

MODERN SLAVERY ACT 2015 IG DESIGN GROUP PLC STATEMENT 2015-16

IG Design Group PLC, as a leading manufacturer and distributor of greeting products, operates globally with manufacturing and trading companies in the UK, Europe, USA, Australia, HK and China.

IG Design Group is committed to respecting human rights throughout our supply base by working with our supplier partners to meet the highest ethical standards. We take all reasonable steps to ensure compliance to these ethical standards.

IG Design Group 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.

In 2015-16 IG Design Group have and will re communicate all relevant policies and procedures to suppliers emphasising that they are contractually obliged to comply with them.

IG Design Group supplier management includes an independent auditing programme which reflects the Ethical Trading Initiative (ETI). "The ETI is a leading alliance of companies, trade unions and NGOs that promotes respect for workers' rights around the globe. Our vision is a world where all workers are free from exploitation and discrimination, and enjoy conditions of freedom, security and equity."

IG Design Group 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. October 2015 IG Design Group participated in the first audit that specifically includes the 'Modern Slavery Act' requirements in addition to the standard ETI requirements. This 'Fast Forward' audit was conducted by an independent third party auditor, for and on behalf of a major high street retailer. IG Design Group performed exceptionally well with no non compliances.

IG Design Group 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.

Training:

- IG Design Group has invested in training both company personnel and suppliers on responsible sourcing risks and procedures.
- IG Design Group is working with **Stronger Together**, a multi-stakeholder initiative which tackles hidden labour exploitation in the UK.
- As **SEDEX** members we are open to and implement their interpretation for compliance of the Modern Slavery Act.
- IG Design Group have reviewed and ensured that the necessary resources are provided. This is with support of the external organisations - Stronger Together and SEDEX.
- In 2015-6 our suppliers will be advised:
 1. To attend Stronger Together workshops to raise their understanding of issues such as forced labour, exploitative practices by labour providers, human trafficking, and the role of organisations such as the Gangmasters Licensing Authority.
 2. To implement the SEDEX programme.