

## **UK Modern Slavery Statement for the period 1 January 2024 to 31 December 2024**

### **Introduction**

IDEO LLC (“we”, “our” or “us”) is a Delaware limited liability company headquartered at 2525 16th Street, San Francisco, California 94103. In 2024, we operated as a Delaware limited partnership until converting into a Delaware limited liability company in September 2024.

We are a global design and innovation consultancy. In addition to our locations in the USA, we operate a branch office in London, England registered with Companies House with number: BR027173. We also operate wholly owned subsidiaries which include IDEO Creative Design (Shanghai) Co., Ltd in China and IDEO SG Pte, Ltd. in Singapore.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the period 1 January 2024 to 31 December 2024.

### **Opposing Modern Slavery**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to opposing modern slavery in all its forms. We do not tolerate it within our business or within our supply chain. We expect our suppliers to share these same values.

### **Suppliers**

Our key suppliers are the businesses which provide the goods and services required to: (a) operate our workspaces; and (b) support our delivery of design consultancy services to our clients.

As a provider of design consultancy services, we have a short supply chain. Having reviewed the risk of modern slavery within our business and our supply chain, we consider that risk to be low.

Before engaging a new supplier, we conduct a level of due diligence that is proportionate to the risks presented by the nature and scope of the goods or services that we are procuring. Following the engagement of a supplier, the relevant business unit manages the supplier directly with support from Legal, Finance or Technology teams as necessary.

**Recruitment/Employment**

We operate fair and compliant recruitment processes. Once recruited, we perform identity and other checks in accordance with the local laws applying to the recruitment.

During employment, we comply with applicable laws and have suitable employment policies in place which are accessible to all our employees. Our policies and systems enable employees to report concerns about our operations or those of our suppliers.

This Statement has been approved and signed by:



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**Derek Robson  
Chief Executive Officer  
IDEO LLC**