



Policy #	Legal_GL_10_EN
Policy Title	Grass Valley Anti-Slavery and Human Trafficking Policy
Effective Date	February 23 2025
Distribution	Internal&External
Owner	SVP Legal

PURPOSE

This policy outlines Grass Valley’s official statement regarding slavery and human trafficking.

Grass Valley is committed to ethical, legal and socially responsible business practices in its operations across the globe. This includes, but is not limited to, a commitment to ensure that our supply chain is free from slave labor and human trafficking. This statement, made pursuant to the California Transparency in Supply Chains Act of 2010, the United Kingdom Modern Slavery Act of 2015 and the Australia Modern Slavery Act of 2018, highlights Grass Valley’s efforts to ensure our supply chain is free from human trafficking and slave labor.

POLICY

Grass Valley has zero tolerance for instances of human trafficking or slave labor among its suppliers or partners of any kind. Further, to ensure that our suppliers are meeting our expectations with respect to responsible, ethical and legal business practices, Grass Valley established its Supplier Code of Conduct. Our Supplier Code of Conduct expressly states that:

“Suppliers must not use forced or involuntary labor including, but not limited to, prison labor, indentured labor, slave labor, human trafficking, or other forms of compulsory labor.”

Notwithstanding discrepancies among the Supplier Code of Conduct and local law or custom, our suppliers are required to comply with the Supplier Code of Conduct. Grass Valley may audit a supplier’s compliance with the Supplier Code of Conduct at Grass Valley’s discretion. If Grass Valley is not satisfied with a supplier’s responses to audit requests or access provided to Grass Valley to confirm compliance with the Supplier Code of Conduct, Grass Valley reserves the right to decline making any further purchases from such supplier.

If a supplier is determined to have violated the Supplier Code of Conduct, Grass Valley expressly reserves the right to take any action it deems appropriate, including, but not limited to, termination of the relationship with the violating supplier.



Anyone who is aware of any Grass Valley supplier, partner or agent that is in violation of the Grass Valley Supplier Code of Conduct is encouraged to report such violation on a confidential basis at compliance@grassvalley.com.

The Legal Department will contact the sender and acknowledge receipt of the reported violation within five business days. Acknowledgement of receipt of the report shall be made via the same method as it was received. For example, if an anonymous report is made through the hotline, acknowledgement of the receipt of the anonymous report will also be made through the hotline.

All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Reports of violations or suspected violations will be kept confidential to the extent possible, regardless of which reporting avenue is chosen.

REFERENCE

- The UK Modern Slavery Act (2015)
- The California Transparency in Supply Chains Act (2010)
- The Australia Modern Slavery Act (2018)
- The EU Corporate Sustainability Due Diligence Directive (2024)
- Grass Valley’s Supplier Code of Conduct

COMPLIANCE

This policy applies to all of Grass Valley, its subsidiaries, affiliates, and units worldwide.

Version	Date Issued	Owner	Owner Function	Signature
V1				
V2	February 20 2025	Przemek Wojtaszczyk	Senior VP Legal	DocuSigned by: <i>Przemek Wojtaszczyk</i> 414DED7C847E4E1...

Approval

Approver name	Approver function	Date	Signature
Jon Wilson	President, Chief Operating Officer	20 February 2025	Signed by: <i>Jon Wilson</i> C7583AEB23E427...