

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 2021.

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 550 team members (full time equivalent) of 36 nationalities develop and sell its branded products worldwide and provide customer support globally. Its global turnover amounts EUR 88,1M in 2020.

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.

DUE DILIGENCE PROCESSES & POLICIES IN RELATION WITH SLAVERY AND HUMAN TRAFFICKING

TERMS & CONDITIONS OF PURCHASE

We ensure that EVS' suppliers adhere to the highest standards of ethics. EVS' Terms & Conditions of Purchase ensures that suppliers are aware of and comply with (i) their obligations under the Act, (ii) EVS' Code of Conduct and (iii) 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.

CODE OF CONDUCT

EVS' Code of Conduct for Business Partners (https://evs.com/sites/default/files/2021-05/code-of-conduct_business-partners.pdf) revised in 2021 once again insists on EVS' position with regards notably to decent and fair work-environment:

At EVS, our team members are our most valuable assets. We therefore expect that you treat your own staff the same way notably by:

- > *complying with the applicable labour legislation and regulations (including the UK Modern Slavery Act) and respecting all applicable human rights and labor rights;*

- > *ensuring a safe and healthy work environment in accordance with the applicable legislation;*
- > *treating them fairly, with respect and without any discrimination, and that they treat others the same way;*
- > *providing equal opportunities to them or your applicants regardless of their gender, sexual orientation, disability, age, ethnic origin or political or religious beliefs; and*
- > *respecting all applicable environment legislation and regulations.*

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.

LONG STANDING & LOCAL RELATIONSHIPS

EVS always has the objective of building long standing relationships, where possible, with local suppliers – thereby reinforcing its local bonds – and making clear EVS' expectations of business behaviour.

CAMPAIGN OF (RE-)ASSESSMENT OF SUPPLIERS

EVS already commits to undertake due diligence when considering taking on new suppliers, and to regularly review its existing suppliers.

In the coming months or years, 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 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.

CODE OF CONDUCT

In 2020, EVS has updated its Code of Conduct both for team members and for business partners. The section regarding the administration of the code now gives 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 have been updated to include that compliance with EVS' Code of Conduct is expected from any business partner.

In 2021, EVS intends to start providing e-trainings to all its staff members on various topics, including the anti-slavery and anti-human trafficking topics.

SUSTAINABILITY

EVS has issued a sustainability report in 2021 – relating to year 2020. We at EVS endeavor to achieve excellence, innovation and reliability in a sustainable manner. Our team members, our customers and the environment are essential to us. We believe it is very important that our team members are treated with dignity and offered a decent place of work while minimizing our impact on the environment and offering our customers robust and reliable solutions.

SOCIAL RESPONSIBILITY AND THE TREATMENT OF EMPLOYEES

Employees are the main assets of EVS. They are the source of innovation that EVS uses to develop solutions, offer these to customers throughout the world, install the solutions and provide the necessary training and maintenance to the customers. The management of EVS therefore pays special attention to providing employees with a working environment based on personal development and respect for the individual.

RESPECT FOR HUMAN RIGHTS

At EVS, our team members are our most valuable assets. We are therefore committed to providing a positive working environment where team members are treated fairly, with respect and without any discrimination, and where every team member treats others the same way. EVS also aims to provide equal opportunities for all our team members or applicants regardless of their gender, sexual orientation, disability, age, ethnic origin or political or religious beliefs. Moreover, EVS ensures that all team members have a safe and healthy workplace while protecting the environment by complying with all applicable environmental, health and safety laws and regulations but also through a number of worthwhile specific initiatives. All the above is reflected in our EVS Code of Conduct, updated in 2020. Training courses on this topic will be given to team members in the course of 2021. EVS is also committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

More details regarding our vision of sustainability can be found in EVS annual report 2020 <https://evs.com/sites/default/files/2021-04/EVS%202020%20annual%20report.pdf>.

This statement has been approved by the EVS Broadcast Equipment SA' Board of Directors on 18 May 2021 and will be reviewed and updated annually as part of the review of the Financial Statements.



Michel Counson

Managing Director

