



Statement: **NEP Group, Inc. Modern Slavery**
Implemented: **June 2021**
Next Review Date: **May 2022**
Related Policies: **NEP Anti-slavery and Child Labour Policy**
U.S. Complaint Resolution Policy
NEP Whistleblower Policy

Introduction

This statement sets out the steps that the NEP Group has taken to ensure that modern slavery and human trafficking are not taking place in our business or supply chains. This statement applies to all companies in the NEP Group unless they have chosen to produce their own statement.

Our Organization's Structure

NEP Group, Inc. is the parent company of an international group of companies offering a variety of equipment, services and media solutions to the broadcast and live event industries around the world. NEP is headquartered in the United States and has offices in more than 24 countries.

Our Policy on Slavery and Human Trafficking

The NEP Group is committed to continuing to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our anti-slavery policy reflects our commitment to act ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls with a view to ensuring that there is no slavery or human trafficking anywhere in our supply chains. These aims are supported by many of our existing policies including those relating to ethical conduct and equality and diversity. Indeed, in 2020 NEP released an update to the NEP Code of Ethics and Business Conduct Policy, NEP Bribery Policy, NEP Sanctions and Money Laundering Policy and a new NEP Competition Law Policy. Training on these Policies has been delivered by our Chief Compliance Officer and the compliance team. All of these Policies were also translated into relevant local languages. Further, in the UK Modern Slavery remains a topic in our Company Legal and HR Guide, which has also been updated in the UK, Spain, Ireland and the Middle East. In addition, a new NEP Whistleblowing Policy, with externally managed anonymous hotline, has been introduced to allow employees and third parties to anonymously report wrongdoing in complete confidence. Further, NEP has introduced a new succinct Integrity and Compliance Guide which also applies to third parties that we work with.

Our Supply Chains

The global nature of the NEP Group's business means that our supply chain is extensive and varied. Where possible, we use preferred suppliers for both our equipment and services requirements, carrying out due diligence and seeking to include appropriate contractual terms in supply contracts.

Future Developments

The NEP Group is continuing to develop additional policies, contractual requirements, procedures and training with a view to eradicating modern slavery in its supply chain. We continue to improve our due diligence procedures and to raise awareness of modern slavery among our colleagues and partners. We shall continue to reinforce our business ethics generally, including in respect of bribery and competition law as part of our Integrity and Compliance Program. Furthermore, we will be carrying out due diligence of many of our major suppliers and plan to extend our Integrity and Compliance Guide to incorporate Modern Slavery expressly.

Subsidiaries

In the UK, NEP carries on business through NEP UK Limited, Creative Technology Limited, NEP Connect Limited, Bowtie Television Limited, NEP Broadcast Solutions UK Limited, Outside Broadcasting Services Limited, SOS Event Logistics Limited, Sports Technology Limited, Creative Technology EME Limited, Fletcher London Limited, NEP UK Film I Limited and NEP UK & Ireland Group Limited

This statement is approved by the Chief Executive Officer

Brian Sullivan

Brian Sullivan
CEO
NEP Group, Inc.

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