

# SLAVERY AND HUMAN TRAFFICKING STATEMENT 2024-2025

## 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 is not nor will be tolerated and EVS commits to 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 2024-2025. 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 United Kingdom:

- > **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 03513824; and
- > **ENSCO 1523**, a private company limited by shares, 100% owned affiliate of EVS Broadcast Equipment SA, incorporated under the laws of England under registration number 3730675.

EVS has over 20 offices in Europe, Middle East, Asia and North America (for further information regarding our offices, please consult [EVS Group addresses | EVS](#)). Its 700+ team members of 33 nationalities develop and sell its branded products worldwide and provide customer support globally. Its global turnover amounts EUR 198M in 2024.

All information on our products, services and customers can be easily found on EVS' website [www.evs.com](http://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.

EVS works with 2000 + vendors located in +/- 44 countries (USA, Asia and Europe). These can be VSB, SME's, market leaders enterprises. It should be noted that, in 2024, the purchase cost related to raw material represent 39% of the total procurement costs of EVS.

## ***INTERNAL PROCEDURES TO ENSURE ADEQUATE PROCUREMENT PRICING, PROMPT PAYMENT AND GOOD PLANNING***

All purchases are done through the Procurement Team. This Team is constantly analysing the market and ensures the best total cost of ownership for all purchases. Several offers are requested and the different vendors are challenged.

Our terms of payment are defined before the start of a collaboration and most generally consist of 30 days after the end of month in which the invoice is issued.

Recurrent meetings are planned between the Procurement Team and the accounting team to ensure prompt payments.

The Procurement Team is also constantly aligned with the different internal stakeholders, mainly with the Assembly to ensure the respect of the production planning.

## **EVS' DUE DILIGENCE PROCESSES IN RELATION WITH COMBATting SLAVERY AND HUMAN TRAFFICKING**

By different canals, EVS set expectations of how it expects its business to be conduct and with who. EVS defines clear policies aiming to help personnel, suppliers, business partners and others who are directly linked to business operations, products, and services. It informs them what EVS expects from them and what are the basic standards to respect. It is also a way of being sure that each participant in the supply chain is aware and well-informed of such issues.

## ***EVS VALUES***

EVS values require all its team members to act with high ethical standards and integrity. Each team member has the right to be respected and considered and the same thing is expected from him. These values help team members how to work and how to interact with others in order to have a healthy workplace.

## ***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](https://evs.com/sites/default/files/2021-05/code-of-conduct_business-partners.pdf)) revised in 2021 and in 2024 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, and making clear EVS' expectations of business behaviour.

## **ASSESSMENT OF SUPPLIERS**

For several years, EVS has been committed 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. This was done manually on a case-by-case basis through sending suppliers a questionnaire related to human trafficking and modern slavery. Although the result was highly positive, EVS has the ambition to professionalize its approach in 2024 and 2025 by conducting systematic assessments of its suppliers that were assessed as "High & Medium Risk" based on a risk matrix elaborated by the procurement team.

Therefore, in late 2022, EVS has started investigating into a cooperation with a professional platform – namely Ecovadis. The Ecovadis platform is designed to help companies, such as EVS, better manage and communicate their sustainability performance in a clear and actionable way. Among the benefits, we can mention that Ecovadis shall help EVS to understand its suppliers sustainability performance with ratings on four themes (Environment, Labor & Human Rights, Ethics and Sustainable Procurement), which is a clear achievement in the rating of our suppliers' compliance with the Modern Slavery Act, as well as with the EVS Code of Conduct and more generally with the EVS General Terms & Conditions of Purchase. Through the platform, EVS has the possibility to require its suppliers to take action on improvement areas and collaborate with them on such corrective action plan. Proactively and systematically monitoring the performance of our trading partners' sustainability performance will allow us to better manage risks, as well as to promote transparency on sustainability practices with reliable ratings and global benchmarks.

*"Labor & Human Rights is a key element covered by the EcoVadis methodology, which is aligned on international CSR/Sustainability standards and continuously updated to reflect current best practices and regulatory expectations."* Modern Slavery under the Ecovadis platform is specifically tackled through the "Child Labor, Forced Labor & Human Trafficking" subsection and suppliers' compliance is assessed through their answers to targeted questions relating to this topic. Special attention is paid to suppliers in "high risk sectors" but all companies are concerned, whatever their sizes or locations. Both the supplier's own operations as well as its supply chain are assessed.

In case a supplier's compliance to the "Labor, Forced Labor & Human Trafficking" criteria is not assessed as sufficient, adequate measures will be taken, including but not limited to, the possibility of excluding a supplier from the supply chain. It must be noted that to date, EVS has never identified a significant violation that would justify the exclude of a supplier from its supply chain.

EVS started its collaboration with Ecovadis in the second semester of 2023 and first evaluation questionnaires were sent to a sample of suppliers beginning of 2024. Supplier evaluation via EcoVadis consists of analyzing and rating their CSR performance, based on a questionnaire tailored to its sector of activity, size and location. The questionnaire covers the main aspects of CSR, including the environment, social and human rights, ethics and responsible purchasing. EcoVadis then carries out a documentary analysis, requesting evidence such as certifications, internal policies, CSR reports and audits. These documents are used to verify responses and assess the company's CSR maturity. Once the analysis is complete, a score and a medal are awarded. At the end of 2024, we sent questionnaires to all medium and high risk suppliers. We can also mention that EVS is member of ERAI which allow EVS realize some check on the supplier honesty & reliability, and maintains some contact with diverse international association that help it to check honesty & reliability (i.e. AWEX).

## ***SUSTAINABILITY***

EVS' sustainability report relating to year 2024, available on our [website](#), has recently been released. 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 700+ 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.

In 2025, for the third time in a row, EVS was certified "Top Employer". Thanks to this certification, we are recognized on the job market as a quality employer and it is important for us to know that the priority we give to our employees and the HR policy in place for years are going in the right direction.

## ***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 its [Whistleblowing Policy](#) available on its website. This Policy provides a secure and confidential channel to allow any person that wishes to do so to speak up should he/she identify a violation of laws, the EVS Code of Conduct or any internal policies/procedure. EVS is committed in this context to ensuring that everyone (not only team members but also suppliers, customers and other third parties) feels free to speak up without fear of retaliation, and to investigating any potential instances of misconduct.

EVS highly encouraged every team members or business partners to report any breaches or suspected breaches of the Code of Conduct via our [Speaking up procedure](#), including modern slavery and human trafficking.

EVS speaking up procedure is a fully confidential procedure, anonym or not, by which the whistleblower can report any breaches by completing the form available at [Speaking up procedure](#). Every report will be taken seriously and will be processed by a competent person, who will examine the facts or concerns reported. An investigation may be launched if necessary. Depending on the conclusions of the investigation, disciplinary proceedings or legal actions may be taken. Meanwhile, if applicable, the whistleblower will be protected against any retaliation or demotion.

We encourage everyone who works for EVS to report suspected breaches of our Code of Conduct for Business Partners or in any of the following areas as soon as possible via our Speaking Up process.

## RISK ASSESSMENT AND MANAGEMENT ACTIONS

EVS and its Procurement Team set up different tools in order to reduce risks and manage it, including:

- > Trying to build and long-term relationships with its suppliers;
- > Ensuring that its suppliers meet high ethical standards, and regularly verify this through due diligence.
- > Making sure that its Supplier Code of conduct is respected by its members, suppliers, and business partners.
- > Raising awareness of key staff members, in this instance the Procurement department – notably through trainings.
- > Having a whistleblower process so that any team member can report modern slavery.

Our greatest area of potential exposure to modern slavery is linked to the procurement of manufactured semi-conductors.

EVS pays particular attention to suppliers from activity sectors where modern slavery is the most present or coming from high-risk countries based on [Global Slavery Index](#).

## TRAINING & AWARENESS RAISING PROGRAMME

### CODE OF CONDUCT

EVS' Code of Conduct 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 include the fact that compliance with EVS' Code of Conduct is expected from any business partner.

Team members are regularly required to undertake a mandatory e-training related to the Code of Conduct and each new team member receives such e-training as part of its onboarding. In addition, we launched a e-training "Code of Conduct | Let's refresh your knowledge" in the beginning of 2025 for those who hadn't completed the e-training in the past 12 months. This e-training is designed to help team members to understand the principles of the EVS Code of Conduct, its values, and therefore adopt the good behavior.

### MODERN SLAVERY

The members of the Procurement Department receive regular specific trainings on the modern slavery topic, since they are the team members of our company who are the more likely to be exposed to slavery and human trafficking, and consequently to have an impact on it. Through e-trainings, they are reminded what is modern Slavery, how to 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 are 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 is actively involved in the elaboration of the present 2024-2025 statement which also improves their constant awareness on the topic.

## EFFECTIVE ACTION TAKEN TO ADRESS MODERN SLAVERY

Through the measures taken in the last year, EVS continued its approach in combatting modern slavery. It has remained focussed on the high-risk activities it can encounter and to be able to identify and manage modern slavery risks. The Procurement department's awareness is constantly raised, and the team members are required 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 is 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 the past years, EVS has strengthen 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 2025, EVS intends to further professionalize its approach:

- > **Continue to identify suppliers' strengths and weaknesses with regards to addressing modern slavery through an assessment based on the Ecovadis platform, collaborate with them on such corrective action plan if necessary and mitigate risks;**
- > Continue to inform and procure trainings to all its team members;
- > Continuously improve and adapt its different policies to the different worldwide changes.

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This statement has been approved by the EVS Broadcast Equipment SA' Board of Directors on 20 May 2025 and will be reviewed and updated annually as part of the review of the Financial Statements.

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*Michel Counson*

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Michel Counson

Managing Director