



MODERN SLAVERY

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Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Creative Clique has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships to ensure modern slavery is not taking place anywhere in our own business or our supply chain. Accordingly, Creative Clique will not knowingly use unlawful child labour or forced labour in any of the products and/or services it provides, nor will it accept commodities, products and/or services from suppliers that employ or utilize child labour or forced labour.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from all of our contractors, suppliers and other business partners.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third party representatives and business partners. This policy does not form part of any employee's contract of employment and is updated each financial year.

The directors have overall responsibility for ensuring that this policy complies with the Creative Clique's legal and ethical obligations. The directors have implemented this policy and monitor its use, effectiveness and auditing internal control systems and policies and procedures to ensure they are effective in preventing or remediating the risk of modern slavery.

They are also responsible for investigating allegations of modern slavery in the Creative Clique's business or supply chains. Line managers are responsible for ensuring that those reporting to them understand and comply with this policy.

The prevention, detection, and reporting of modern slavery in any part of Creative Clique's business or supply chains, is the responsibility of all those working for Creative Clique. Stakeholders are required to avoid any activity that might lead to a breach of this policy. If you believe or suspect a breach of or conflict with this, policy has occurred or may occur, you must notify your line manager. Stakeholders are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of Creative Clique's business or supply chains as soon as possible.

If anyone is unsure about whether a particular act, the treatment of workers or their working conditions within any of Creative Clique's supply chain constitutes any of the various forms of modern slavery, they are able to raise the matter with the directors.

Creative Clique aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment or victimisation as a result of reporting in good faith their suspicion that modern slavery is or may be taking place in any part of its business or in any of its supply chains.

Regular training on this policy, and on the risk that the business faces from modern slavery in its supply chains, is provided to employees as necessary, so that they know how to identify exploitation and modern slavery and how to report suspected cases. Creative Clique's zero tolerance approach to modern slavery must be communicated to all suppliers, contractors and other business partners when entering into new or renewed contracts with them.

Any employee who breaches this policy will face disciplinary action, up to and including summary dismissal for gross misconduct. Creative Clique may terminate its commercial relationship with suppliers, contractors and other business partners if they breach this policy and/or are found to have been involved in modern slavery.

A handwritten signature in black ink, appearing to be 'Joanne Alexander', written in a cursive style.

Joanne Alexander
Director

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