

*Modern
Slavery
Policy*

Our business Fifteen Design Ltd is a full service digital agency based in Nottinghamshire. Working for over 15 years within the digital and marketing sector, Fifteen has clients in not only the UK, but across America, Europe, Australia and Asia.

Our Policies

We operate a number of internal policies to ensure that we are conducting Fifteen in an transparent and ethical manner, including:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. 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.
4. 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.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Board of Directors on 03/02/2019

Name: *Ollie Piddubriwnyj*

Signature



Date 03/02/2019