

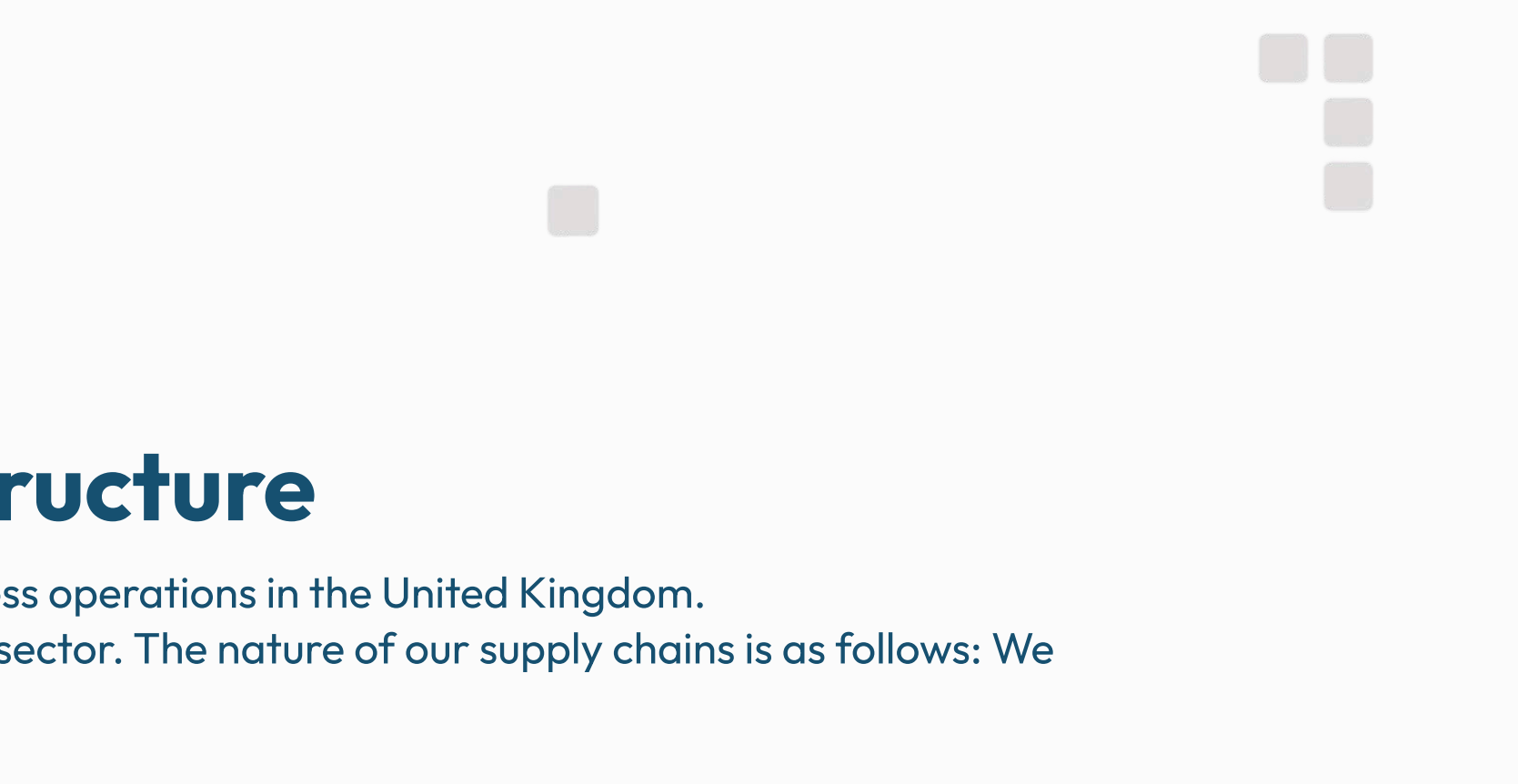


MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 August 2022.

Recognise Design Limited ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.



Organisational structure

Recognise Design Limited has business operations in the United Kingdom. We operate in the Website development sector. The nature of our supply chains is as follows: We work with contractors within the UK

For more information about the Company, please visit our website: www.recognisedesign.com.

Policies

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

- Recruitment and selection policy - Requiring candidates to provide proof of identity and eligibility to work in the country where the job is located. This helps ensure that people are not being trafficked into the country for forced labor.

- Verifying that candidates have not been subjected to any form of forced labor or abuse. This can be done through reference checks and other forms of background screening.
- Ensuring that candidates are not being offered employment under exploitative or abusive conditions. This can be done by clearly outlining the terms of employment, including working hours, pay, and benefits, in the job offer.
- Providing information to candidates about their rights as employees and the support available to them if they experience any form of abuse or exploitation.
- Providing training to recruitment and selection staff on how to identify and prevent modern slavery in the recruitment process.
- Supplier code of conduct - By requiring suppliers to comply with all relevant laws and regulations, including those related to labor and employment practices.
- By prohibiting suppliers from using forced labor, child labor, or any other form of exploitation in the production of goods or services.
- By requiring suppliers to provide safe and healthy working conditions for their employees.
- By requiring suppliers to respect the rights of their employees, including the right to freedom of association and the right to collective bargaining.
- By requiring suppliers to cooperate with any audits or inspections carried out by the company or other third parties to verify compliance with the code of conduct.

- Whistleblowing policy - By providing a secure and confidential means for employees to report any concerns they may have about potential instances of modern slavery within the organization.
- By establishing a clear process for how reported concerns will be investigated and addressed.
- By providing protection for employees who report concerns, such as protection from retaliation or discrimination. By encouraging a culture of transparency and accountability within the organization, which can help deter instances of modern slavery from occurring in the first place.
- Staff code of conduct - By prohibiting employees from participating in or enabling any form of modern slavery or exploitation, either within the organization or in its supply chain.
- By requiring employees to report any concerns they may have about potential instances of modern slavery within the organization.
- By establishing a clear process for how reported concerns will be investigated and addressed.
- By providing training to employees on the issue of modern slavery and how to identify and prevent it.
- By encouraging a culture of respect and ethical behavior within the organization, which can help deter instances of modern slavery from occurring.

- Safeguarding policy - By establishing clear procedures for identifying and supporting individuals who may be at risk of modern slavery or other forms of exploitation.
- By providing training to staff on how to recognize and report potential instances of modern slavery
- By establishing partnerships with local organizations and agencies that can provide support and assistance to individuals who may be at risk of modern slavery.
- By providing information and resources to employees and other stakeholders on how to identify and prevent modern slavery.
- By conducting regular reviews and assessments to ensure that the organization's safeguarding policies and procedures are effective in protecting individuals from modern slavery and other forms of exploitation.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.

- Provide protection for whistleblowers.

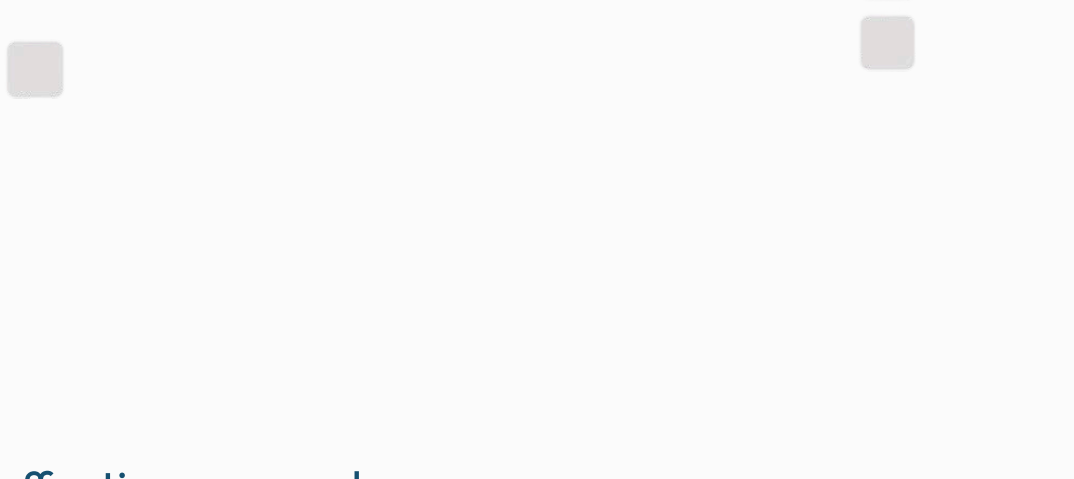
Risk and compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We do not consider that we operate in a high-risk environment because .

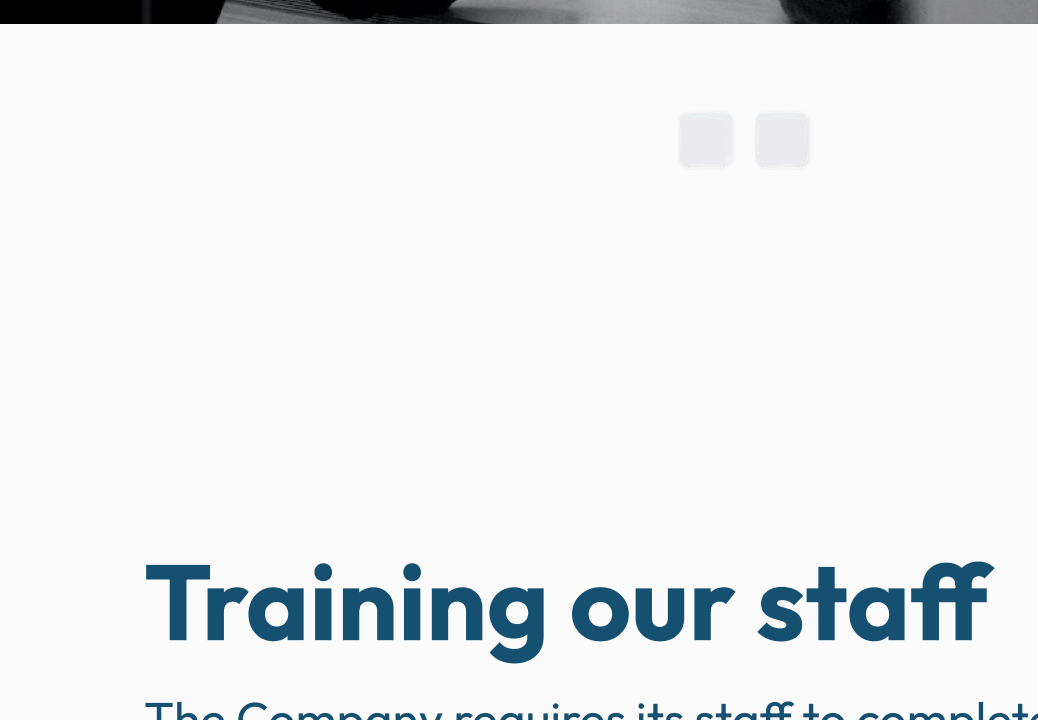
We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will require that supplier to remedy the non-compliance.



Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will contact suppliers to enquire about their modern slavery practices every 3 months.
- We will train our staff about modern slavery issues and increase awareness within the Company.
- We will carry out a regular audit of suppliers - 100% of suppliers each year.



Training our staff

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers:

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the Company.
- What external help is available.
- What steps the Company should take if suppliers in its supply chain do not implement anti-slavery policies in high risk scenarios, including their removal from the Company's supply chain.

