



## Grass Valley Forced Labour and Child Labour Annual Compliance Report

**Date:** 28 January 2025

### Introduction:

Grass Valley Group is dedicated to upholding the highest standards of social responsibility across its global operations. This report covers the 2024 fiscal year. It details the specific actions Grass Valley has undertaken to prevent and reduce the risk of forced labor and child labor within its operations and global supply chains. This report was prepared in compliance with the requirements of the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

### Section 1: Corporate Structure and Business Activities

Grass Valley operates a comprehensive network of media technology production and services with a significant presence in global markets. The company's operations span manufacturing, sales, and administrative functions, directly employing thousands across various continents.

### Section 2: Policies and Due Diligence Processes

- **Environmental, Health, and Safety Policy:** This policy underscores Grass Valley's commitment to safe work environments and adherence to environmental laws.
- **Supplier Code of Conduct:** Mandates strict compliance from suppliers to prohibit forced and child labor while upholding ethical labor practices.
- **Code of Conduct:** Grass Valley's internal guidelines ensure that all employees and contractors act ethically, specifically prohibiting forced and child labor.

### Section 3: Risk Identification and Management

Grass Valley conducts comprehensive risk assessments of its supply chains and internal operations to identify potential risks of forced or child labor. These assessments are part of Grass Valley's global risk management strategy, regularly reported to the executive team and board of directors.

### Section 4: Remediation Actions and Improvements

Grass Valley takes immediate action to remediate any non-compliance with labor standards. Grass Valley collaborates with partners to ensure effective implementation of corrective measures and updates policies to prevent recurrence.

### Section 5: Effectiveness Review and Compliance Monitoring

Grass Valley regularly reviews the effectiveness of its policies and practices through internal audits and third-party verifications, informing continuous improvements in its compliance programs.



## Section 6: Reporting and Transparency

Grass Valley's commitment to transparency is demonstrated through the public disclosure of this annual compliance report, providing detailed insights into its efforts and advancements in eliminating forced and child labor from its operations and supply chains.

### Conclusion:

Grass Valley remains committed to maintaining and enhancing its reputation for corporate responsibility and ethical business practices, continuously working to ensure ethical business conduct and respect for human rights across all operations.

### Certification:

This report has been reviewed and approved by the appropriate levels within Grass Valley, ensuring its accuracy and integrity in reflecting the company's ongoing efforts against forced and child labor.

### Approved by:

Signature: \_\_\_\_\_

Signed by:  
*Jon Wilson*  
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**Name:** Jon Wilson

**Title:** President and Chief Operating Officer, Grass Valley Group

**Date:** 28 January 2025