



Wax Digital Ltd

5 East Park Road, Gateshead, Tyne and Wear,
NE9 5AX, UK | Company No: 14595118
Founded: 2023

Our Commitment to Responsible Design

At Wax Digital, we believe great design is both creative and responsible — where imagination and science work together to make lasting, positive impact. The science of great design guides not just what we make, but how we work.

We're a small team with a growing network of creative partners, and we recognise our role in shaping a more sustainable future. This statement outlines our ongoing commitment to operate responsibly and continually improve across four key areas:

1. Environment

We aim to minimise the environmental impact of our studio and supply chain.

- We will reduce waste, energy use, and unnecessary travel through remote collaboration and digital-first workflows.
- We will select suppliers and materials with lower environmental footprints wherever possible.
- We will measure and improve our performance over time, starting with small but meaningful actions.

2. Labour & Human Rights

We are committed to creating a fair, safe, and inclusive working environment.

- We value diversity and equality across all collaborations.
- We ensure fair pay, respect, and flexible working for all employees and freelancers.
- We comply with UK employment law and promote wellbeing through supportive, respectful communication.

3. Ethics

Integrity is at the heart of how we work.

- We maintain honesty, transparency, and fairness in all client and supplier relationships.
- We do not tolerate bribery, corruption, or discrimination in any form.
- We handle client and partner information with confidentiality and care.

4. Sustainable Procurement

We recognise that our impact extends through the partners we choose.

- We prioritise suppliers and freelancers who share our environmental and ethical standards.
- We will gradually integrate sustainability criteria into our selection and review process.
- We will communicate our expectations clearly and lead by example.

Our Ongoing Journey

This policy marks the beginning of Wax Digital's structured sustainability journey. We will review and strengthen our commitments annually, sharing progress openly as we grow.

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