



This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Inspired Thinking Group (ITG) Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. ITG has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings.

Our business

ITG is a specialist marketing services and technology business that helps major brands and retailers improve the efficiency, speed, cost and control of their marketing operations. We employ over 500 people in the UK, mainland Europe and in New York and Chicago.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- 1.** Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against individuals being forced to work against their will.
- 2.** Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- 3.** Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

ITG operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier.

Over the course of this financial year, ITG is committed to undertaking an audit of all current, preferred suppliers to ensure the following:

- 1.** They have taken steps to eradicate modern slavery within their business
- 2.** They hold their own suppliers to account over modern slavery
- 3.** They pay their employees at least the national minimum wage/national living wage
- 4.** Our International suppliers pay their employees any prevailing minimum wage applicable within their country of operations

Should any of our suppliers be found to contravene the principles of the Modern Slavery Act, ITG may take steps to terminate the contract at any time.



Training

We will ensure that our procurement/buying teams are trained to understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our performance indicators

We expect that there will be no reports received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Board of Directors on [date]

Name: Simon Ward

Signature:

Date: