

Modern Slavery & Ethical Working Statement

1. PURPOSE

Lil Creative Studio believes that every person involved in creating, delivering and supporting our work should be treated with dignity, fairness and respect.

We recognise that modern slavery, forced labour, human trafficking and exploitation can exist within global supply chains and that businesses have a responsibility to understand and address these risks.

This statement outlines our approach to preventing modern slavery within our own operations, supply chain and wider partnerships.

2. OUR COMMITMENT

We are committed to:

- Respecting human rights across our operations and supply chain.
- Working with organisations and individuals who share our commitment to ethical practice.
- Identifying and reducing risks of exploitation where we have influence.
- Promoting fair, respectful and inclusive working relationships.

We believe ethical business is not only about avoiding harm, but about actively creating better ways of working.

3. OUR BUSINESS OPERATIONS

Lil Creative Studio is a small purpose-led design studio working primarily with freelancers, specialist suppliers and trusted partners.

Our direct operations have a low risk of modern slavery due to:

- Our small, UK-based team structure.
- Close working relationships with collaborators.
- Direct communication with suppliers and partners.
- Transparency in how work is commissioned and delivered.

However, we recognise that risk can exist beyond our immediate operations, particularly through:

- Print production supply chains.
- Technology and digital infrastructure.
- Manufactured products and materials.
- Global software and cloud service providers.

4. OUR SUPPLY CHAIN APPROACH

Through our Procurement & Partnerships Framework, we consider the ethical and environmental practices of suppliers and partners.

Where relevant, we prioritise organisations that demonstrate:

- Fair treatment of workers.
- Responsible employment practices.
- Transparency in their supply chain.
- Commitment to improving social and environmental impact.

For production suppliers, particularly print and manufacturing partners, we consider relevant certifications, policies and evidence of responsible sourcing.

5. FREELANCERS AND COLLABORATORS

We work with independent creative professionals through trusted, long-term relationships.

We aim to ensure:

- Fair payment and clear agreements.
- Respectful communication.
- Reasonable timelines.
- Recognition of skills and contributions.
- Flexibility that supports sustainable working practices.

We do not knowingly work with individuals or organisations that exploit workers or operate unfairly.

6. CLIENT RELATIONSHIPS

As a purpose-led studio, we aim to work with organisations whose values align with ours.

Where concerns arise regarding unethical practices, exploitation or human rights issues, we will consider whether the relationship remains appropriate.

7. RAISING CONCERNS

Anyone working with or connected to Lil Creative Studio, including collaborators, suppliers, clients or stakeholders, can raise concerns about potential exploitation, unethical behaviour or modern slavery risks.

Concerns will be taken seriously and reviewed appropriately.

8. CONTINUOUS IMPROVEMENT

We recognise that understanding and addressing modern slavery risks is an ongoing process.

We will continue to:

- Review our suppliers and partnerships.
- Strengthen ethical procurement practices.
- Improve awareness of human rights considerations.
- Learn from recognised guidance and best practice.

REVIEW

This statement is reviewed periodically as part of Lil Creative Studio's wider responsible business commitments.

Last reviewed: September 2026