



# Modern slavery statement.

Financial year ending 31st August 2018

teamitg



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Financial year ending 31st August 2018

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. ITG is committed to acting ethically and with integrity and transparency in all business dealings.

## Structure & Supply Chains

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 800 people in the UK, Europe and US.

ITG has a predominately UK based supply chain that covers all print media and print solutions. ITG also has a European and US supply chain framework, based out of UK, Ireland, US, Holland, Spain, Italy, Germany, France, Poland, and the Nordics. All lead production suppliers have followed a supply chain audit that includes the submission of key business data followed by a site visit by a senior member of the Procurement Department. All suppliers are used as and when there is a suitable opportunity that suits their manufacturing capabilities. Most suppliers are used on a regular monthly basis.

## Our policies & processes

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.
- 4. Print Procurement Strategy & Supplier Engagement Process:** This process sets out how ITG sources and engages our suppliers to ensure suitability, confidentiality and financial stability. Potential suppliers will complete templated paperwork to ensure they conform as a minimum to ITG's standards and compliance requirements, before they are added to the ITG Approved Supplier Roster.



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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.

ITG ensures that all of our suppliers:

1. Have taken steps to eradicate modern slavery within their business
2. Hold their own suppliers to account over modern slavery
3. Pay their employees at least the national minimum wage / national living wage, whether they are UK or internationally based

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

Each and every procurement opportunity is market tested where applicable to ensure it reflects current market rates from one of ITG's approved suppliers and that delivery dates requested can be met. All suppliers approached are aware of and work to ITG's Terms and Condition of Purchase and agree to the payment profile between the two businesses.

ITG's Procurement team ensures our adherence to the ITG Print Procurement Strategy and Supplier Engagement Process.

## Measuring our effectiveness

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.

In the financial year ending 31st August 2018, ITG received no reports that modern slavery had taken place in any of our supply chains.

## Training

We ensure that our procurement and 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.

## Approval for this statement

This statement was approved by the Board of Directors on 21st December 2018.

Simon Ward, CEO