

Optoma Europe Limited Modern Slavery Act 2015 Slavery and Human Trafficking Statement

We are committed to improving our practices to combat slavery and human trafficking. We have in place policies and controls to ensure that there is no slavery or human trafficking in our supply chain.

Organisation's structure

We are a multi-national award-winning developer of audio and visual solutions specialising in the design and manufacture of high-resolution projection and digital display products, including LED and IFPD. We are a part of the Optoma Group, and our parent company is Optoma Corporation. Optoma Corporation has its head office in Taiwan. We have over 130 employees and operate in Europe, Middle East and Africa.

Our supply chains

Our main supplier of goods is Coretronic Corporation (our ultimate parent company) we also use carefully selected third-party suppliers for services and additional goods. Coretronic Corporation supply both projection and digital display products. Accessories are supplied by other third-party suppliers in Asia and Europe.

Suppliers are selected based on their ability to provide ethical, high quality, reliable products, at acceptable pricing levels. We are committed to paying our suppliers on time against contractually agreed payment terms.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We also have in place a Group Code of Business Conduct and Ethics to be followed by Optoma Corporation and its affiliated entities. The code applies to all employees and suppliers.

Our core values are Reliability, Innovation and Customer-focus. Our other policies include: Whistleblowing policy, Grievance and Appeals policy, Anti-Bribery policy and Anti-Discrimination and Diversity policy included within the Code of Business Conduct and Ethics.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we only use a limited number of suppliers for goods and services. We take into account and assess risk based on the relevant products, components, packaging materials, services, production location and supply chain data. Our

suppliers are required to comply with all applicable laws and regulations, including but not limited to those of the UK, EU, and other countries in which we/they operate as well as international business standards.

When considering a new supplier and reviewing existing suppliers we undertake the following:

- Reviewing the supply chain broadly to assess particular products or geographical risks of modern slavery and human trafficking;
- Requiring our suppliers to sign and confirm their compliance with the Optoma Code of Business Conduct and Ethics.
- Invoking sanctions against suppliers that violate our supplier code of conduct, including the termination of the business relationship.

The above measures are intended to:

- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Protect whistle-blowers.

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking and we expect the same from our suppliers.

As our main supplier, Coretronic Corporation audits their suppliers for compliance.

Training

To ensure a level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chain:

- Effective use of our recruitment and selection process;
- Communication with our suppliers and their understanding and compliance with our expectations.

Further steps

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Further raise staff awareness
- Require supplier compliance with our Code of Ethics

This statement has been approved by the organisation's board of directors, who will review and update it annually.

The statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2021.

Thierry Millet
Company Director
May 2021