

January 2024

Modern Slavery Document



MODERN SLAVERY POLICY STATEMENT 2016

Modern slavery is an unquestionable and indefensible violation of an individual's basic human rights. Frost Creative Ltd recognises that as a commercial organisation it has a moral and social responsibility to take a zero-tolerance approach to modern slavery in all forms.

We are committed to preventing slavery and human trafficking in our corporate activities, and to ensuring, as far as we are able, that our supply chains are free from slavery and human trafficking.

CURRENT ACTIVITY:

We undertake due diligence when considering taking on new suppliers.

We operate the following policies that assist our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

Whistleblowing Policy - we encourage all our employees, to report any concerns relating to unlawful conduct, malpractice, dangers to the public or the environment, and any other matter of a serious nature.

Quality and Sustainability Agreement - we are committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to declare that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Serious violations of the Company's Quality and Sustainability Agreement will lead to the termination of the business relationship.

Business Ethics Policy - our policy sets out the core values that we expect to be observed throughout the Company.

APPROVAL

This statement has been approved by the Creative Director who will review and update it annually. This statement is made pursuant of section 54(1) of the Act and constitutes our slavery and human trafficking statement.

Signed: Gary Frost – Creative Director - Dated: January 2024

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