



Modern Slavery and Human Trafficking in the Supply Chain

This statement is published in compliance with the requirements of the “UK Modern Slavery Act” (2015), the “California Transparency in Supply Chains Act” (2012) and other similar national and international legislation and sets out the measures taken by GN Group to prevent modern slavery and human trafficking in our supply chain for the financial year 2023.

GN Store Nord A/S (GN Group) is headquartered in Ballerup, Denmark. GN Group is the parent company of GN Audio A/S and GN Hearing A/S. GN Audio A/S sells headsets, speakerphones, and video gear for collaboration at work; a broad range of gear for gaming enthusiasts; and true wireless earbuds for music, calls, and an active lifestyle and GN Hearing A/S is a global market leader in high quality medical device grade hearing aids. This document applies to all GN Group and its affiliates.

GN Group has approximately 7500 employees worldwide and operates in 50+ countries across the world.

To prevent modern slavery and human trafficking, GN Group requires its supply chain to adhere to and reflect GN group’s company values and our dedication to uphold human rights. GN group’s efforts to avoid modern slavery and human trafficking in its supply chain are described in the following:

- 1) GN Group has adopted written policies and procedures that prohibit the use of modern slavery and human trafficking in its supply chain.
 - a) GN Group is a strong supporter of the 10 UN Global Compact principles, including human and labor rights. GN Group has been a signatory to the UN Global Compact since 2010 and annually reports on its progress in implementing the 10 UN Global Compact principles.
 - b) GN Group’s purchasing and supplier selection policies and procedures requires that potential new suppliers must complete a survey designed for assessment of potential suppliers. These surveys are conducted by GN personnel and include verification of compliance with applicable labor laws, including laws that ban slavery and human trafficking. Approval of a supplier is dependent on satisfactory results in the survey.
 - c) GN Group’s agreements with its suppliers, require suppliers to comply with all conventions and applicable laws, including labor laws.
 - d) GN Group requires its suppliers to comply with the Supplier Code of Conduct. This includes compliance with provisions requiring suppliers to adopt solid labor practices and treat their workers fairly and in accordance with local laws and regulations. Furthermore, suppliers may not use any form of forced labor, whether in the form of human trafficking, slavery, bonded labor, or otherwise. Suppliers also may not use materials which were manufactured using forced labor.
 - e) GN Audio A/S is a member of the Responsible Business Alliance (RBA), a nonprofit coalition of electronics companies, committed to supporting the rights and well-being of workers in the global electronics supply chain. GN’s Supplier Code is based on the RBA’s best practice. As a member of the RBA, GN is required to implement management systems to protect workers’ rights, and we work closely with our suppliers to implement the RBA Code and monitor conformance.
- 2) GN Group encourages suppliers to be certified or follow the requirements of SA8000, an international Social Accountability Standard, which prohibits any form of forced labor. This is being assessed through supplier audits as described below.
- 3) GN Audio A/S and GN Hearing A/S internal auditors (GN auditors) assess compliance with the requirements of our policies and procedures on an ongoing basis. Compliance is assessed based on supplier self-assessment and by monitoring the supplier. Supplier monitoring by GN auditors and other personnel consists of on-site inspections of supplier facilities, questionnaires, review of

available information as well as other sources and measures deemed necessary to correctly assess the suppliers' performance.

- 4) GN Group supplier agreements and the Supplier Code of Conduct allow for the termination of any supplier found to violate the laws prohibiting forced labor, slavery and human trafficking.
- 5) For all GN employees, the GN Ethics Guide dictates compliance with labor laws in all jurisdictions where GN Group does business. Employees found to violate applicable labor laws may be subject to disciplinary action up to and including termination. The GN whistleblower hotline enables whistleblowers to report potential issues regarding non-compliance.
- 6) In addition to mandatory online training on the GN Ethics guide that all GN employees must complete yearly, GN Group conducts training of employees whose job functions include procurement and/or supplier quality. These training sessions stress the importance of having suppliers adhere to the GN Ethics Guide and Code of conduct, including prohibitions on slavery and human trafficking.
- 7) When employees are hired by GN they are provided with an employment contract describing the terms and conditions of their employment. All workers are free to terminate their employment at any time and it is forbidden to hold employee ID or require workers to pay recruitment fees.

GN Group continues to review and update its policies and procedures to ensure appropriate and adequate protection against any mistreatment of persons involved in its direct supply chain. This statement is reviewed and approved on an annual basis.



Peter Karlstromer
CEO

GN Store Nord A/S
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