



SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

This statement sets out EVS Group's commitment and actions to understand all potential modern slavery risks related to its business, and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains to meet notably the requirements of the UK Modern Slavery Act 2015 (the "Act").

This statement relates to actions and activities during the financial year 2020.

ORGANISATION'S STRUCTURE

EVS Broadcast Equipment SA is incorporated under the laws of Belgium under registration number 0452.080.178. EVS Broadcast Equipment SA is the mother company of two companies based in the UK:

- EVS Broadcast UK, a private company limited by shares, 100% owned affiliate of EVS Broadcast Equipment SA, incorporated under the laws of England under registration number 3730675; and
- Axon Digital Design, a private company limited by shares, 100% owned affiliate of Axon Investments BV, itself 100% owned by EVS Broadcast Equipment SA, incorporated under the laws of England under registration number 03513824.

EVS has over 20 offices in Europe, Middle East, Asia and North America (for further information regarding our offices, please consult https://evs.com/sites/default/files/2021-04/evs_broadcast_equipment_addresses.pdf). Its 464 team members (full time equivalent) of 35 nationalities develop and sell its branded products worldwide and provide customer support globally. Its global turnover amounts EUR 103,4M in 2019.

EVS has a diverse and substantial supply chain, with procurement devolved to the business across the globe. The procurement team is responsible for the corporate procurement policy and strategy. EVS is aware of its responsibility under the Act, and is in the process of developing its supply chain to ensure that it complies with the Act through notably policies due diligence and training requirements.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Therefore, EVS is committed to enforce these principles in a new version of its Code of Conduct that shall reflect its commitment to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chains. This shall contribute to reinforce the compliance of EVS with the Act.

EVS already encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This is designed to make it easy for workers to make disclosures, without fear of retaliation.

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EVS' Corporate Charter once again clearly states that EVS is committed to providing a safe and healthy work environment and that EVS expects contractors, suppliers, franchisees and others who work with it to follow these same laws and regulations.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

EVS commits to undertake due diligence when considering taking on new suppliers, and to regularly review its existing suppliers. The organisation's due diligence and reviews shall include:

- ensuring that EVS' suppliers adhere to the highest standards of ethics. EVS' Terms & Conditions of Purchase ensures that suppliers are aware of and comply both with their obligations under the Act and with EVS' Anti-Slavery and Human Trafficking Policy. This action's objectives include ensuring all potential and incumbent suppliers are dealt with professionally, fairly and ethically and that we uphold the principles of sustainable procurement at all times.
- building long standing relationships, where possible, with local suppliers and making clear EVS' expectations of business behaviour. This commitment is part of EVS annual report for year 2019: "EVS seeks to build partnerships with local suppliers as far as possible, thereby reinforcing its local bonds. This policy covers various aspects of EVS' activities, such as all issues relating to facility management, as well as business consultants and partners. EVS also plays an active role in the development of a network between the companies present in the Liège science park."
- on the long term, EVS expects to contact personally each of its suppliers to conduct a global compliance their compliance to all laws and regulations.

TRAINING & AWARENESS RAISING PROGRAMME

EVS shall update its Code of Conduct both for team members and for business partners in 2020. Through such action, the company intends to raise the awareness of all stakeholders on prohibited conduct as well as to make sure all suppliers are in line with our values. The section regarding the administration of the code shall give clear guidelines on how to adopt the right behaviour, how to report breaches without fear of retaliation and the disciplinary actions in case of violation of the Code. EVS' Terms & Conditions of Purchase shall be updated to include that compliance with EVS' Code of Conduct is expected from any business partner.

More particularly, EVS will ensure that key staff will undertake training on modern slavery, where deemed necessary. Simultaneously, EVS will continue to raise the awareness of the basic principles of the Act.

This statement has been approved by the EVS Broadcast Equipment SA' Board of Directors on 19 May 2020 and will be reviewed and updated annually as part of the review of the Financial Statements.

A handwritten signature in blue ink, appearing to read 'Michel Counson'.

Michel Counson
Managing Director