



Statement: **NEP Group, Inc. Modern Slavery**  
Implemented: **June 2025**  
Next Review Date: **May 2026**  
Related Policies: **NEP Anti-slavery and Child Labour Policy**  
**U.S. Complaint Resolution Policy**  
**NEP Whistleblower Policy**  
**NEP Code of Ethics and Business**  
**Conduct**

## **Introduction**

This statement sets out the steps that the NEP Group has taken to ensure that modern slavery and human trafficking are not taking place in our business or supply chains. This statement applies to all companies in the NEP Group unless they have chosen to produce their own statement.

This statement is made in accordance with the *Modern Slavery Act 2015* (UK), the *Modern Slavery Act 2018* (Cth) (Australia) and other Modern Slavery legislation in countries where NEP operates.

## **Our Organization's Structure & Operations**

NEP Group, Inc. is the parent company of an international group of companies offering a variety of equipment, services and media solutions to the broadcast and live event industries around the world. The extent of NEP Group's operations include amongst other things, outside broadcasts for live sports, studio production, host broadcast support, production services, streaming services, systems integration, centralized production and LED screens for indoor and outdoor events.

NEP is headquartered in the United States and has offices in more than 24 countries.

In the UK, NEP Group carries on business through NEP UK Limited, Creative Technology Limited, NEP Connect Limited, Bowtie Television Limited, NEP Broadcast Solutions UK Limited, Outside Broadcasting Services Limited, Lux Machina Consulting Limited, Halon Entertainment UK Limited, Sports Technology Limited, Creative Technology EME Limited, NEP UK Film I Limited and NEP UK & Ireland Group Limited.

In Australia, NEP Group carries on business through NEP-GTV HoldCo Pty Ltd and NEP Australia Pty Ltd.

## **Our Supply Chains**

The global nature of the NEP Group's business means that our supply chain is extensive and varied. Where possible, we use preferred suppliers for both our equipment and services requirements, carrying out due diligence and seeking to include appropriate contractual terms in supply contracts.

## **Risks of Modern Slavery Practices in our Operations and Supply Chains**

NEP Group enters into contracts for the provision of goods and services and is in receipt of third-party services. NEP Group recognises that certain suppliers in the equipment manufacturing sector are at a higher risk generally of utilising forced labour practices, particularly given some of the offshore suppliers are in jurisdictions known for having a higher risk of modern slavery practices. It has thoroughly assessed its top ten suppliers and concluded that they are reputable suppliers of sophisticated services or highly technical equipment which would not be considered high risk. These assessments considered a combination of several factors including category, industry, country, and supplier management risk profiles.

Based on our assessment of our operations and supply chains as relates to the risk of forced labour or child labour being used, we did not identify any instances of child or forced labour. Accordingly, no steps were required to remediate child or forced labour, or the loss of income associated with remediation efforts.

## **Actions Taken to Assess and Address Risks of Modern Slavery**

The NEP Group is committed to continuing to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. It continues to do so, by implementing policies that are aimed at combating modern slavery.

### *Policies on Slavery and Human Trafficking*

The NEP Group is committed to continuing to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our anti-slavery policy, which has been in place since 2017, reflects our commitment to act ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls with a view to ensuring that there is no slavery or human trafficking anywhere in our supply chains. These aims are also supported by many of our other existing policies including those relating to ethical conduct and equality and diversity and by the annual modern slavery statement that has been published in the UK since 2017.

Indeed, in 2020, NEP released an update to the NEP Code of Ethics and Business Conduct Policy, NEP Bribery Policy, NEP Sanctions and Money Laundering Policy and a new NEP Competition Law Policy. Training on these Policies has been delivered by our Chief Compliance Officer and the compliance team. All of these Policies were also translated into relevant local languages. In addition, a NEP Whistleblowing Policy, with externally managed anonymous hotline, has been embedded to allow employees and third parties to anonymously report wrongdoing in complete confidence.

Furthermore, in 2022, NEP carried out work with its business in Australia to ensure compliance with Modern Slavery laws as well as other important integrity and compliance topics such as bribery, competition and publishing its first statement in June 2022.

### *NEP Legal Guide for Suppliers*

In March 2023, the NEP Group implemented the 'NEP Legal Guide for Suppliers' ("Guide"). The Guide helps suppliers understand their obligations to the NEP Group and any and all of its subsidiaries when performing work for them. As part of the Guide, NEP Group requires all contractors, suppliers and business partners to comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes in force at any part of that party's supply chain. The Guide also expressly sets out that suppliers, contractors and business partners must not support, engage or require any forced labour, the use of child labour, bonded labour, indentured labour and prison labour, and requires suppliers, contractors and business partners to report any possible occurrence of modern slavery, human trafficking or illegal labour practices to NEP (including by granting access to NEP's anonymous hotline).

### *Environmental, Social and Governance Strategy*

In 2024, NEP commenced work on its Global Environmental, Social and Governance ("ESG") program. This will achieve compliance with the European Union Corporate Sustainability Reporting Directive ("CSRD") when it is in force which will require detailed assessment of, and reporting on, metrics related to many ESG topics across CSRD, including workers in the supply chain.

## **Assessing Effectiveness of Actions Being Taken to Assess and Address the Risks of Modern Slavery Practices**

Since our last statement, NEP has completed its CSRD Double Materiality Assessment, a comprehensive, methodical review of our global business across all ESG topics. As part of this, NEP assessed the risk of forced labour in its value chain and looked in particular at one of its key suppliers, Sony, and noted that allegations of Modern Slavery had been made against agents connected with Sony Electronics' factory in Malaysia. NEP also noted that Sony has confirmed that their electronics manufacturing supply chain is an area at higher risk of slavery and human trafficking in their Modern

Slavery Act statement. NEP subsequently worked with consultants to complete a detailed Gap Analysis and Roadmap, focused on the following actions:

- Processes for engaging with value chain workers about impacts;
- Processes to remediate negative impacts and channels for value chain workers to raise concerns;
- Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions; and
- Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities.

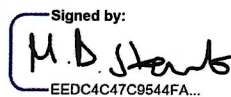
The NEP Group is working to address the outcome from the detailed Gap Analysis and RoadMap as described above by launching a series of global initiatives to ensure we are making a genuine difference in the most impactful areas. Our 2025 Sustainability & ESG Report is available [here](#).

The NEP Group is implementing its ESG program as described above and is continuing to develop additional policies, contractual requirements, procedures and training with a view to preventing modern slavery in its supply chain. We will continue to improve our due diligence procedures and to raise awareness of modern slavery among our colleagues and partners. We shall continue to reinforce our business ethics generally, working to address the outcome from the detailed Gap Analysis and RoadMap as described above. Based on the results of these processes we will adapt and strengthen our actions to continually improve our response to modern slavery.

#### Consultation

This statement has been prepared by NEP Group in consultation with the entities with whom we make this joint statement, being the UK and Australian subsidiaries set out under 'Our Organization's Structure & Operations'. NEP Group discussed details of the Modern Slavery Act 2018's reporting requirements and information regarding the actions we intend to take to address these requirements and provided them with relevant materials and updates. Note however, for Australia, that NEP-GTV HoldCo Pty Ltd is a holding company and does not enter into contracts for the provision or receipt of goods and services itself.

This statement is approved and signed by Martin Stewart in his role as the Chief Executive Officer on: June 17, 2025

Signed by:  
  
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Martin Stewart  
CEO  
NEP Group, Inc.

Date: June 17, 2025