

VBrick Systems, Inc. Anti-Human Trafficking & Slavery Statement for the financial year ending 31 December 2023

Human trafficking and slavery are crimes and violations of fundamental human rights. Human trafficking and slavery include all forms of involuntary servitude and any other deprivation of an individual's freedom in order to exploit that individual for another's gain.

VBrick Systems Inc., along with its subsidiaries including VBrick Systems UK Ltd (together '**Vbrick**'), is committed to preventing human trafficking and slavery in its business and supply chains, including by complying with applicable laws including Germany's Supply Chain Due Diligence Act, the United Kingdom's Modern Slavery Act 2015, and California's Transparency in Supply Chains Act of 2010.

Although Vbrick carries on part of its business in the UK, through VBrick Systems UK Ltd, Vbrick does not meet the £36 million worldwide turnover threshold to trigger the obligation to make a statement under s.54 of the UK Modern Slavery Act 2015. However, it makes this statement in accordance with s.54 on a voluntary basis.

Vbrick organisation

Vbrick is a software business specialising in providing enterprise video streaming services through Rev – its industry leading cloud-based enterprise video platform. It was founded in 1998, is predominantly based in the US but has employees in other countries, including the UK, and provides services to customers around the world.

Policies

Vbrick has an antislavery policy incorporated into its written employee policies, including its Employee Handbook, which each employee acknowledges receipt and review of in writing.

Risk of modern slavery and human trafficking

Vbrick is a relatively small software company. Its suppliers are largely well established multi-nationals with their own anti-slavery and human trafficking programmes. Vbrick is not aware of any instances of slavery or human trafficking in its business or supply chains. It therefore considers its risk of slavery in its business and supply chains to be low.

In the last financial year, Vbrick has taken the following actions to ensure slavery and human trafficking is not occurring in its business or supply chains:

1. **Verification.** Vbrick is committed to ethical business activity in all business dealings and has zero-tolerance for human trafficking and slavery.
2. **Contractual clauses.** Vbrick expects all of our contractors, suppliers, and business partners to be as vigilant against human trafficking and slavery as we are. Vbrick has added specific prohibitions against human trafficking and slavery, in any form, in our standard contracts with our suppliers, which include the right to audit suppliers to confirm compliance with those contractual commitments.
3. **Certification.** As a condition of doing business with Vbrick, we have started asking suppliers to certify and warrant that they are in compliance with Vbrick's anti-human

trafficking and slavery standards and, in doing so, certify that the materials and services incorporated into the products they supply comply with the laws regarding human trafficking and slavery in every country in which they are doing business. Additionally, all of Vbrick's suppliers are required to hold their own subcontractors to these same standards.

4. **Accountability.** Vbrick maintains procedures to remedy any actions that fall short of our anti-human trafficking and slavery standards.
5. **Training.** Vbrick administers anti-human trafficking and slavery training for employees who are directly responsible for supply chain management, particularly with respect to mitigating risk within Vbrick's supply chain.

If any employee, contractor, supplier, or business partner of Vbrick has any knowledge of potential human trafficking or slavery violations in Vbrick's supply chain, they are encouraged to report them to legalcounsel@vbrick.com.

Vbrick will assess what further steps it may wish to take in the next financial year to ensure slavery and human trafficking is not occurring in its business or supply chains.

This statement was approved by the Board of VBrick Systems, Inc. on January 8, 2024.

Signed by Paul Sparta in their capacity as Director of VBrick Systems, Inc. on January 15 2024.

Signature:  _____
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