



# 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 2017.

## ORGANISATION'S STRUCTURE

EVS Broadcast Equipment SA is incorporated under the laws of Belgium under registration number 0452.080.178. EVS Broadcast UK is 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 offices in over 15 countries in Europe, Middle East, Asia and North America. Its 485 employees sell its branded products in over 100 countries and provide customer support globally. Its global turnover amounts EUR 130.8M in 2016.

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 currently developing a new Slavery and Human Trafficking Policy 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.

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.

EVS' Corporate Charter 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:

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- ensuring that EVS' suppliers adhere to the highest standards of ethics, and a review of EVS' Terms & Conditions of Purchase will be undertaken in 2017 to ensure that suppliers are aware of their obligations under the Act and comply where necessary. 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.
- on the long term, EVS expects to assess the risk of any additional suppliers based on geographical location. Any higher risk suppliers will be asked to confirm that they, and their supply chains, conform to our Slavery and Human Trafficking Policy..

## **TRAINING**

EVS will ensure that key staff will undertake training on modern slavery, where deemed necessary.

## **AWARENESS RAISING PROGRAMME**

EVS will continue to raise the awareness of the basic principles of the Act, including but not limited to:

- How employers can identify and prevent slavery and human trafficking.
- What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation.

This statement has been approved by the two directors listed below representing EVS Broadcast Equipment SA' Board of Directors on 20 March 2017 and will be reviewed and updated annually (starting as from May 2018) as part of the review of the Financial Statements.

A handwritten signature in black ink, appearing to read 'Muriel De Lathouwer'.

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Represented by Muriel De Lathouwer  
CEO & Managing Director

A handwritten signature in black ink, appearing to read 'Michel Counon'.

Michel Counon  
Managing Director