

# Aferian plc

## Message from the Chief Executive Officer

Aferian's mission is to become the leading innovator and trusted partner in delivering agile, effective, and industry-leading video entertainment experiences. However, it does not end there: our customers and other stakeholders should be confident that the way we do business does not only comply with legal requirements, but also strives to meet the highest ethical standards.

As part of the company's Environmental, Social and Governance (ESG) plan, Aferian uses its Group Supplier Code to help ensure that its supply chain is compliant with current regulations, including those defined by the Modern Slavery Act 2015.

## Organisation structure

Aferian plc is the Group holding company with subsidiary undertakings in the UK, USA, Hong Kong, Netherlands, Spain, the Czech Republic, Finland, Copenhagen, and Portugal. The annual turnover for the Aferian group is in excess of the £36m threshold set under section 54 of the Modern Slavery Act 2015.

This statement covers Aferian plc and its operating subsidiaries: Amino Communications Ltd; Amino Technologies (US), LLC; Amino Technologies (HK) Ltd; 24i Unit Media BV, 24i Unit Media Inc, 24i Media ES S.L., 24i Media CZ s.r.o., Mautilus s.r.o., Amino Communications Oy, and Nordija AS.

## Business overview

Since foundation, Aferian has been committed to the power of IP and how it transforms the TV experience. Our commitment is to harness the most relevant technologies and actionable data to continually create the very best video platforms and experiences.

We believe the operators that will succeed will be those that allow consumers to control how, when and where they "watch TV" and consume video. The smart operator will enable each consumer to define what TV means to them personally.

We aim to anticipate the technological and consumer behavioural trends so that we can keep on creating the solutions that enable operators and media companies to stay ahead of the curve and drive growth in engagement and profitability while embracing the inevitable disruption to the video market.

Aferian has two operating companies: 24i and Amino. 24i's modular software platform and managed services solve the key challenges involved in both preparing content for streaming and presenting it to consumers. Amino's streaming devices, software and SaaS device management platform give Pay TV operators and other video streaming service providers full control over the consumer viewing experience.

Together, these complementary companies put Aferian in a unique position: we are the only company to offer every part of the streaming value chain, from behind-the-scenes video

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processing solutions and front-end applications right up to the devices on which the content is consumed.

Revenues are derived from the sale of streaming devices and from software and services sold independently of any devices.

Our markets are global with significant customer numbers in North America, Latin America, Asia and across Europe, where we work with a range of national, regional, and locally focused operators.

## **Supply chain overview**

Aferian's supply chains include:

### **Manufactured goods**

- Original design manufacturers of set-top box devices
- Component manufacturers of silicon chips, memory, hard disk drives, and remote controls
- Manufacturers of associated accessories and packaging
- Licences from holders of relevant video and audio technology patents, and of third-party software components
- Outsourced shipping, warehousing, and distribution

### **Business support service providers**

- Information technology service providers
- Information technology consultancy services
- Marketing and public relations consultancy services
- Recruitment and talent search services
- Accountancy, audit, and legal advisers
- Corporate broking and financial advisers
- Banking services
- Building maintenance, office equipment, stationery supplies, janitorial and catering services

## **Risk Assessment, Due Diligence & Effectiveness**

The view of the company is that the most significant area of potential risk is in the supply chain for manufactured goods. The compliance focus of the Group is therefore to ensure that its key direct suppliers of manufactured products have reviewed and signed the Group's Supplier Code or have declared their adherence to equivalent standards such as SA8000. Audits of suppliers are conducted on an ad-hoc basis.

## **Policies on slavery and human trafficking**

Policies relevant to defeating modern slavery are set out in the Group's Supplier Code. The following is an extract of this Code which deals with treating people with respect and applies to persons directly employed by or subcontracted by our suppliers.

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## **Employment Conditions**

All suppliers shall without exception comply with all applicable local employment regulations.

## **Fair Working Conditions**

All employees are entitled to fundamental human rights which shall be respected and be applied equally.

- No one shall be subject to corporal punishment, physical, sexual, psychological, or verbal harassment or abuse.
- Use of forced labour exploited, or bonded labour is strictly forbidden.
- Employees shall not be required to lodge deposits or original identity papers as a condition for employment.
- Employees shall not be forced to work more than the limits on regular and overtime hours allowed by the law of the country in which they are employed.
- Overtime shall be compensated at the legally required rate.
- All employees shall receive a written contract of employment specifying their terms of employment.
- Children under the minimum working age established by local law or fifteen (15) years, whichever is greater, shall not be used as labour force.
- Employees under eighteen (18) years shall not be engaged in hazardous or heavy work, or on night shifts.
- The rights of employees to freely associate and to bargain collectively, in accordance with the law of the country in which they are employed, shall be recognised and respected.

Aferian regards diversity as a lever for profitability and mutual success. Aferian does not accept discrimination, whether active or by means of passive support, whether based on ethnicity, national origin, religion, disability, gender, sexual orientation, marital or parental status, union membership, political affiliation or age, or any other category defined by applicable national law. The Company has global group policies to address any acts of harassment or discrimination that support our position and culture on diversity and inclusion, which is further supported by our policies on equal opportunities, flexible working, wellbeing, and family friendly leave.

## **Compensation and benefits**

Employees shall, after any deductions, stoppages, fines, penalties, or other non-statutory charges mandated by or on behalf of the employer, be paid at least the minimum total wage, allowances and benefits required by applicable national law.

## **Health and safety at work**

All suppliers shall without exception comply with all applicable local employment regulations. They shall take adequate steps to prevent accidents and injury to health by minimising

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hazards in the working environment, and by providing appropriate safety equipment and training.

## **Training and reporting**

Aferian is committed to ensuring our employees are aware of their requirements under law and supportive of the culture we are committed to embed across the organisation and reinforce with our clients, customers, and partners. The Company provides regular training to employees to support them in their understanding and to update them on any changes to legislation and the Company's policies in these areas.

## **Declaration**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Aferian's slavery and human trafficking statement for the financial year ended 30 November 2021 and was approved by the Board of Directors on 9 February 2022.

Donald McGarva  
Chief Executive Officer  
Aferian Plc

9 February 2022