



QSC, LLC's Modern Slavery Act Statement FY23

QSC, LLC is committed to providing a fair and ethical workplace where everyone is treated with dignity and respect. We hold our partners, which include suppliers, contract manufacturers, logistics carriers and warehouses, and distributors to the same standard to ensure human rights violations do not occur in our supply chain.

This statement was developed by QSC, LLC to meet reporting requirements under the Australian Modern Slavery Act 2018, the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act 2010, and Canada S-211 An Act to enact the Righting Against Forced Labour and Child Labour in Supply Chains and to amend the Customs Tariff (Canada S-211). This statement was prepared for QSC LLC and on behalf of its subsidiaries including, QSC EMEA GmbH, QSC UK & Ireland Limited., QSC India Private Limited., QSC Asia Ltd, QSC APAC PTE Limited, QSC EMEA DMCC, QSC Netherlands BV, Seervision GmbH, and Seervision Hellas. The statement covers the company's Fiscal year 2023 (FY23) that ended on June 30, 2023.

Our structure and business operations –

From humble beginnings in a small garage in Costa Mesa, California in 1968 making power amplifiers, QSC, LLC has grown into a leading manufacturer and global innovator with R&D, manufacturing, sales, marketing, support, and operations teams across multiple continents.

QSC has two business divisions: Q-SYS and QSC Pro Audio. The Q-SYS division provides a cloud-manageable audio, video, and control (AV&C) platform along with a comprehensive portfolio of native hardware and software solutions and services to support various markets and applications. The QSC Pro Audio division provides loudspeakers, digital mixers, power amplifiers, software, and accessories for live performances.

QSC, LLC's Environmental, Social, Governance (ESG) Committee comprises senior leaders from various functions and geographical regions of the company. The Committee is responsible for defining and overseeing the implementation of the ESG strategy. The Chair of the ESG Committee is responsible for escalating decisions to QSC's Executive Leadership Team for final approval and guidance on strategic decisions and risks.

When conducting business QSC, LLC interacts with suppliers, contract manufacturers, logistics carriers and warehouses, and customers.

QSC Policies –

- **Supply Chain Responsible Sourcing Policy** – Suppliers are required to comply with all laws, rules, regulations, and treaties applicable to the products and/or services provided to QSC, LLC in all locations in which business operations are conducted. These include, but are not limited to, laws related to anti-bribery, competition, business conduct, environmental standards, occupational health and safety, labor and employment, and any others that are applicable. In order to ensure these standards are cascaded throughout QSC, LLC supply chain, suppliers are expected to hold their suppliers and subcontractors



to the standards and practices covered in the policy, and suppliers are required to share relevant information about their due diligence upon request.

- **Discrimination, Harassment, and Retaliation Prevention Policy** – QSC, LLC encourages all employees to report any incidents of harassment, discrimination, retaliation, or other prohibited conduct immediately so that complaints can be quickly and fairly resolved.
- **Bullying Policy** – Bullying is not tolerated in any instance. Employees, including supervisors, managers, and executives, found in violation of this policy will be disciplined, up to and including termination. QSC, LLC considers verbal, physical, gesture, and exclusion as types of bullying.
- **Zero Tolerance for Violence and Threats of Violence Policy** – QSC, LLC is committed to ensuring that the work environment is as safe as possible for all its employees, customers, and vendors. Any form of violence or threats of violence, no matter how minor, will not be tolerated. QSC will promptly and thoroughly investigate all reports of threats of violence or incidents of actual violence and of suspicious individuals or activities.
- **Human Rights & Labor Policy** – QSC, LLC does not use child labor or associate with entities known to support this conduct. QSC, LLC complies with all state and federal employment laws while encouraging constructive workplace ethics and values that comply with all laws and that will create a positive and productive workplace. QSC, LLC strives to treat all employees with respect and dignity while prohibiting the harassment or mistreatment of any of its employees.
- **Safety Program** – QSC emphasizes the importance of preventing work-related injuries and illnesses that will take precedence over operating productively. The Safety Program consists of providing mechanical and physical safeguards, conducting periodic safety inspections, training all employees on good safety & health practices, providing necessary personal protective equipment, developing, and enforcing safety rules, and investigating promptly and thoroughly every work-related injury or illness.

Risks of modern slavery and human trafficking –

Similarly to many other companies in the industry, our products include various minerals that are necessary to function. QSC does not directly mine or purchase the minerals but recognizes that the process to extract minerals may pose human rights risks including child and forced labor.

QSC also works with various suppliers, contract manufacturers, and customers globally, including in countries that have higher risk of modern slavery in supply chains identified by the Global Slavery Index 2023. QSC is aware of this risk and working with our partners and their employees to address any identified risks through the enhanced supplier evaluation.

QSC mitigation actions –

QSC has a Supply Chain Responsible Sourcing Policy that outlines the values and standards suppliers are expected to meet regarding business, human rights and labor, health and safety, and the environment. Tier 1 contract manufacturers have been notified of the policy and have returned signed documents to QSC.

QSC personnel conduct annual, announced audits for our Tier 1 contract manufacturers. After the audit is completed, QSC meets with the contract manufacturers to review what was found and



share what standards need to be improved, if identified. The contract manufacturers are then required to submit a written remediation plan to QSC.

All new contract manufacturers being considered by QSC must complete a self-evaluation, which includes questions on human rights. After completion, QSC personnel go on-site to conduct an audit.

All new employees have reviewed and acknowledged the Employee Handbook which contains policies and procedures related to human rights.

Approval and signing –

This statement has been approved by the Board of QSC, LLC as the principal governing body on April 23, 2024. It complies with the requirements as defined by the UK Modern Slavery Act of 2015 and Australia Modern Slavery Act of 2018.

The principal governing body has delegated authority to the President and Chief Operating Officer to sign the Statement on behalf of the Board of Directors.

A handwritten signature in blue ink that reads 'Jatan Shah'.

Name: Jatan Shah
Title: President
Date: April 30, 2024