

ETHICAL EMPLOYMENT POLICY



At Savage & Gray we are committed to supporting the Welsh Government Ethical Employment in Supply Chains Code of Practice in the following ways.

OUR BUSINESS

We are a Design Consultancy, specialising in Graphic Design, Website Development and Animation production. We offer creative design services mainly within the UK but also on rare occasions, internationally.

MODERN SLAVERY AND HUMAN RIGHTS ABUSES

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, within our business as well as the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

OUR POLICIES

Whilst we recognise that Savage & Gray is highly unlikely to be in contact with any kind of modern slavery issues, the company is none the less committed to ensuring that there is no modern slavery or human trafficking anywhere within our supply chain or in any part of our business. Our anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

AS PART OF OUR INITIATIVE TO IDENTIFY AND MITIGATE RISK

We ensure all staff and Directors are informed of the issues surrounding modern slavery and remain vigilant on such issues. Any concerns, no matter how small or seemingly insignificant are to be reported to management immediately.

Where possible we build long standing relationships with our suppliers and clients and make clear our expectations of business behaviour.

With regards to national or international supply, our point of contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.

We seek to confirm the identity of all staff and freelance creatives via suitable photographic I.D as well as confirmation of permanent residence. Where applicable, we also ensure right to work documents are in place and up to date.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all our clients and those in our supply chain to comply with similar values and look to work only with those who also adhere to stringent modern slavery policies themselves.

The Directors are responsible for compliance across the company and also for their supplier relationships.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide relevant information to all members of staff. All Directors have been briefed on the subject.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our business's slavery and human trafficking statement.

BLACKLISTING

We do not compile information on employees on any Trade Union membership or related activities, in order to discriminate against them. We will wherever possible directly engage with workers in our own supply chain to identify and address issues of illegal or unethical employment practices including use of blacklisting.

WHISTLEBLOWING

At Savage and Gray we encourage all our employees to report any concerns they may have that are related to the direct activities of the studio or its suppliers through our Whistleblowing Policy. This includes verbal abuse, sexual discrimination, or anything that may give rise to an enhanced risk of modern slavery, human rights abuses, human trafficking or other unethical employment practices.

FALSE SELF-EMPLOYMENT

We ensure all employees at Savage and Gray are contracted on either full-time or part-time contracts with set hours of work, salary, holiday entitlement outlined and agreed in writing.

UNFAIR USE OF UMBRELLA SCHEMES AND ZERO HOURS CONTRACTS

We do not and will not use umbrella schemes or zero hours contracts to employ staff and utilise their valued skills in order to provide our services to clients.

PAYING THE LIVING WAGE

Savage & Gray are committed to paying our valued staff the industry standard minimum salaries which are well above the standard living wage. Salaries are reviewed annually.