

Modern Slavery Act Statement 2024

Our organisation

IG Design Group plc is one of the world's leading designers, innovators and manufacturers across various celebration and creative categories with more than 11,000 customers worldwide and sales in more than 75 countries. Our products are available in more than 75 countries, and we have operations in 8 countries, engaging in various activities across different sectors. Our main locations are in the US, UK, Netherlands, Australia and Hong Kong with operations encompassing offices, warehousing, distribution, and manufacturing and have 2,766 employees. 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.

Key Activities in FY2024

1) Collaborative working

In our FY2023 statement, we said that we were intending to operate a more cross-group collaborative way of working - moving away from our international businesses operating in silos

with a key objective to share areas of best practice and experience. This is an ongoing journey, but key steps have been taken this year:

- Seven Forums were established, comprised of senior leaders and technical experts from across the various Business Units as well as Operating Board representation. They meet regularly and their scope and priorities are determined by the Operating Board. The seven Forums represent the following areas of operations:
 - Commercial
 - Manufacturing
 - Finished Goods Sourcing
 - Sustainability
 - People
 - Technology
 - Finance
- One of the first projects undertaken by the Finished Goods Sourcing forum was to select a third party supplier management platform with the intention to have all finished goods suppliers uploaded to it over the coming weeks. The platform will give full visibility of each supplier to the Group including all relevant ethical, social, environmental audits. This will be a great tool to aid the onboarding and ongoing management of suppliers and will ensure that any issues are brought to the attention of the right people quickly.

2) Remediation

Our practice is to investigate thoroughly any allegations or suspicions of modern slavery involving facilities that we operate or facilities in our supply chain. Such investigations include engaging with experienced third party specialists where appropriate. Taking into consideration the outcome of any such investigation, we then take such corrective actions as we deem to be appropriate under the circumstances:

- Our US division engaged with a supplier to undertake corrective actions including reimbursing its migrant workers for recruitment fees that had been previously paid by such workers and to adhere to its zero-recruitment fee policy going forward.
- Following a report from a customer, our UK and Asia teams reviewed the subcontracting practices at our China-based factory, engaged with the UK Retailer Ethics Forum and used the learnings to plan and instigate improvements in our overall supplier chain management.

Looking Forward

Over the coming year we intend to:

- Fully launch the supplier management system for all Tier 1 Finished Goods Suppliers.
- Review and re-launch our Group-wide online compliance training which will include specific Modern Slavery awareness training.
- Review, update and, if necessary, create additional policies relevant to the promotion of fair working conditions, human rights, and prevention of Modern Slavery within our business and supply chain.
- To build on the cross-group collaborative working completed in FY2024 by sharing best practice, learnings and identify training needs that will enhance our approach to sourcing responsibly.

- Use third party reporting and metrics to advance our risk management. Helping us to recognise the parts of our business and supply chain where risks of slavery and human trafficking exist.

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 2024.

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

Paul Bal, CEO

24 July 2024