



**Wax Digital Ltd**

5 East Park Road, Gateshead, Tyne and Wear,  
NE9 5AX, UK | Company No: 14595118

Founded: 2023

# Ethics & Business Integrity Policy

At Wax Digital, we believe that creativity and integrity must go hand in hand. The way we work is as important as the work we deliver. Our reputation is built on honesty, fairness, and the trust we earn from our clients, suppliers, and collaborators.

This policy sets out the ethical principles that guide our decisions and behaviour as a business.

## 1. Our Commitment

Wax Digital is committed to:

- Conducting all business with integrity, transparency, and accountability.
- Complying with all applicable laws and regulations, including those related to anti-bribery, data protection, and fair competition.
- Creating an ethical culture that reflects our values and supports responsible decision-making.

## 2. Anti-Bribery and Corruption

- We do not offer, give, request, or accept bribes or any improper advantages.
- We do not make or accept facilitation payments or gifts intended to influence business decisions.
- Any potential conflict of interest must be declared and managed transparently.

## 3. Confidentiality and Data Protection

- We treat all client and partner information with strict confidentiality.
- We comply with UK GDPR and other relevant data protection laws.
- Access to sensitive information is restricted to authorised personnel only.
- Digital data is stored securely, and we maintain good cyber hygiene in all operations.

## 4. Fair Business Practices

- We are committed to fair competition and honest communication in all professional dealings.
- We do not misrepresent our services, qualifications, or experience.
- We only work with clients and suppliers who share our respect for ethical conduct and legal compliance.

## 6. Responsibility and Review

- Everyone working with or for Wax Digital is encouraged to raise any ethical concerns directly with company directors.
- All reports will be treated confidentially and investigated appropriately.
- Responsibility for maintaining and reviewing this policy lies with company leadership.

## 7. Looking Ahead

As Wax Digital grows, we will continue to refine our ethical standards and ensure they evolve with our business and the wider industry. Integrity will always remain central to the science of great design.

**Stephen Gibbs**  
Director, Wax Digital Ltd

A stylized, handwritten signature in black ink, appearing to read "SG", with a horizontal line underneath.

**Date: November 2025**