



Statement: **NEP Group, Inc. Modern Slavery**
Implemented: **October 26, 2020**
Next Review Date: **May 1, 2021**
Related Policies: **NEP Anti-slavery and Child Labour Policy**
U.S. Complaint Resolution Policy
Regional Whistleblower Policies

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 2018 NEP released an update to the NEP Code of Ethics and Business Conduct and also an update to the Anti-Sanctions, Anti Money Laundering and Anti-Bribery policies. All of these Policies were also translated into eight languages. Further, in the UK Modern Slavery remains a topic in our Company Legal and HR Guide, which is now being rolled out in Spain, Ireland and the Middle East. In addition, our U.S. Complaint Resolution Policy, UK Legal and HR Guide and regional Whistleblower Policies encourage our colleagues to report any concerns in complete confidence.

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 corruption and anti-bribery.

Subsidiaries

In the UK, NEP carries on business through NEP Visions Limited, Creative Technology Limited, NEP Connect Limited, Bowtie Television Limited, NEP Broadcast Solutions UK Limited, Outside Broadcasting Services Limited, Sports Technology Limited, Avesco Holdings Limited, Fletcher London Limited, NEP UK Film I Limited and NEP UK Film II Limited.

This statement was approved by the Board on October 26, 2020 and signed on its behalf by:

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Brian Sullivan
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Brian Sullivan
CEO
NEP Group, Inc.