



Vizrt UK Limited

# Slavery and Human Trafficking Statement for FY 2025

JUNE 2026

VIZRT PUBLIC





## 1. Introduction

- 1.1. This slavery and human trafficking statement relates to Vizrt UK Limited's financial year beginning 1 January 2025 and ending 31 December 2025 ("FY 2025").
- 1.2. Vizrt UK Limited ("Vizrt") is a pioneer of live broadcast and video content technology through its production, management, and distribution tools for the digital media industry.
- 1.3. We understand that Vizrt is covered by the UK Modern Slavery Act 2015 because:
  - we are a body corporate;
  - carrying on business or a part of its business in the UK;
  - which supplies goods or services; and
  - have a turnover of over £36 million per year.

## 2. Commitment

- 2.1 Vizrt is committed to a program of continuous improvement in our practices to combat slavery and human trafficking (as those terms are defined in the Modern Slavery Act 2015, "Modern Slavery") in its supply chains and in its business.
- 2.2 In FY 2025, Vizrt, directly and/or indirectly through its corporate affiliates, has:
  - published on the Vizrt public website its Slavery and Human Trafficking Statement for FY 2024;
  - adopted a formal Modern Slavery Policy and Critical Incidence and Response Plan;
  - updated Vizrt's existing Code of Conduct (which itself already contains prohibitions against Modern Slavery) to align with the Modern Slavery Policy;
  - updated and published on the Vizrt public website its Supplier Code of Conduct that contains provisions prohibiting the use of forced labour, either directly or indirectly, in our suppliers' business and provides for an anonymous whistleblowing process and anti-retaliation policy;
  - adopted and published on the Vizrt public website a Channel Partner Code of Conduct that contains provisions prohibiting the use of forced labour, either directly or indirectly, in our resellers and distributors' business and provides for an anonymous whistleblowing process and anti-retaliation policy;
  - provided annual ethics training to Vizrt personnel in matters including compliance with laws and company policies, whistleblowing and non-retaliation;



- provided, and required completion of, its annual stand-alone Modern Slavery training to Vizrt personnel worldwide, including as to compliance with Vizrt's Modern Slavery Policy; and
  - in the process of providing the ethics and Modern Slavery training, Vizrt required its personnel to acknowledge and agree to comply with the Vizrt Code of Conduct, as well as other policies and manuals, and specifically to acknowledge and agreed to comply with the Modern Slavery Policy.
- 2.3 Vizrt's policy is to conduct all business ethically and in accordance with applicable law, including the UK Government's Modern Slavery Strategy, as amended from time to time, and as outlined in the UK Home Office Guidance "Transparency in Supply Chains: a Practical Guide".
- 2.4 Vizrt is committed to acting ethically in all its business dealings and relationships wherever it operates, and its employees commit upon engagement with Vizrt to comply with applicable policies and laws while in their employment with Vizrt.
- 2.5 Vizrt will uphold all laws relevant to countering slavery and human trafficking in all the jurisdictions in which the Vizrt group of companies operate.

### 3. Organisation's structure

Vizrt is a part of the Vizrt group of companies, with its ultimate parent corporation being Confine Visual TopCo AB, a Swedish corporation. Vizrt operates across 27 operating entities located in Europe (Norway, Sweden, Switzerland, Germany, France, Spain, Austria, Portugal), the Americas (the US, Argentina), and Asia Pacific (the UAE, Thailand, Australia, India, PRC) regions. Employees and contract personnel provide services across all sectors of the group of operating companies. The operating entities are independent entities under the Nordic Capital group of investment funds ([www.nordiccapital.com](http://www.nordiccapital.com)).

### 4. Our business and supply chains

- 4.1 The Vizrt business is organised to provide our products and services to our customers worldwide.
- 4.2 Vizrt's main up-stream suppliers are:
- software companies and SaaS and other cloud service providers (international);
  - device and hardware suppliers (international);
  - IT infrastructure and equipment suppliers (international);
  - Outsourcing and managed services suppliers (international);



- facilities suppliers and service providers (maintenance, security, utilities and suppliers for physical offices) (international); and
  - ancillary administrative services (legal, professional consultancy, talent recruitment, etc.) (international).
- 4.3 In addition to providing such products and services directly to its customers, Vizrt, through its various corporate affiliates, enters into contractual relationships with resellers and distributors (aka “Channel Partners”) to provide products and services worldwide.
- 4.4 Vizrt directly, and indirectly through its corporate affiliates, employs and contracts with persons to provide services to the Vizrt group of companies in furtherance of our business activities.

## 5. Our policies on slavery and human trafficking

Vizrt is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. The Vizrt Code of Conduct, Supplier Code of Conduct, and Channel Partner Code of Conduct reflect a commitment by Vizrt to act ethically and with integrity in all its business relationships and to implement and enforce effective systems and controls against Modern Slavery.

## 6. Due diligence processes for slavery and human trafficking

- 6.1. **Suppliers and Channel Partners.** In FY 2025, the following due diligence processes were initiated or updated:
- Channel Partners. As part of our initiative to identify and mitigate risk Vizrt outlines due diligence procedures or other relevant steps taken. Vizrt has taken efforts which include conducting risk assessments on suppliers (particularly, first-tier suppliers and other suppliers in its products’ manufacturing and assembly supply chain which may give rise to high-risks of Modern Slavery), helping to ensure through contractual commitment or other reasonable means that they maintain similar or more robust (as is reasonable in context) policies and processes against Modern Slavery as Vizrt.
  - As noted in Section 2 above, Vizrt adopted and published its Channel Partner Code of Conduct. The Channel Partner team has committed to include a contractual obligation to comply with this Code of Conduct by its resellers and distributors in their applicable contractual engagements with Vizrt.
- 6.2. Human Resources. To support our recruitment efforts Vizrt follows robust recruitment procedures. In our recruitment process Vizrt follows developments (including by



engaging with external legal counsel) in laws and regulations applicable to locations of employment and worker engagement. In addition, Vizrt's hiring of employees and use of contractors and temporary workers include right-to-work checks, for example having procedures to confirm appropriate employment and contractor contracts are in effect. Vizrt has procedures in place to collect and review identity and immigration documents, such work visas, passports and/or driver's licenses, as well as verify that the workforce all exceed the minimum age for employment. Vizrt has a policy to use reputable employment agencies to source labour and always reviews the practices of any new agency it is using before accepting workers from that agency, including requiring that they comply with applicable laws in the sourcing of personnel. Vizrt uses reasonable effort to not take any action to destroy, conceal, confiscate, or otherwise deny access by an individual to their identity or immigration documents. Vizrt believes it has processes in place not to mislead or to commit fraudulent practices during the recruitment or offering of employment/contract positions to candidates and contractors, including failing to disclose, in an accessible format and language, key terms and conditions such as wages, fringe benefits, location of work, and worker's rights and obligations in employment, health and safety.

- 6.3. Whistleblowing. Vizrt's whistleblowing procedure is designed to make it easy for team members to make disclosures without fear of retaliation. Vizrt enables all employees and contracted personnel to report any concerns anonymously through its whistleblowing system. This includes any circumstances that may give rise to an enhanced risk of modern slavery or human trafficking.

## 7. Training

Vizrt conducts personnel training in Modern Slavery for its organisation worldwide. This understanding, awareness, and effective remediation Modern Slavery training is focused on high-risk areas such as procurement, channel sales, hiring practices, and other business areas where personnel may come into contact with businesses that engage in activities prohibited by the Act.

## 8. Governance structure

- 8.1. Vizrt's efforts toward combating Modern Slavery are led by representatives from the following departments (which comprise the Vizrt Anti-Slavery Team):
- Legal and Compliance
  - Human resources
  - Channel Partnership



- Procurement and logistics.


8.2. The Anti-Slavery Team meets no less than annually to review policies, processes, and efforts toward developing a successful Modern Slavery program. The Anti-Slavery Team meets in Q2 of each fiscal year with Vizrt’s executive sponsors to review and approve the Statement for the previous fiscal year, as well as approve any changes to policies and processes and consider actual or possible incidents (if any) and effective due diligence efforts. The Anti-Slavery Team ensures that policies are posted on internal sites, the previous fiscal years Statement is posted on the Vizrt public website and registered with the UK Government, and that training is conducted annually.

## 9. Effectiveness

In 2025, Vizrt has made efforts to raise awareness and minimize risk of Modern Slavery in its operations, and other sectors of its business, including up-stream and down-stream supply chains. Vizrt is not aware of any instances of Modern Slavery in its business or business relationships. For the next fiscal year, Vizrt will continue to monitor the effectiveness of the actions taken and seek to improve those efforts through audits, reviews and status checks. Based on these continuing efforts Vizrt will be adjusting and improving its efforts towards compliance in this space.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It has been approved by the board of Vizrt UK Limited and constitutes Vizrt’s slavery and human trafficking statement for FY 2025.

Signed:

Signed by:  
  
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Rohit Nagarajan  
**VIZRT UK LIMITED**

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