



Wax Digital Ltd

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

Founded: 2023

Labour & Human Rights Policy

At Wax Digital, people are at the heart of everything we do. We believe creativity thrives in an environment built on fairness, respect, and trust. Our approach to labour and human rights reflects both our ethical values and our belief that great design depends on great people.

1. Our Commitment

Wax Digital is committed to:

- Upholding the rights and dignity of everyone who works with or for us.
- Providing a safe, fair, and inclusive working environment.
- Complying fully with UK employment law and international human rights standards.
- Promoting wellbeing, equality, and opportunity across all collaborations.

2. Employment and Fair Treatment

- All employees and freelancers are engaged under fair and transparent terms.
- We ensure equal pay for equal work, free from discrimination or bias.
- We do not tolerate any form of forced, child, or involuntary labour.
- We are committed to providing flexible working arrangements that support work-life balance.

3. Diversity, Inclusion, and Respect

- We value and respect individual differences in background, identity, and perspective.
- We promote a culture of open communication, collaboration, and empathy.
- We do not tolerate harassment, bullying, or discriminatory behaviour of any kind.

4. Health, Safety, and Wellbeing

- We maintain a safe and healthy working environment for all staff and freelancers.
- We encourage regular breaks, realistic deadlines, and wellbeing-led project management.
- We take mental health seriously and foster a culture of openness and mutual support.

5. Freelancers and Partners

As a studio that works with a network of trusted freelancers, we extend the same standards of fairness and respect to all partners. We ensure that:

Freelancers are paid promptly and fairly.

Expectations and deliverables are communicated clearly.

Collaboration is based on mutual respect and shared creative values.

6. Responsibility and Review

Responsibility for upholding this policy lies with the company directors. We review our working practices annually and update this policy as our team and partnerships evolve.

7. Looking Ahead

Wax Digital is committed to growing as a company where people feel valued, heard, and supported. We see this not only as a responsibility but as an essential ingredient of meaningful, sustainable design.

Stephen Gibbs
Director, Wax Digital Ltd

A stylized, handwritten signature in black ink, appearing to read "SG".

Date: November 2025