



Modern Slavery Statement

Overview

Designworks Investment Group is committed to developing and adopting a proactive approach to prevent, respond to, and remediate the risks of modern slavery. We recognise our responsibility under the UK Modern Slavery Act 2015, alongside our alignment with UN Sustainable Development Goal 8.7 and standards of the International Labour Organization, to ensure that slavery and human trafficking have no place in any part of our operations or supply chains. This statement is issued in accordance with the Modern Slavery Act 2015 and focuses on the actions undertaken during 2024, whilst also outlining actions we intend to take in 2025.

Company Structure

Designworks Investment Group is a vibrant assortment of consumer brands comprised of Paddywax, The Candle Bar, Designworks Ink, Gentlemen's Hardware, Archipelago and Here's How. Designworks Investment Group was founded and is based in Nashville, USA, but operates globally through offices, stores and warehouses in the USA, UK, EU and Australia.

Our Supply Chains

Given the diverse nature of our business, we have third party product suppliers around the world who supply goods and services to Designworks Investment Group. These locations include China, India, Vietnam, Cambodia, Mexico and the USA. We recognise that some regions may pose a higher risk of unethical labour practices, particularly where oversight is limited or regulations are weakly enforced, but we actively apply the same vigorous practice to all locations. In order to help mitigate the risk of modern slavery, we have begun mapping our key suppliers and assessing the potential vulnerabilities in our supply chain. We prioritise transparency and ethical accountability in our sourcing decisions and will continue to evaluate the social and labour impacts associated with our procurement processes.

Developing Relevant Policies

We are developing our systems, policies, and procedures to establish an effective and transparent framework that clearly communicates our expectations to employees, workers, and supply chain partners. This forms a core part of our commitment to preventing modern slavery across our operations and extended supply chain.

Designworks Investment Group has implemented internal policies that reinforce responsible business conduct. These policies set out clear behavioural expectations and ensure that our employees understand their role in identifying and addressing modern slavery risks. Our International Supplier Code of Conduct is aligned with the Ethical Trading Initiative (ETI) Base Code, ensuring it reflects globally recognised labour standards. We regularly review the Code and its application, enabling continuous improvement and early response to emerging risks across our international supply base.

Training, awareness and improvement

We believe that raising awareness within our company is crucial to address modern slavery. As a result, we are developing an internal training programme which will provide the most up-to-date guidance to our employees, especially those involved in sourcing and buying, in how to respond to signs of forced labour and exploitation. We are

working with a third-party modern slavery training provider to develop comprehensive training for our employees in the coming months. This will be tailored for our employees and will focus on helping us understand:

- What modern slavery, forced labour and hidden labour exploitation is,
- How to recognise the signs that someone may be being exploited and how to respond,
- How to start taking preventative action to minimise the risk of forced labour within our organisation.

We will monitor progress against key performance indicators (KPIs) to continually improve. This includes tracking supplier compliance rates, the number of staff trained on modern slavery awareness, and the effectiveness of our due diligence processes. We will use this data to identify gaps, inform risk-based actions, and drive improvements across our operations and supply chain.

Performance/ Effectiveness of steps taken

We recognise that transparency is essential to meaningful progress. While we have made important steps in strengthening our understanding of modern slavery and engaging with our suppliers, we acknowledge there is more to be done. Our goal is to improve the visibility and traceability of our supply chains, and we are committed to sharing updates on our progress in future statements. We have, and will continue, to publish our Modern Slavery Statement on our website to provide detailed updates of our approach.

Our Approach to Remediation

Should an incident of modern slavery be identified in our organisation or our supply chain, we will cooperate with the relevant authorities to support any further investigations. We will seek to understand if we have caused or contributed to the exploitation occurring and if it is found that we have then we will seek to engage with the victim(s), via independent facilitation as appropriate, to explore what remediation is sought and how this is best achieved.

Focus for 2025

It is our intention to take effective measures to tackle the risk of modern slavery and to continuously develop our approach to meet new and emerging challenges. We are committed to ensuring that all suppliers undergo a complete and ethical third-party audit, with any identified corrective actions fully addressed and closed. We require audits to meet recognised standards such as BSCI, SMETA, or SA8000, conducted by approved third-party auditors like SGS or Intertek. Audits must be unannounced within a two-week window and updated annually to remain valid. By the end of 2025, we aim to have had 100% of our suppliers successfully complete this. Additionally, we intend for all employees that work closely with our suppliers to have completed modern slavery training with a recognised third-party provider.

Signed:



S. Joseph Moore, Authorized Person

Designworks Investment Group - Chief Executive Officer

Date: 1st January 2025

Review Date: 1st January 2026

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015