

ANTI MODERN SLAVERY STATEMENT

Message from the Chief Executive Officer

Aferian's mission is to become the leading innovator and trusted partner in delivering agile, effective, and industry-leading video entertainment experiences. However, it does not end there: our customers and other stakeholders should be confident that the way we do business does not only comply with legal requirements, but also strives to meet the highest ethical standards.

As part of the company's Environmental, Social and Governance (ESG) plan, Aferian uses its Group Supplier Code to help ensure that its supply chain is compliant with current regulations, including those defined by the Modern Slavery Act 2015.

Organisation structure

Aferian plc is the Group holding company with subsidiary undertakings in the UK, USA, Hong Kong, Netherlands, Spain, the Czech Republic, Finland, Denmark, and Portugal. The annual turnover for the Aferian group is in excess of the £36m threshold set under section 54 of the Modern Slavery Act 2015.

This statement covers Aferian plc and its operating subsidiaries: Amino Communications Ltd; Amino Technologies (US), LLC; Amino Technologies (HK) Ltd; 24i Unit Media BV, 24i Unit Media Inc, 24i Media ES S.L., 24i Media CZ s.r.o., Mautilus s.r.o., Amino Communications Oy, 24i Unit Media A/S and 24i Unit Media Limited.

Business overview

Aferian plc is a B2B video streaming solutions group at the forefront of the rapidly expanding global streaming market. Millions of consumers around the world get their daily fix of video entertainment and information via streaming services that are powered by Aferian's specialist software, services and devices.

Aferian's flexible, scalable and configurable solutions make it easier for the content owners and distributors who make up our customer base to stay ahead of the competition, delivering the modern, personalised viewing experiences that their consumers demand. Our focus on future-proof, modular solutions help our customers remain agile, responding quickly to changes in the consumer device market and adopting a range of business models to suit every user's pocket.

Aferian's solutions for Pay TV operators, broadcasters and streaming services bring live and on-demand video to life on every kind of device, from mobile phones and laptops to Smart TVs and set-top-boxes (STBs). Aferian's software and services are problem solvers. They reduce operational complexity and costs, enabling companies of all sizes to effectively compete for a slice of the expanding global streaming market.

Aferian has two operating businesses: 24i and Amino. 24i's modular software platform and managed services enable content owners and aggregators to prepare and present their video to viewers on every screen in a cost-effective and efficient way. Amino's streaming devices, software and SaaS device management platform give Pay TV operators and digital signage providers full control over the consumer viewing experience.

Together, these complementary businesses put Aferian in a unique position: we are the only group to offer every part of the streaming value chain, from behind-the-scenes video processing solutions and front-end applications right up to the devices on which the content is consumed.

Our markets are global with significant customer numbers in North America, Latin America, Asia and across Europe, where we work with a range of national, regional, and locally focused operators.

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Supply chain overview

Aferian's supply chains include:

Manufactured goods

- Original design manufacturers of set-top box devices
- Component manufacturers of silicon chips, memory, hard disk drives, and remote controls
- Manufacturers of associated accessories and packaging
- Licences from holders of relevant video and audio technology patents, and of third-party software components
- Outsourced shipping, warehousing, and distribution

Business support service providers

- Information technology service providers
- Information technology consultancy services
- Marketing and public relations consultancy services
- Recruitment and talent search services
- Accountancy, audit, and legal advisers
- Corporate broking and financial advisers
- Banking services
- Building maintenance, office equipment, stationery supplies, janitorial and catering services

Risk Assessment, Due Diligence & Effectiveness

The view of the company is that the most significant area of potential risk is in the supply chain for manufactured goods. The compliance focus of the Group is therefore to ensure that its key direct suppliers of manufactured products have reviewed and signed the Group's Supplier Code or have declared their adherence to equivalent standards such as SA8000. Audits of suppliers are conducted on an ad-hoc basis.

Policies on slavery and human trafficking

Policies relevant to defeating modern slavery are set out in the Group's Supplier Code. The following is an extract of this Code which deals with treating people with respect and applies to persons directly employed by or subcontracted by our suppliers.

Employment Conditions

All suppliers shall without exception comply with all applicable local employment regulations.

Fair Working Conditions

All employees are entitled to fundamental human rights which shall be respected and be applied equally.

- No one shall be subject to corporal punishment, physical, sexual, psychological, or verbal harassment or abuse.
- Use of forced labour exploited, or bonded labour is strictly forbidden.
- Employees shall not be required to lodge deposits or original identity papers as a condition for employment.
- Employees shall not be forced to work more than the limits on regular and overtime hours allowed by the law of the country in which they are employed.
- Overtime shall be compensated at the legally required rate.
- All employees shall receive a written contract of employment specifying their terms of employment.
- Children under the minimum working age established by local law or fifteen (15) years, whichever is greater, shall not be used as labour force.
- Employees under eighteen (18) years shall not be engaged in hazardous or heavy work, or on night shifts.
- The rights of employees to freely associate and to bargain collectively, in accordance with the law of the country in which they are employed, shall be recognised and respected.

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Aferian regards diversity as a lever for profitability and mutual success. Aferian does not accept discrimination, whether active or by means of passive support, whether based on ethnicity, national origin, religion, disability, gender, sexual orientation, marital or parental status, union membership, political affiliation or age, or any other category defined by applicable national law. The Company has global group policies to address any acts of harassment or discrimination that support our position and culture on diversity and inclusion, which is further supported by our policies on equal opportunities, flexible working, wellbeing, and family friendly leave.

Compensation and benefits

Employees shall, after any deductions, stoppages, fines, penalties, or other non-statutory charges mandated by or on behalf of the employer, be paid at least the minimum total wage, allowances and benefits required by applicable national law.

Health and safety at work

All suppliers shall without exception comply with all applicable local employment regulations. They shall take adequate steps to prevent accidents and injury to health by minimising hazards in the working environment, and by providing appropriate safety equipment and training.

Training and reporting

Aferian is committed to ensuring our employees are aware of their requirements under law and supportive of the culture we are committed to embed across the organisation and reinforce with our clients, customers, and partners. The Company provides regular training to employees to support them in their understanding and to update them on any changes to legislation and the Company's policies in these areas.

Declaration

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Aferian's slavery and human trafficking statement for the financial year ended 30 November 2023 and was approved by the Board of Directors on 17 January 2024.

Donald McGarva
Chief Executive Officer
Aferian Plc
17 January 2024