

Modern Slavery Act Statement

Kinly Bidco Limited
2023



About this statement

Kinly Bidco Ltd is a legal entity within the Kinly Holding group of companies, headquartered in Sunbury, UK. Kinly Bidco covers the operations of AVMI Impact India Private Ltd, AVMI Kinly Ltd, AVMI Ltd, AVMI Ireland Ltd, Kinly Switzerland GmbH, Kinly Germany GmbH, and AVMI Inc. In 2023, we expanded the remit of this Modern Slavery Statement to cover all Kinly Bidco activity and ensure a standardised approach to monitoring modern slavery and wider sustainability risk. Our previous statements related to AVMI Kinly Ltd only.

This statement sets out our actions to understand all potential modern slavery risks related to our business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our own business or supply chains. 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 2023.

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 people

We employ around 480 people in the UK & Ireland, alongside around 230 employees are that based in Germany, Switzerland, Poland, Hong Kong, Singapore, India, and the United States.

Our suppliers

In order to deliver solutions for our customers, we have relationships with hundreds of global suppliers within the electronics industry. These suppliers include distributors and original equipment manufacturers, sourcing products from leading companies with a proven and established track record in supply to the audio-visual sector. We also work with a number of corporate services providers to help run our operations.

Managing our modern slavery risk

Supply chain due diligence

Assessing supply chain risk

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

Across all our operations, we work closely with our key vendors to understand their performance on a number of sustainability areas. Through quarterly and annual business reviews, we assess our suppliers and ensure they are operating in line with our expectations.

In late 2023, we started working with EcoVadis to provide us with independent and thorough risk management of our entire supply chain. All our main suppliers – those with an average annual spend of more than €5,000 – are tracked on the platform and are allocated a risk score. This score is 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. We will expand this risk mapping to all suppliers, regardless of spend, by 2025.

Our risk profile

As well as an overall sustainability risk profile, we view our suppliers through a modern slavery-specific risk lens. Our supply chain risk profile for labour and human rights remains low, with more than half of

our suppliers either being assessed as 'low' or 'very low'. For the small number of suppliers who are identified as high risk, we take action to support them in mitigating their risk.

Improving supplier performance

All high-risk suppliers will be asked to complete a sustainability assessment to identify their areas for improvement, and we support our suppliers to put in place corrective action plans to track their progress over time. For any suppliers who are not meeting our standards, we will put in place additional monitoring and engagement to help them improve. We always aim to collaborate with our suppliers to bring up the standards of the industry, however serious violations will lead to the termination of the business relationship.

Supporting our people

Right to work

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

Training and awareness raising

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

As well as this mandatory training for employees, in 2023 we issued a number of internal communications to raise awareness of modern slavery issues. This included putting up posters across our premises and circulating a series of emails to employees to explain:

- The basic principles of the Modern Slavery Act 2015
- How employees can identify and prevent slavery and human trafficking
- What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within our organisation
- What external help is available, for example through the Modern Slavery Helpline

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 they comply with the Modern Slavery Act. Target: 100%

Kinly also has an anonymous whistleblowing helpline, SpeakUp, for anyone to raise and report ethical and human rights issues in our business, including modern slavery. 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, agents, 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.

SpeakUp Policy

Kinly encourages all its employees, customers, and other business partners to report any concerns related to the direct activities or supply chains of Kinly. 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

May 2024