

BEING A BETTER BUSINESS

# Modern Slavery

This policy aims to set out how Ouno Creative satisfies itself from its own due diligence that there is no evidence of any act of modern day slavery or human trafficking within its own organisation. We acknowledge the provisions of the Modern Slavery Act 2015 and will ensure transparency within our organization and with suppliers to us of goods and services.

## ORGANISATION STRUCTURE

Ouno Creative is a creative communications agency based in Farnborough, Hampshire. The two directors and owners of the company are Adrian Broadway and Simon Pipe. Ouno Creative has a staff of 7 and also make use of a range of contractors. Our turnover for the period 2018-2020 is estimated to be approximately £800K. The company has been established since 2009.

## OUR BUSINESS

Ouno Creative is a creative communications agency working in the print, web, digital, video and exhibition fields. The range of services provide include visual design; marketing; printing; branding; exhibition and event design and build; photography; video production; web design, development and hosting; app design and development for smartphones and tablets; design consultancy; large scale graphics; corporate identity.

Our clients operate in sectors such as aerospace, health, construction, science, defence, retail, automotive and Government.

## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business and in so far as is possible to requiring our suppliers hold similar ethos.

## OUNO CREATIVE GUIDANCE ON MODERN SLAVERY IS TO:

- Comply with legislation and regulatory requirements
- Make suppliers and service providers aware that we promote the requirements of the legislation
- Consider modern slavery factors when making procurement decisions
- Develop awareness of modern slavery issues

### We will

- Aim to include modern slavery conditions or criteria in specification and tender documents wherever possible,
- Evaluate specifications and tenders with appropriate weight given to modern slavery,
- Encourage suppliers and contractors to take their own action and understand their obligations to the new requirements.

### Ouno Creative staff will

- Ensure appropriate checks on new suppliers are undertaken.
- Undertake awareness training where possible. Modern Slavery Act 2015 documentation is available for all staff to view in our Policies folder, which includes copies of all our other policies as well.

- Aim to check and draft specifications to include a commitment from suppliers to support the requirements of the act.
- Will not award contracts where suppliers do not demonstrate their commitment to ensuring that slavery and human trafficking are not taking place in their own business or supply chains.

## 2019 UPDATE TO POLICY

Ouno Creative upholds the following:

- Freedom of employees to terminate employment
- Freedom of movement
- Prohibits any threat of violence, harassment and intimidation
- Prohibits debt bondage and bonded labour
- Prohibits disciplinary measure which includes an obligation to work
- Prohibits compulsory overtime
- Prohibits the use of worker-paid recruitment fees

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending June 30th 2022.

*Last reviewed July 10, 2024*