

# Modern Slavery Act 2018 Statement

This statement sets out the steps that we Audiotonix and its subsidiary brands have taken and continue to take to mitigate the risk of slavery and human trafficking occurring within any part of our business or our supply chain.

## Overarching statement

Slavery and human trafficking are abuses of a person's freedoms and rights. We are totally opposed to such abuses in our direct operations, our indirect operations and our supply chain as a whole.

## Meaning of slavery and human trafficking

Our understanding of slavery and human trafficking is based on the definitions set out in the Modern Slavery Act 2015 and is guided by the UN Universal Declaration of Human Rights and the conventions of the International Labour Organisation (ILO) particularly relating to forced or compulsory labour.

We recognise that forced labour as a form of slavery includes debt bondage and the restriction of a person's freedom of movement whether that be physical, non-physical or, for example, by the withholding of a worker's identity papers.

## Our Business

Our core business is the design and manufacture of audio mixing products for professional use.

The head office for Audiotonix is located in Chessington in the UK. The majority of the operations are also based in the UK at Begbroke, Hebden Bridge, Glenrothes and Penryn, these facilities have activities such as R&D, sales, marketing, production, customer services, support and administration, we employ approximately 400 staff in the UK. Our products are available in over 60 countries worldwide.

In addition to the UK based factories we also engage a contract manufacturer in China.

The brands within the Audiotonix group access the markets by different routes depending on the product, the application, the price and the geography. Partners such as professional audio distributors are used in a number of territories to support marketing, sales and after sales support.

## Our supply chains

For the purposes of this statement, we report on steps taken within our supply chain, by which we mean those suppliers to the Group with whom our organisation deals directly. We also report on those steps taken within such supply chains that have indirect effects on the wider supply chain.

In designing a new product, the choice of a component is not just reliant on the cost but also on the supply chain and, therefore, purchasing professionals are engaged during the sourcing process. The components used within the manufacture of an audio mixing product come from large, well renowned electronic components manufacturers and are sourced from international electronic component distribution companies.

Our contract manufacturing partner in China complies with the latest employment best practices, the contract manufacturer has been a key supplier to the Group for more than 10 years. The last audit carried out on the key partner was November 2017, there were no issues during this audit.

## **Our Responsibility**

In keeping with our commitment to act with integrity in all our business dealings, we ensure that there is no slavery or human trafficking in any part of our business and try to ensure that this is also true for our supply chains.

In trying to ensure our supply chains are free from slavery the company policy is to visit, on a regular basis, vendors with whom we have direct and indirect relationships in an effort to ensure that

- No forced or bonded labour is used
- No child labour is used

In addition, we try to ensure that supplier organisations take their corporate social responsibilities (CSR) seriously and that they ensure that

- Workers conditions are safe and hygienic
- No excessive hours are worked