

Creative Consultants Group (CCG) Modern Slavery Statement

Introduction

CCG is committed to preventing modern slavery and human trafficking across all areas of our operations and supply chain. This statement explains the steps we take to ensure business practices protect human rights and prevent any form of slavery, servitude, forced or compulsory labour, and human trafficking.

Our Commitment

CCG will:

- Promote transparency in all business operations and supply chains.
- Act ethically and with integrity in every business relationship.
- Implement effective systems and controls to prevent modern slavery and human trafficking.
- Maintain vigilance to identify risks and take action to prevent exploitation.

Our Approach

To reduce the risk of modern slavery, CCG will implement the following actions:

Supply Chain Due Diligence

- Conduct regular audits and assessments of suppliers to ensure compliance with our standards and expectations.
- Include modern slavery clauses in contracts and agreements, encouraging suppliers to adopt similar preventive measures.

Risk Assessment and Management

- Identify and evaluate potential risks of modern slavery across operations and supply chains.
- Develop strategies to reduce risks and regularly monitor their effectiveness
- Track and report on measurable indicators such as supplier audit completion rates, identified risk areas, corrective actions taken and follow-ups, and employee modern slavery awareness level.

Training and Awareness

- Provide staff with training on the signs and risks of modern slavery and human trafficking.

- Inform employees about our policies and reporting procedures to ensure accountability and vigilance.

Reporting Mechanisms

- Establish clear channels for staff and external parties to report concerns about modern slavery.
- Investigate all concerns promptly and take appropriate action.

Continuous Improvement

- Review and update policies and procedures regularly to strengthen our approach to preventing modern slavery.
- Work with suppliers, partners, and stakeholders to improve ethical practices and reduce risks.

Our Supply Chain

CCG recognises that supply chains can be complex. We work with suppliers to uphold ethical standards and prevent modern slavery. Suppliers are expected to share our commitment and implement their own policies to prevent human rights abuses.

Monitoring and Review

CCG will regularly review the effectiveness of our modern slavery measures. This statement will be reviewed annually and updated as needed to reflect best practices.

Approval

This statement has been approved by CCG board of directors and is signed by ABDUL MOQIM ABDULRAHIMZAI, Managing Director, April 2027.

Status of this Policy

This policy is current and effective as of the date of publication. It will be reviewed periodically to ensure it remains relevant and accurate.