to join a labour union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives. Our whistleblowing policy sets out the ways in which our staff can raise concerns and how the Group will act upon them.
- **Health and Wellbeing** - We are committed to promoting a healthy lifestyle to all our employees and run a monthly wellbeing campaign to raise awareness of a range of health and wellbeing initiatives. We also promote and engage with the Cycle to Work Scheme for all of our employees.

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### 3. OUR SUPPLY CHAIN

IG DG UK Ltd requires and maintains strong long term relationships with our suppliers. We achieve this by having robust policies and procedures. This ensures legal and ethical compliance as well as efficiencies and improvements throughout our supply chain.

IG Design Group UK Ltd regularly communicates all relevant policies and procedures to suppliers emphasising that they are contractually obliged to comply with them. We use due diligence as a means to identify and prevent human rights risks to people in our business and value chain. Where we have identified adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in, their fair and equitable remediation. We seek to promote access to remediation where we are linked to or involved in those adverse impacts through our relationships with third parties.

### 4. DUE DILIGENCE AND RISK MANAGEMENT

IG DG UK Ltd works closely with a number of UK's major retailers and wholesalers. We support these companies by implementing their company policies and procedures. This includes ethical annual audits. IG DG UK Ltd has a supplier database giving us visibility and status of our entire supply chain. We continually review and monitor this to ensure compliance and to continually improve performance. Where possible we build long standing relationships with suppliers and make clear our expectations of business behavior.

### 5. EFFECTIVENESS

Our standard contract impose obligations on our vendors to comply with applicable anti-slavery and human trafficking laws, including the Modern Slavery Act 2015; and to have and maintain policies and procedures to ensure continuing compliance; and to not engage in any activity, practice or conduct that would constitute and offence under the 2015 Act if such activity, practice or conduct were carried out in the UK.

### 6. BOARD SIGN-OFF

The Directors of IG Design Group UK Ltd, remain dedicated to strengthen its practices to continuously reduce exposure to modern slavery and human trafficking risks.

This statement has been approved by all Directors and executed by the MD and Executive Board Director (Lance Burn) on their behalf.



Lance Burn  
MD of IG Design Group UK Ltd & Executive Director IG Design Group plc