

## Modern Slavery Statement

### Introduction

VusionGroup is committed to preventing modern slavery and human trafficking in all its operations and supply chains. This statement outlines the steps we have taken to address and mitigate the risks of modern slavery within our business and supply chain

### Our Commitment

VusionGroup adheres to the highest ethical standards and complies with all relevant laws and regulations, including those concerning human rights, labor rights, and modern slavery. We are dedicated to ensuring that our operations and those of our suppliers are free from forced labor, child labor, human trafficking, and any form of modern slavery. Our approach is based on the [UN Guiding Principles on Business and Human Rights](#), and we have been committed to the [UN Global Compact](#) since 2021

### Policies and Governance

Our approach to preventing modern slavery is guided by our Global Human Rights Policy, Labor Rights Policy, and Supplier Code of Conduct. These documents set clear expectations for our employees, suppliers, and business partners:

- [Global Human Rights Policy](#): This policy affirms our commitment to upholding internationally recognized human rights standards, including the prohibition of forced labor and human trafficking. It emphasizes the importance of treating all individuals with dignity and respect.
- [Labor Rights Policy](#): This policy outlines our dedication to fair labor practices, including the right to freely chosen employment, freedom of association, and collective bargaining. It explicitly rejects all forms of forced or bonded labor.
- [Supplier Code of Conduct](#): VusionGroup requires all suppliers to adhere to our standards on human rights, labor practices, and ethical behavior. The Code specifically prohibits forced labor, child labor, and human trafficking. Suppliers must ensure that their operations, as well as those of their subcontractors, comply with these standards

### Due Diligence Processes

To mitigate the risks of modern slavery within our supply chain, VusionGroup has implemented robust due diligence processes:

- **Supplier Assessments:** We conduct thorough assessments of potential suppliers to ensure they comply with our Supplier Code of Conduct. This includes evaluating their labor practices, workplace conditions, and commitment to human rights.
- **Audits and Monitoring:** We regularly assess our suppliers to ensure ongoing compliance with our ethical standards. Assessments include annual on-site audits, worker interviews, and reviews of relevant documentation. Suppliers are required to take corrective action if any issues are identified. Additionally, we use EcoVadis assessments and ratings across the value chain to ensure transparency and drive sustainability improvement
- **Training and Awareness:** Through the EcoVadis academy, training on modern slavery and human trafficking is available for our employees and suppliers. These training sessions help raise awareness of the risks and ensure that our teams can identify and address any potential issues

### Risk Management and Mitigation

VusionGroup recognizes that certain areas of our supply chain may present higher risks of modern slavery. To address these risks, we have implemented specific measures:

- **Risk Assessment:** We conduct regular risk assessments to identify areas within our supply chain that may be vulnerable to modern slavery. These assessments consider factors such as geography, industry, and the nature of the work involved.
- **Sustainable Supply Chain:** In alignment with our ESG commitments, we strive to develop a sustainable supply chain that prioritizes ethical labor practices. Our ESG Report highlights our efforts to ensure our supply chain is sustainable

### Continuous Improvement

VusionGroup is dedicated to continuous improvement in our efforts to prevent modern slavery. We regularly review our policies, practices, and supplier relationships to ensure that we remain vigilant in our fight against modern slavery

### Scope and Applicability of the Modern Slavery Statement

These principles outline VusionGroup's approach to human and labor rights globally across all operations, regardless of geographic location and level of operations (suppliers, vendors, and partners). VusionGroup engages with all its subsidiaries and in all business dealings with its suppliers, vendors, and partners to apply and respect the same internationally recognized human and labor rights standards

### Reporting Mechanism and Accountability

Asking a question or reporting a concern requires courage. All VusionGroup employees are expected to speak up. When they do, they protect VusionGroup, its brand, and its facilities. This helps improve operations and prevent potential misconduct.

If you are a VusionGroup employee and you feel the need to report unethical behavior, or if you have a doubt or question, please feel free to contact:

- Any manager
- A member of the Human Resources or Legal Department
- A member of the employee representative committee

You can also contact the whistleblower service via MyLily, your internal digital platform. There, you can choose to anonymously report an unethical situation or behavior through the “Ethics” dashboard or by emailing [ethics@vusion.com](mailto:ethics@vusion.com).

### Dear suppliers, vendors, and partners:

Developing strong, sustainable, and ethical relationships also means that VusionGroup must make itself available to answer queries and questions. Please reach out to your contact person at VusionGroup or email [ethics@vusion.com](mailto:ethics@vusion.com) should you have any questions regarding the application of this policy or want to report the infringement of any of these policies:

- Human Rights Policy
- Anti-Discrimination, Anti-Harassment, and Promotion of Diversity Policy
- Code of Ethics
- Supplier Code of Conduct

If you are an external or occasional contractor of VusionGroup, please email [ethics@vusion.com](mailto:ethics@vusion.com).

For additional information on the reporting mechanism at VusionGroup, please read the [Ethical Alert Policy](#).

### Responsibilities

- ExCom is responsible for the policy’s approval.
- EVP ESG and SEVP Group Human Resources own, endorse, and ensure the implementation of the policy.
- Relevant Group VPs, country managing directors, regional and local management are responsible for ensuring that this policy and related standards are implemented and adhered to, and that all employees are made aware of this policy and its requirements. They ensure local compliance with the policy, including adequate control measures to eliminate or reduce risks and direct behavior in breach of the policy.
- SEVP Group Human Resources drives the implementation of the policy and provides specific advice on labor and human rights issues. It also ensures that labor and human rights issues are identified and addressed. Audits, reviews, measurements, and reports are conducted on labor and human rights performance.

- Sustainability and Legal teams advise policy owners on policy content and ensure relevant and proper communication of policy efforts to external stakeholders.
- Management, employees, and contract workers across VusionGroup are responsible for applying this policy in their day-to-day activities. They must engage and take responsibility for ensuring that all initiatives are developed in line with the policy.
- All incidents (perceived or actual violations of this policy or adverse human or labor rights impacts, or ethical concerns) will be reported without delay as set out in VusionGroup's [Ethical Alert Policy](#) also stated above.

Authorized by the Chief Executive Officer, VusionGroup