



Modern Slavery Act statement

Kinly Bidco Ltd

March 2025

About this statement

Kinly Bidco Ltd is a legal entity within the Kinly Holding BV group of companies, headquartered in Sunbury, UK. Kinly Bidco covers the operations of AVMI Impact India Private Ltd, AVMI Kinly Ltd, AVMI Ltd (Hong Kong), AVMI Ireland Ltd, Kinly Switzerland GmbH, Kinly Germany GmbH, and AVMI Inc (US).

This statement sets out our actions to understand all potential modern slavery risks related to our business and put in place steps aimed at ensuring there is no slavery or human trafficking in our own operations or within our supply chain. This statement relates to actions and activities of all entities under Kinly Bidco (from here on referred to as 'Kinly') during the financial year ending 31st December 2024.

About Kinly

Kinly is one of the leading global providers of secure and flexible solutions for video conferencing and audio-visual integration solutions. We bring people and technology together in hybrid workspaces. We have a broad customer base operating in different vertical markets, including financial services, technology, professional services, telecommunications and media, pharmaceuticals, and transportation.

Our suppliers

To deliver solutions for our customers, we have relationships with hundreds of global suppliers. These suppliers include equipment manufacturers and distributors and we source products from leading companies with a proven and established track record of supply to the audio-visual sector. We also work with a number of corporate services providers.

Our people

We employ around 470 people in the UK & Ireland, alongside around 250 employees that are based in Germany, Switzerland, Poland, Hong Kong, Singapore, India, and the United States.

Managing our modern slavery risk

Supply chain due diligence

Assessing supply chain risk

We understand the specific ethical risks of our suppliers, including forced labour, excessive working hours, underpayment, and poor working conditions. Our supply chain is our biggest potential exposure to modern slavery and we recognise our responsibility to take a robust approach to managing this risk.

Across all our operations, we work closely with our key vendors to understand their performance on several sustainability areas. We use the globally recognised EcoVadis platform to provide a standardised view of sustainability performance and require all major suppliers to either have valid scorecards or plans in place to move to standardised reporting. We review these scorecards and ongoing improvement action plans through quarterly and annual business reviews.

Alongside monitoring supplier performance, we utilise EcoVadis' risk management tool to assess the risk profile of our entire supply chain. In 2024, we completed the risk mapping of all suppliers with an average annual spend of more than €5,000. This process allocates each supplier with a risk score, based on the environmental, social, and ethical risks relevant to their industry, the countries they operate in, our level of spend with them, their criticality to our business, and public information on their sustainability performance.

Our risk profile

Our risk mapping also looks at our supplier base through a modern slavery lens, specifically identifying suppliers where action on modern slavery should be prioritised due to a combination of their risk profile and

our work with them. This analysis identified 12 suppliers who, in 2024, we began to directly engage with to reduce their modern slavery risk.

Supporting our people

Right to work

We only recruit individuals with a legal right to work in the country where they will be employed. All offers of employment will be subject to the candidate providing the required original documents, employment references, and undertaking right to work and criminal record checks.

Training and awareness

All new Kinly employees are required to complete an induction within the first two weeks of their employment. This includes a specific training module on the issues of modern slavery, with guidelines on how to identify and prevent it.

Monitoring performance

Our main metric for monitoring the success of our actions to prevent modern slavery risk is the overall risk profile of our supply chain. We aim to reduce the number of high and medium risk suppliers and will be monitoring this year-on-year.

We also track data relating to:

- The number of new employees to complete modern slavery in their first two weeks. Target: 100%
- The number of suppliers to sign up to the Supplier Code of Conduct and confirm that they comply with the Modern Slavery Act. Target: 100%

'SpeakUp' is an anonymous whistleblowing helpline at Kinly, designed to encourage and support anyone to raise and report ethical and human rights concerns within and peripheral to our business operations, including modern slavery concerns. We have not received any reports to date.

Relevant policies

We have a number of policies that set out the expectations we have of our suppliers and our own people, including in relation to modern slavery and human trafficking. These include:

Kinly Code of Conduct

Kinly's Code of Conduct sets out the basic principles for all employees of Kinly. We require all our employees to read, understand, and apply the Code in their day-to-day work. It covers the importance of creating a diverse and inclusive workplace, prioritising health and safety, and our zero-tolerance approach to discrimination or harassment.

Supplier Code of Conduct

Our Supplier Code of Conduct describes the moral and ethical behaviour that is expected from our suppliers. We expect all our suppliers and their employees and subcontractors to read, understand, and apply the Code in their business processes. Suppliers are required to demonstrate that they provide safe working conditions, treat workers with respect and dignity, and act ethically and within the law in their use of labour.

Both our Kinly and Supplier Codes of Conduct are aligned to the United Nation's Global Compact and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Both Codes can be found on our company website.

Sustainable Procurement Policy

In 2024, we developed a thorough Sustainable Procurement Policy to ensure sustainability considerations were embedded within our procurement principles and processes. The policy is available to all Kinly colleagues and covers how sustainability risks, including those related to human rights and modern slavery, are assessed and managed in our supplier relationships.

SpeakUp Policy

Kinly encourages all its employees, customers, and other business partners to report any concerns related to the direct activities of Kinly or its supply chains. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Kinly's anonymous SpeakUp procedure is designed to make it easy to make disclosures without fear of retribution.

Recruitment Policy

Our Recruitment Policy details the expectations of our line managers and the responsibilities of our People team during the recruitment process. This includes fair and unbiased recruitment practices and right to work checks.

This statement is approved by:

Taj Ghere, Managing Director of Kinly Bidco

Katy Thorpe, Global People Director

13/03/2025



Working together. Everywhere

Why Kinly?

Bringing people & technology together for better productivity wherever the work happens – because great things happen when people work together

01 EXPERIENCED

Dedicated expertise in planning, supplying, integrating and managing market-leading visual collaboration services.

02 PROVEN

Globally recognised businesses relying on us for secure and flexible meeting and collaboration services.

03 INDEPENDENT

A leading partner with the world's top vendors to deliver the best choice of solutions for public and private sector businesses.

04 SCALE

An end-to-end provider of workspace transformation services with worldwide.