

SLAVERY AND HUMAN TRAFFICKING STATEMENT 2021-2022

INTRODUCTION

At EVS, human rights, integrity and ethics are primary concerns. Ensuring their respect is EVS' priority. Any activities related to human trafficking or slavery will not be tolerated and EVS will take appropriate measures to eliminate it from its operations and supply chain. Each year, EVS reinforces its involvement in this issue, taking different actions in order to prevent and report any suspicion of slavery or human trafficking.

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").

EVS is aware of its responsibility under the Act and makes it its mission to respect it to the best of its ability. It notably developed due diligence policies, trainings and is continuously improving its compliance with the Act. This statement relates to actions and activities during the financial years 2021-2022. It provides details of EVS organisational structure and supply chain, its policies and its actions taken in order to prevent modern slavery.

ORGANISATION'S STRUCTURE & SUPPLY CHAIN

DESCRIPTION & STRUCTURE

EVS is a leading provider of video solutions for the live video industry. It delivers innovative solutions for live video production, replay and highlights, asset management, live switching, and distribution infrastructure, video assistance and professional services.

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 137,2M in 2022.

All information on our products, services and customers can be easily found on EVS' website www.evs.com.

SUPPLY CHAIN

Respecting humans rights is a duty. It is also a way of strenghtening EVS' business and building trust. Therefore, it is important for EVS to understand its impact in order to respect everyone's human rights in the supply chain.

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. It ensures a fair and transparent treatment during the whole procurement process. EVS operates all over the world and serves broadcasting and media networks, production facility and service providers, sports organizations including federations, leagues and clubs, and e-sports organizations.

- > *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, 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 2021, EVS contacted personally each of its raw material suppliers to conduct a global compliance to all laws and regulations. Therefore, EVS send them a questionnaire related to human trafficking and modern slavery. The result was highly satisfactory as 100% of our suppliers have put actions in place to address the situation and stated that no modern slavery or human trafficking happens in their own supply chains.

In the coming months or years, EVS expects to contact its other suppliers to verify that they are also compliant with the applicable laws and regulations.

SUSTAINABILITY

EVS has issued a sustainability report in 2022, relating to year 2021 (see https://evs.com/sites/default/files/2022-03/EVS_SustainabilityReport2021.pdf). 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.

EMPLOYER CARING APPROACH

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.

The EVS Team is made of almost 600 passionate and ambitious individuals working in over 20 offices throughout the world. Though EVS has grown a lot since its creation, our team members still share the same values of integrity, teamwork, collective responsibility, and sustainability, among many others. Our team members are our main asset. Thanks to them, we are able to innovate, achieve excellence and offer to our customers all over the world quality solutions with unparalleled support. Hence, we have at heart to provide a stimulating work environment for our talents so they can collaborate effectively to reach our common goals in a sustainable and ethical way.

Our Human Resources approach aims at reaching the maximum level on these six aspects: physical health, financial health, social health, emotional health, personal fulfilment, and culture. All our policies and actions are in line with those six aspects and are the essence of the well-being of all our team members. When our team members are feeling good in every aspect, they can be fully dedicated and fully engaged in their jobs, and this is our mission.

By contributing to our team members' well being, EVS ensures that no modern slavery takes places within its organisation.

SPEAKING UP MECHANISM

In order to continuously strengthen our ethical commitment and notably in accordance with the Directive (EU) 2019/1937 of 23 October 2019 on the protection of persons who report breaches of Union law, EVS has updated

comply with existing and applicable laws, how the company can avoid it, and why they held a key role in the organisation to help prevent any form of it. They have been confronted to different scenarios of modern slavery in order to learn how to identify it and the procedure to follow in case they were confronted to it.

The Procurement department has moreover participated to the elaboration of the present 2021-2022 statement which has also improved their awareness on the topic.

EFFECTIVE ACTION TAKEN TO ADRESS MODERN SLAVERY

Through the new measures taken in 2021, EVS can now redefine its approach. The main idea is to focus on the high-risk activities it can encounter and to be able to identify and manage modern slavery risks. By following the Modern Slavery e-training, the Procurement department is now able to identify certain modern slavery, and to focus on activity sectors where modern slavery is the most present, such as:

- > Sectors reliant on migrant workers
- > Suppliers of food and services
- > Ancillary services
- > High-risk countries based on Global Slavery Index

The Procurement department will be highly vigilant when doing business with suppliers from the above activity sectors.

In case modern slavery or human trafficking is identified during the procurement, the department or any other team member will directly inform the legal department or report via the speaking up procedure. Adequate measures will be taken, including but not limited to, the possibility of excluding a supplier from the supply chain.

RETROSPECTION AND OBJECTIVES FOR THE FUTURE

In 2021, EVS took a big step in its fight against modern slavery. Many actions were taken: EVS reviewed its raw material suppliers, informed, and trained its employees, suppliers, and business partners, provided a specific training to its Procurement department, etc. This is only first steps for routing out human trafficking and modern slavery and EVS shall continuously reinforce its prevention against it.

In 2022, EVS intends to:

- > Continue to inform and procure trainings to all its team members;
- > Continuously improve and adapt its different policies to the different worldwide changes;
- > Improve its verification of suppliers' position concerning modern slavery and human trafficking and their compliance with the Act, EVS Code of Conduct and EVS terms.

This statement has been approved by the EVS Broadcast Equipment SA' Board of Directors on 17 May 2022 and will be reviewed and updated annually as part of the review of the Financial Statements.



Michel Counon

Managing Director