

OUR ANTI-SLAVERY STATEMENT

Introduction from the Chief Executive Officer

Slavery and human trafficking is a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Our colleagues are expected to report concerns and management are expected to act upon them.

Organisation's Structure

The Delta Group are Europe's leading visual communication business, experts in advising on, creating, producing, activating and analysing a broad range of point-of-purchase and related visual communications across the entire in-store and out-of-store marketing value chain. The Group delivers seamless end-to-end marketing solutions from managed studios through to print and installation. The Delta Group works in close collaboration with clients and always has a focus on commercial objectives. Our offering is encapsulated in the business' strategic methodology:

- Insight
- Create
- Produce
- Execute
- Optimise

The group has its head office in the UK and an annual turnover in excess of £36m.

Our Business

Our business is organised into a few business units: Moving Print Distribution (MPD), Delta Display Ltd, Delta Creative (formerly *Lick Creative Ltd* and *Zone*) and Digital Viscom.

Our Supply Chains

Our supply chain includes the sourcing of raw materials, principally related to the provision of Point of Purchase visual communications.

Our Policies on Slavery & Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence Process for Slavery & Human Trafficking

As part of our initiative to identify and mitigate risk we;

- Where viable, we manufacture in house to ensure optimum control of the work environment;
- Where possible we build long standing relationships with local suppliers and make clear our expectations of business behaviour;
- With regards to national or international supply chains, our point of contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the chain, ultimately to the field or utility generator.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Supplier Adherence to Our Values

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

Effectiveness in Combating Slavery & Human Trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Tier one vendor partner(s) provides the initial self-audit of each site which is then inspected by The Delta Group annually for verification.
- Use of labour monitoring and payroll systems; and
- Upon appointment as a vendor with The Delta Group, the vendor undertakes a period of on-boarding to establish frequent communication, regular updates and sharing of expectations including policies. Regular communication continues throughout the lifespan of the relationship with The Delta Group.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

Jason Hammond | Chief Executive Officer

27th June 2019

EMPOWERING IMAGINATION

153-157 BLACKHORSE LANE, LONDON, E17 5QZ UNITED KINGDOM

COMPANY NO. 02627811

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