



ANTI-SLAVERY STATEMENT

INTRODUCTION

Slavery is a crime and a violation of fundamental human rights. It is a term used to include forced and compulsory labor, child labor and human trafficking.

At Avid, we are committed to ensuring that there is no slavery or human trafficking in our supply chain, vendor community or in any part of our business. This statement reflects our commitment to being a responsible business which operates ethically and with integrity across all aspects of our operations, including our supplier relationships.

Avid is taking the following actions to eliminate slavery in our direct materials supply chain.

1 Supply Chain & Vendor Diligence

We expect all our contractors, suppliers and other business partners to adopt the same standard as we do to prevent slavery, by ensuring all employees and workers are treated with dignity and respect in a fair and ethical environment. This includes compliance with all applicable local labor and human rights laws.

We encourage our suppliers to duly inform the company of any potential risk of a violation of human rights and of the steps being taken to avoid or mitigate such a breach.

2 Supplier Code of Conduct

Our Supplier Code of Conduct (“Supplier Code”) outlines Avid’s expectations and guidelines with respect to responsible sourcing including our commitments to human rights, the environment, health and safety, business ethics and the development of a diverse and sustainable supply chain.

We encourage our Suppliers and business partners to comply with our Supplier Code.

3 Speak Up Policy and Helpline

We are committed to maintaining an open culture with the highest standards of honesty and accountability, a culture where colleagues can report any legitimate concerns in confidence.

Our Code of Conduct outlines the process to raise a concern about wrongdoing, safe in the knowledge that it is investigated promptly and effectively.