

HAIVISION

Modern Slavery Statement

March 13, 2025

1. Introduction

This Modern Slavery Statement (the “**Statement**”) has been prepared by Haivision System Inc. (“**Haivision**” or “**we**”) pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”). The Statement relates to the fiscal year ended on October 31, 2024 (“**Fiscal 2024**”).

Haivision is committed to maintaining high ethical and legal standards and strives to comply with both the letter and spirit of all applicable laws and regulations. Haivision seeks to maintain effective business controls and to maintain a robust compliance program to help detect and prevent violations of applicable laws, including laws regarding modern slavery, human trafficking and forced and child labor, throughout our operations and supply chains. Local policies and practices are reviewed and audited against corporate guidelines and legal requirements. Haivision’s compliance programs are evolving to meet changing business circumstances and regulations.

Haivision’s Statement demonstrates our ongoing commitment and organizational action planning to help identify and mitigate modern slavery risks in our business. We continue to drive improvements on identifying and addressing modern slavery risks. This statement sets out the actions that Haivision have performed to demonstrate our company’s commitment to upholding fundamental human rights and freedoms. Haivision does not tolerate modern slavery in any of its forms within its supply chain or in any part of its business. Our policies and procedures in relation to procurement, human resources and corporate responsibility will continue to underpin this commitment in this regard.

Employees are encouraged to contact Haivision’s finance department (including the Chief Financial Officer) with questions regarding any of its policies and practices. Employees also have the option of using Haivision’s Whistle-blower line, a confidential reporting mechanism for all employees and business partners.

2. Haivision Structure Activities and Supply Chains

Haivision, founded in 2004, offers infrastructure solutions for the video networking and streaming market, that serves broadcasters, and mission-critical enterprises, public safety agencies, Defense organization and governments. Our solutions allow top organizations to deliver high quality visual content reliably, securely, and in real-time. By using our solutions, our customers can improve efficiency by having access to high-quality video from anywhere, allowing them to use distributed resources more effectively, reduce the need for travel and on location resources, and facilitate collaboration on complex tasks. Haivision is comprised of the following operating entities:

Entity	Location	Function of Entity
Haivision Systems Inc.	Canada	Design, Engineering, Final Assembly, Distribution
Haivision Network Video Inc.	United States	Sales
Haivision MCS, LLC	United States	Sales
Aviwest S.A.S.	France	Design, Engineering, Final Assembly, Distribution
Haivision Network Video GmbH	Germany	Design, Engineering
Haivision Media Technologies SL	Spain	Design, Engineering

We outsource the manufacturing, assembly, and testing of our proprietary hardware components to contract manufacturers with facilities located in Canada and France. Our proprietary products are manufactured on a purchase order basis whereby we detail the types and quantities of each of our products to be manufactured and the associated delivery terms.

We, and our contract manufacturers, source components included in our products from various suppliers. The overwhelming majority of the components necessary for production are standard off-the-shelf components.

Our operations group oversees the manufacturing process and maintains relationships with our contract manufacturers, product suppliers and other component suppliers. Our products are either shipped to our facilities in Montréal, Canada, Rennes, France or Atlanta, United States for further assembly, testing, packaging, and distribution or, to a far lesser extent, are shipped directly from our contract manufacturers to our customers.

3. Policies and Due Diligence Process

A major component in our modern slavery strategy is our corporate governance and management oversight evidenced by our policies and practices which our people are required to comply with. These policies and protocols help embed anti-slavery principles in our practices and help our efforts to mitigate modern slavery in a consistent manner across our operations and supply chains.

Policy	Relevant Provisions
Code of Business Conduct	<ul style="list-style-type: none"> • Discrimination, harassment, Free Work Environment • Equal opportunity • Compliance with laws • Ethical competitive practices • Dealing with suppliers, agents, and representatives
Whistleblower Policy	<ul style="list-style-type: none"> • Incident reporting • Retaliation and retribution prohibitions

	<ul style="list-style-type: none"> • Investigation procedures
Employee Manual	<ul style="list-style-type: none"> • Standards of conduct • Employee privacy – Management commitment to ethics • Employee privacy – Employee commitment to ethics • Employee privacy – Maintaining ethical practices • Employee privacy – Unethical behaviour
Quality Management System (QMS)	<ul style="list-style-type: none"> • Purchasing (HVS-OP-QP-Purch) • Employee Expertise, Qualification & Training (HVS-HR-QP-EMPL) • Corrective and Preventative Action (CAPA) (HVS-QMS-QP-CAPA) • Risk Management (HVS-QMS-QP-RM)

Haivision’s internal company policies are reviewed and updated regularly to reflect efforts being taken toward responsible supply chain and business operations management.

People Processes

Our Human Resources practices are intended to provide fair treatment of our employees, independent contractors, and any outsourced staff by providing a workplace that is safe, inclusive, and diverse and promoting a work atmosphere where its people feel supported and respected, regardless of ethnic origin or background. This is reflected across our Human Resources practices, from recruitment and onboarding through ongoing employment as well as processes around rewards and remuneration.

Risk Management Processes

Strategic suppliers are audited to ensure their employment practices and their actions demonstrate their intention towards eliminating the risk of modern slavery. When auditing, Haivision looks for factors such as:

- Whether the suppliers are based out of countries that are afflicted by war or conflict;
- Whether the suppliers are based out of countries with a high incidence of corruption and weak regulation around labour standards;
- Whether the suppliers are ISO certified;
- Any additional factors that the company considers when auditing its suppliers.

Nonconformance Process

Nonconformities are taken seriously and are dealt with immediately with the issuance of a Supplier Corrective Action Request (SCAR). In circumstances when nonconformities are serious, Haivision may immediately terminate the relationship with the supplier. Haivision has adopted a zero-tolerance stance towards the supplier’s behaviour and explore options of preventing further engagement with the supplier or may decide to collaborate with the supplier towards compliance.

Reporting Process

All personnel of Haivision that become aware of any suspect behaviour within our business operations or supply chain are encouraged to report it immediately to management. Individuals can report such instances to their managers or Haivision’s Chief Financial Officer (Haivision’s designated Whistleblowing Officer). In addition, Haivision has established an anonymous "whistleblower" mechanism to report any situations that violates any of our established policies including this Statement. Upon notice of nonconformities to any established policy, managers and/or the CFO are advised to address such concerns in accordance with the respective policy.

4. Assessment and Management of Identified Risks

This Statement was produced in consultation with key management personnel at Haivision. This process also involved engaging senior leadership supply chain stakeholders as well as the Haivision’s executive team. Based on reasonable diligence, we believe the risk of forced labor or child labor being used in goods and services required for ongoing business operations to be *di minimis*.

- Haivision works with approximately 189 suppliers around the world.
- Suppliers are engaged on a long-term basis, with most relationships spanning 2 to 10+ years.
- In Fiscal 2024, 98.0% of all Haivision’s purchases are completed with suppliers in countries with strong human rights records.

Country	Economic Freedom Summary Index	% Purchase
Canada	7.99	39.5%
United States	8.09	30.0%
France	7.49	16.4%
Germany	7.8	8.9%
United Kingdom	7.88	0.9%
Hong Kong	8.58	0.9%
Taiwan	7.71	0.8%
Italy	7.22	0.9%

Estonia	7.67	0.1%
Sweden	7.31	0.1%

- According to the 2024 Human Freedom Index all these counties were ranked in the top quartile in terms of human freedoms. The Human Freedom Index measures personal and economic freedom in 165 countries representing 98.1% of the global population using ninety-two indicators across twelve categories.
- Eighteen of our suppliers are responsible for 80.8% of Haivision’s purchases in Fiscal 2024, and five of those suppliers are responsible for >50% of Haivision’s purchases in Fiscal 2024.

5. Measures taken to Remediate Forced Labor and Child Labor

In Fiscal 2024, Haivision took the following steps to assess, manage and prevent the use of forced labor and child labor in its business and supply chains:

- Modern Slavery Statement - Updated Modern Slavery Statement.
- Supplier Audits - Performed supplier audits when: (i) a new contract manufacturer or significant parts supplier is onboarded; (ii) when issues arise with an existing supplier; and (iii) when deemed necessary by supply chain management.
- Manufacturer Lists – Approved manufacturer lists include approved components to be used by contract manufacturer or subcontractors to build products and sub-assemblies on behalf of Haivision.
- Vendor Lists - Approved vendor lists include approved suppliers to use by contract manufacturers and subcontractors to purchase products or to provide services on behalf of Haivision.

Haivision did not have to take any remediation measures for the use of forced labor or child labor or for the loss of income to the most vulnerable people.

6. Measures taken to Remediate Loss of Income

Haivision did not have to take any remediation measures for the use of forced labor or child labor or for the loss of income to the most vulnerable people.

7. Training

Training covers many relevant topics, including legal requirements and codes of conduct. We intend to expand the training material to specifically address the definitions of modern slavery and will work to increase employee awareness of this issue. Additionally, we (or third-party vendors) periodically provide employees with informational notices on high-risk issues, where a greater potential for bribery, corruption or practices that may violate an aspect of our code of conduct.

8. Accessing effectiveness

Haivision will continue to monitor its progress towards ensuring compliance with the Fighting Against Forced Labour and Child Labour in Supply Chain Act, and the UN Guiding Principles on Business and Human Rights. Effectiveness is expected to be monitored in a variety of ways, which may include: conducting periodic reviews of Haivision's Modern Slavery Statement, Code of Conduct, Quality Management System: Annual review and update of Haivision policies incorporating industry best practice and adherence to federal and local regulation & modern slavery guidelines.

- Periodic reviews of Haivision's Modern Slavery Statement, Code of Conduct, Whistleblower Policy, Employee Manual and Quality Management System
- Periodic review and update of individual process documents related to Haivision Quality Management Systems including: Purchasing, Employee Expertise, Qualification and Training, Corrective and Preventative Action (CAPA) and Risk Management as part of our ongoing ISO certification process.
- Ongoing supplier assessments based on the following criteria, on-time delivery, incoming inspection, return material authorizations, supplier corrective action requests and social responsibility (including position regarding forced labor or child labor).
- Continuing to provide a whistle-blowing facility for staff and suppliers.

Currently we have not found any modern slavery related incidents within our company or within suppliers we have utilized in the past twelve months.

9. Approval

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purpose of this Act for the reporting year listed above. For clarity, this attestation is provided solely in my capacity as a director and officer of Haivision and not in my personal capacity.

Mirko Wicha
Chairman, CEO and President
March 13, 2025

I have the authority to bind Haivision Systems Inc.

A handwritten signature in blue ink, appearing to be 'Mirko Wicha', with a stylized flourish at the end.