

Bionics Corporation Ltd
Modern Slavery and Human Trafficking Statement
May 2021

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1st September 2021 to 31st August 2022.

The statement sets down Bionics Corporation Ltd (trading as Broadcast Bionics) commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Bionics Corporation Ltd which are as follows:

Bionics Corporation Ltd (Bionics') is a global leader in software development & Support and hardware distribution to the Broadcast industry. Bionics' software is developed and supported from our offices located at Hurstwood Grange, Haywards Heath, West Sussex RH17 7QX and sold directly in the UK and globally through a dealer network. Hardware products distributed to customer in the UK & Ireland are purchased predominantly from the USA and Europe.

The Company currently operates in the following countries:

Globally – via a dealer network
UK & Ireland – Direct sales

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies: the General Manager is responsible for creating and reviewing policies. The process by which policies are developed is looking at best practice and adapting to the needs of the Company.
- 1.2 Risk assessments: the General Manager is responsible for risk assessments in respect of human rights and modern slavery by a process of understanding the policies of its contractors and suppliers as well as requiring all contractors and suppliers to comply with all applicable laws (including the Modern Slavery Act of 2015).
- 1.3 Due diligence: the General Manager is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.



Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to be aware of this policy which is communicated to them as part of their induction when joining the Company.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 2.1 **Whistleblowing policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Employee Code of Conduct** - The Code of Conduct outlined in the Company Handbook sets down the actions and behaviour expected of employees when representing the Company.
- 2.3 **Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes; building long-standing relationships with suppliers and making clear our expectations of business partners whilst invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

Performance monitoring

The Company's supplier code of conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Suppliers are selected and random to monitor their compliance.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Management team endorses this policy statement and is fully committed to its implementation.



This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Duncan Smith

Position: General Manager

Date: 01/05/2021

Signature:

