

**ERGOTRON, INC.**  
**MODERN SLAVERY STATEMENT AND SUPPLY CHAINS ACT ANNUAL REPORT**

## **PURPOSE AND SCOPE**

Ergotron, Inc. (and all of its subsidiaries, hereinafter collectively referred to as “Ergotron”) is committed to respecting internationally recognized human rights throughout its global operations as noted in our Human Rights Statement. Consistent with this commitment, Ergotron strives to prevent, identify, and eliminate modern slavery, including forced labour, child labour and human trafficking from its global operations.

## **OUR COMPANY – STRUCTURE, ACTIVITIES AND SUPPLY CHAINS**

Ergotron is a movement company that designs, manufactures and sells ergonomic display mounting and mobility products. Since our founding in 1982, we’ve improved how people work, learn, play and care for others by creating environments that help people thrive. Our products, including sit-stand desks, monitor arms, charging carts, medical carts and more, are found in offices, homes, classrooms and hospitals around the globe. We’re a professional-grade brand with a commitment to quality and safety that’s unrivalled in this growing industry. Our products are well-designed, rigorously tested and long-lasting, which delivers a strong return on investment to our customers. Ergotron is proud of its well-deserved reputation and appreciates the efforts of our suppliers, distributors and resellers who have supported our products and served our users by providing the essential services and value which have made us successful in a very competitive environment.

Ergotron is a Minnesota corporation headquartered in Eagan, Minnesota and has subsidiaries in other jurisdictions around the world. Ergotron has a supply chain that is dispersed around the world, including China based suppliers that support our wholly owned manufacturing facility in China.

Ergotron sells products in Canada in partnership with third party Canadian distributors. Our Canadian subsidiary, Ergotron Canada Corporation, employs our Canada-based sales team.

## **PROCESS OF CONSULTATION WITH ENTITIES OWNED**

This Modern Slavery Statement and Annual Report is submitted on behalf of Ergotron, Inc. In compiling this Modern Slavery Statement and Annual Report, Ergotron, Inc. has consulted with its wholly owned subsidiaries.

## **MODERN SLAVERY RISKS**

In this report, the term modern slavery refers to prohibited coercive or exploitative practices as defined in the United Kingdom Modern Slavery Act of 2015, the Australian Modern Slavery Act 2018, the California Transparency in Supply Chains Act of 2010, and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, and for greater certainty includes forced, coercive or compulsory labour in all its forms, as well as trafficking in persons and unlawful child labour.

Ergotron has not identified any instances of modern slavery within its own operations, or in the operations of its direct Suppliers. As such, and in light of the mitigating actions described below, Ergotron currently assesses the risk of modern slavery in its operations and those of its direct Suppliers as low. Nonetheless, as part of its due diligence, Ergotron identifies that modern slavery risks may potentially exist in the supply chains and has therefore, taken actions to address such risks, as described below.

## **ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS**

- **Policies:** Our policies, including this Modern Slavery Statement, and our Human Rights Statement, Code of Business Conduct and Ethics and Supplier Code of Conduct reflect our commitment to respecting human rights and generally acting ethically and with integrity in all our business relationships, compliant with all relevant laws and regulations including with respect to human trafficking and modern slavery. Ergotron’s standard contractual terms require that Suppliers comply

with the Ergotron Supplier Code of Conduct all applicable laws and regulations, including those relating to modern slavery.

- **Questions and Reporting:** We encourage all stakeholders, suppliers and employees to report any concerns related to the Company's compliance with this Statement. Ergotron maintains an intranet link for its employees, and an internet site <http://www.lighthouse-services.com/ergotron> for its Suppliers (as defined below) and stakeholders to report violations of Ergotron policies, or any unethical or illegal conduct that has been observed, without fear of retaliation. Reports made through any of the foregoing channels will be thoroughly investigated and addressed appropriately. Ergotron encourages all its employees, workers, customers, Suppliers, and other stakeholders to report any concerns and raise any questions they may have related to Ergotron's direct activities, or its Suppliers. This includes any circumstances that may give rise to an enhanced risk of modern slavery or human trafficking.
- **Supplier Code of Conduct:** Ergotron's Supplier Code of Conduct covers suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do, or seek to do, business with Ergotron worldwide (collectively known as "Suppliers"). Ergotron's standard contractual agreements with Suppliers require Suppliers to warrant that they comply with all applicable laws, as well as with the Supplier Code of Conduct. Through this Supplier Code of Conduct, Ergotron expects its Suppliers to conduct all their business transactions in a manner that respects human rights, and in compliance with all applicable laws and with Ergotron's Human Rights Statement and this Modern Slavery Statement. Among other requirements, the Supplier Code of Conduct requires Suppliers to prohibit all forms of forced or compulsory labour, treat all employees fairly and honestly including with respect to wages, working hours and benefits, encourage a diverse workforce and provide a workplace free from discrimination, harassment or any other form of abuse, respect employees' right to freedom of association in accordance with local laws, and ensure that child labour is not used in any operations. Each of our direct Suppliers has its own supply chain and each level of the chain is responsible for ensuring compliance with all applicable laws and regulations and is contractually required to comply with our Supplier Code of Conduct.
- **Supplier Audits:** Ergotron has enhanced its supplier selection and administration and audit process, including a supplier registration protocol that requires Suppliers to agree to comply with the Supplier Code of Conduct. Ergotron has an on-site audit process whereby Ergotron or its designee visits strategic supplier sites to audit for labour practices and workplace conditions among other things. In the event that any evidence of human trafficking or modern slavery is discovered during a Supplier audit, Ergotron reserves the right to take remedial actions.
- **Certification:** The Supplier Code of Conduct requires that all Suppliers only provide to Ergotron products produced where: (i) child, forced, bonded, prison, or indentured labor has not been used; (ii) workers have maintained control over their identity documents; and (iii) workers have been given rest days and the working hours are consistent with local regulations and not excessive.
- **Investigations/Due Diligence:** Operations and Legal are responsible for investigations and due diligence in relation to known or suspected instances of modern slavery and human trafficking. As stated in our Supplier Code of Conduct, Ergotron has the right to monitor and conduct audits of its direct Suppliers with whom it has contractual relationships. Ergotron also reserves the right to terminate relationships with those direct Suppliers who engage in modern slavery or human trafficking or are otherwise in violation of the Supplier Code of Conduct.
- **Ergotron as an Employer:** Ergotron's employees are bound by a company-wide Code of Business Conduct and Ethics (the "Employee Code"), which requires employees to report all legal, ethical, and policy violations, either internally or through a variety of anonymous resources. The goal of the Employee Code is to achieve a supportive, professional, and respectful work environment. Among other things, it addresses such topics as equal opportunity, non-discrimination, and the importance of a safe, healthy and harassment-free workplace. The Employee Code also requires

that employees obey all laws, which include laws against modern slavery and human trafficking.

- **Training:** Ergotron's employees are required to take semi-annual trainings on, and to certify adherence to, the Employee Code. In addition, Ergotron provides those employees and managers who have direct responsibility for supply chain management with additional training on the employee code of conduct and human rights.

## **ASSESSING THE EFFECTIVENESS OF ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS**

We recognize that our review and assessment of our actions to identify and address any modern slavery risks in our operations and in those of our direct Suppliers will be an ongoing and evolving process that we are committed to continue to build upon. Based on our current actions to address these risks, we are not aware of any modern slavery in our operations or those of our direct Suppliers. We intend to regularly assess the results of our actions to ensure that modern slavery risks are addressed in a manner consistent with the applicable law.

With respect to remediation, in 2023, we did not identify any specific instances of modern slavery, including forced labour or child labour, in our activities and supply chains and therefore no situation-specific remediation was required. Accordingly, we also did not identify any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

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For purposes of complying with The California Transparency in Supply Chains Act of 2010, this statement constitutes the requisite disclosure.

For purposes of complying with the Australia Modern Slavery Act 2018, this statement constitutes the requisite annual "modern slavery statement" for the financial year ending 31 December 2023.

For purposes of complying with the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act, this statement constitutes the requisite annual report for the financial year ending 31 December 2023.

For purposes of complying with Section 54 of the United Kingdom Modern Slavery Act of 2015 to the extent applicable, this statement constitutes the requisite annual "slavery and human trafficking statement" for the financial year ending 31 December 2023.

This Statement has been approved by the Ergotron, Inc. Board of Directors.

**Attestation for Canadian report:** "In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada), and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. I have the authority to bind Ergotron, Inc.."

ERGOTRON, INC.



Luc Desjardins  
Chief Executive Officer