



Vizrt UK Ltd.

Slavery and Human Trafficking Statement for FY 2024

JUNE 2025





1 Introduction

- 1.1 This slavery and human trafficking statement relates to Vizrt UK Ltd.'s financial year beginning 1 January 2024 and ending 31 December 2024 ("FY 2024").
- 1.2 Vizrt UK Ltd. ("Vizrt") is a pioneer of live broadcast and video content technology through its production, management, and distribution tools for the digital media industry.
- 1.3 We understand that Vizrt is covered by the UK Modern Slavery Act 2015 because:
 - we are a body corporate;
 - carrying on business or a part of its business in the UK;
 - which supplies goods or services; and
 - have a turnover of over £36 million per year.

2 Commitment

- 2.1 Vizrt is committed to a programme of continuous improvement in our practices to combat slavery and human trafficking (as those terms are defined in the Modern Slavery Act 2015, "Modern Slavery") in its supply chains and in its business.
- 2.2 In FY 2024, Vizrt, directly and/or indirectly through its corporate affiliates, has:
 - required employees of Vizrt to comply with an existing Code of Conduct that, among other things, prohibits Modern Slavery, including forced, bonded or compulsory labour, and human trafficking;
 - adopted a Supplier Code of Conduct that contains provisions prohibiting the use of forced labour, either directly or indirectly, in our suppliers' business and provides for an anonymous whistleblowing process and anti-retaliation policy;
 - provided annual ethics training to Vizrt employees in matters including compliance with laws and company policies, whistleblowing and non-retaliation; and
 - drawn up a list of our first-tier suppliers and other suppliers in its products' manufacturing and assembly supply chain and taken





substantial steps to require such suppliers to agree to, or demonstrate compliance by similar commitment to, the Supplier Code of Conduct.

- 2.3 Vizrt's policy is to conduct all business ethically and in accordance with applicable law, including the UK Government's Modern Slavery Strategy, as amended from time to time, and as outlined in the UK Home Office Guidance "Transparency in Supply Chains: a Practical Guide".
- 2.4 Vizrt is committed to acting ethically in all its business dealings and relationships wherever it operates, and its employees commit upon engagement with Vizrt to comply with applicable policies and laws while in their employment with Vizrt.
- 2.5 Vizrt will uphold all laws relevant to countering slavery and human trafficking in all the jurisdictions in which the Vizrt group of companies operate.

3 Organisation's structure

Vizrt is a part of the Vizrt group of companies, with its ultimate parent corporation being Confine Visual TopCo AB, a Swedish corporation. Vizrt operates across 19 operating entities located in Europe (Norway, Sweden, Switzerland, Germany, France, Spain, Austria, Portugal), the Americas (the US, Argentina), and Asia Pacific (the UAE, Thailand, Australia, India, PRC) regions. Employees and contract personnel provide services across all sectors of the group of operating companies. The operating entities are independent entities under the Nordic Capital group of investment funds (www.nordiccapital.com).

4 Our business and supply chains

- 4.1 The Vizrt business is organised to provide our products and services to our customers worldwide.
- 4.2 Vizrt's main up-stream suppliers are:
 - software companies and SaaS and other cloud service providers (international);
 - device and hardware suppliers (international);
 - IT infrastructure and equipment suppliers (international);



- facilities suppliers and service providers (maintenance, security, utilities and suppliers for physical offices) (international); and
- ancillary administrative services (legal, professional consultancy, talent recruitment, etc.) (international).

4.3 In addition to providing such products and services directly to its customers, Vizrt, through its various corporate affiliates, enters into contractual relationships with resellers and distributors to provide products and services worldwide.

4.4 Vizrt directly, and indirectly through its corporate affiliates, employs and contracts with persons to provide services to the Vizrt group of companies in furtherance of our business activities.

5 Our policies on slavery and human trafficking

Vizrt is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. The Vizrt Code of Conduct and Supplier Code of Conduct reflects a commitment by Vizrt 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 and business relationship.

6 Due diligence processes for slavery and human trafficking

6.1 As part of our initiative to identify and mitigate risk Vizrt outlines due diligence procedures or other relevant steps taken, e.g., investigating supply chains for the Vizrt group's products and services; speaking with those suppliers; making reasonable efforts to require them to sign up to the Vizrt Supplier Code of Conduct or to demonstrate that they in fact have their own substantially similar or more stringent commitments to anti-slavery and trafficking.

6.2 To support our recruitment efforts Vizrt follows robust recruitment procedures. In our recruitment process Vizrt follows developments (including by engaging with external legal counsel) in laws and regulations applicable to locations of employment and worker engagement. In addition, Vizrt's hiring of employees and use of contractors and temporary workers include right-to-work checks, for example having procedures to confirm appropriate employment and contractor

contracts are in effect. Vizrt has procedures in place to collect and review identity and immigration documents, such work visas, passports and/or driver's licenses, as well as verify that the workforce all exceed the minimum age for employment. Vizrt has a policy to use reputable employment agencies to source labour and always reviews the practices of any new agency it is using before accepting workers from that agency, including requiring that they comply with applicable laws in the sourcing of personnel. Vizrt uses reasonable effort to not take any action to destroy, conceal, confiscate, or otherwise deny access by an individual to their identity or immigration documents. Vizrt believes it has processes in place not to mislead or to commit fraudulent practices during the recruitment or offering of employment/contract positions to candidates and contractors, including failing to disclose, in an accessible format and language, key terms and conditions such as wages, fringe benefits, location of work, and worker's rights and obligations in employment, health and safety.

- 6.3 Vizrt's whistleblowing procedure is designed to make it easy for team members to make disclosures without fear of retaliation. Vizrt enables all employees and contracted personnel to report any concerns anonymously through its whistleblowing system. This includes any circumstances that may give rise to an enhanced risk of modern slavery or human trafficking.

7 Supplier adherence to our values

- 7.1 To ensure all those in the Vizrt supply chain and contractors comply with Vizrt's values and ethics Vizrt will be working to improve its supply chain and a channel distribution compliance programme in 2025.
- 7.2 Vizrt's efforts toward combating Modern Slavery are led by representatives from the following departments:
- Legal and Compliance
 - Human resources
 - Procurement and logistics.



8 Effectiveness

It is too early to say with any certainty how effective the steps Vizrt is taking have been and will be in ensuring that slavery and human trafficking is not taking place in Vizrt's business and supply chains. To this point, Vizrt has not be aware or learned of any instances of Modern Slavery in its business or business relationships. For the next fiscal year, Vizrt will be considering how best to monitor the effectiveness of the actions taken. Based on the effectiveness considerations, Vizrt will be adjusting and improving its efforts towards compliance in this space.

9 Training

In the next financial year, Vizrt is proposing to offer awareness training for Vizrt's personnel involved in procurement, channel sales, hiring practices, and other business areas where employees may come into contact with businesses that engage in activities prohibited by the Act.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It has been approved by the board of Vizrt UK Ltd. and constitutes our slavery and human trafficking statement for FY 2024.

Signed:

Director
Rohit Nagarajan
VIZRT UK LTD.

Signed:

Director
Pierre Milet
VIZRT UK LTD.



Verification

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