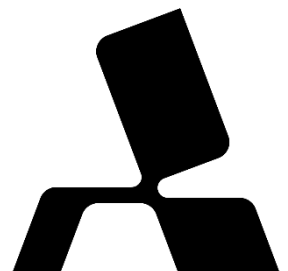


Supplier Code of Conduct

Audinate Group Limited

v1.2.3

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1. Introduction

The Board of Directors (Board) of Audinate, (Audinate Group Limited), is responsible for addressing ethical and sustainable supply chain practices across Audinate and its controlled entities. Audinate is committed to ensuring high standards of supply chain governance and compliance.

We recognise that our business partners and suppliers play a pivotal role in creating sustainable value for our customers, shareholders, employees, and the communities in which we operate.

2. Our Code of Conduct

Audinate's Code of Conduct is designed to set out the practices which are necessary to maintain confidence in the company's integrity. The objectives of Audinate's Code of Conduct are to ensure that:

- High standards of corporate and individual behaviour are observed by all our People;
- Our People are aware of their responsibilities to Audinate; and
- All persons dealing with Audinate, whether it be our People, shareholders, business partners, suppliers, or competitors, can be guided by our stated values and practices.

2.1. Supplier Code of Conduct

Audinate seeks to work with its Suppliers to meet and exceed minimum expectations and mandatory requirements as outlined in this Supplier Code of Conduct and continuously strives to improve the standard of its business practices. By Supplier, Audinate means any entity that supplies goods or services (directly or indirectly). Where the Code refers to workers, it includes employees, contractors, agency and temporary staff of the Supplier and its related entities. Where the Code refers to the law it means the laws in the jurisdiction that apply where the goods are procured, or services are performed.

Fundamental to this Code is an expectation that all Suppliers operate in full compliance with all laws, rules and regulations of the jurisdictions in which they do business.

In developing the principles underpinning this Code, we have considered leading international standards such as the United Nations Universal Declaration of Human Rights (UDHR), United Nations Global Compact's (UNGC) core values on human rights, labour standards, the environment and anti-corruption, the Responsible Business Alliance (RBA) Code of Conduct and various other leading-edge peer programs in various industries.

3. Environmental Expectations

Audinate is committed to a sustainable future, and expects our business partners and suppliers to:

- Strive to improve environmental and resource management
- Comply with and keep abreast of relevant environmental protection laws, regulations, and standards

- Establish programs that seek to reduce the environmental impact of their operations and supply chain
- Maintain appropriate policies and procedures to manage and assess environmental risks and ensure employees are knowledgeable about those policies and procedures.

4. Social Expectations

Audinate has a zero-tolerance commitment to all forms of modern slavery, such as slavery, servitude, forced labour, and human trafficking.

Suppliers must:

- Manage their operations and supply chain in a manner that is consistent with the United Nations' (UN) Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights and the International Labour Organisation's (ILO) Core Conventions
- Address any adverse impacts on human rights and/or working conditions, arising from decisions made by the supplier, as a matter of urgency
- Implement and maintain reasonable controls to ensure their operations and supply chain operate in line with Audinate's requirements

4.1. Worker Entitlements

Suppliers and/or our business partners must provide workers (incl. sub-contractors) with entitlements in compliance with relevant labour laws and applicable industrial instruments, in the country where the work is undertaken. Suppliers and/or our business partners must ensure that workers are correctly engaged and classified as either employees or independent contractors and treated as such, and that all legal obligations due to the worker are satisfied.

4.2. Freedom of Association

Suppliers and/or our business partners must ensure that workers' rights to freedom of association and collective bargaining are respected, and that workers have the right to form and join trade unions, in accordance with local laws.

4.3. Discrimination, Harassment and Bullying

At Audinate, we are committed to providing a safe workplace free from discrimination, harassment, bullying, corporal punishment, physical abuse or discipline, verbal or mental abuse, sexual abuse, or any type of exploitation. We expect our suppliers and/or business partners to:

- Comply with workplace laws in respect of discrimination, harassment and bullying in their operations and supply chain
- Have and uphold reasonable standards of behaviour in the workplace which apply to all workers
- Ensure work environments are appropriately inclusive and that recruitment and employment practices are consistent with applicable local law

4.4. Safety Culture

At Audinate, we provide a healthy and safe workplace that strives for a proactive safety culture. We expect our Suppliers and/or business partners to:

- Manage Work Health and Safety (WHS) in their operations and supply chain
- Ensure that work environments and accommodation, where applicable, are safe
- Have processes in place to prevent and minimise health and safety risks

5. Governance Expectations

5.1. Risk Management

We consider ongoing [risk management](#) to be a core component of the management of Audinate. Audinate's suppliers should develop and maintain a process to identify, manage and control relevant risks associated with its operations. These include supply chain risks and risks relating to human rights and labour practices, the environment, and professional conduct.

5.2. Fraud, Bribery and Corruption

At Audinate, we do not tolerate illegal business practices. We expect our suppliers and/or business partners to:

- Employ reasonable measures and controls to ensure that their workers and suppliers do not commit fraud, bribery, or corruption, or become involved in such activities
- Keep accurate records and ensure that information provided to Audinate is a true and accurate reflection of their operations, supply chain and business dealings

5.3. Ethics & Conduct

At Audinate, we fulfil our purpose in accordance with the highest standards of business ethics and conduct. We expect our suppliers and/or business partners to:

- Ensure that they do not source goods or services on behalf of Audinate from any country, entity, or persons subject to internationally recognised trade sanctions
- Act honestly, with high standards of personal integrity and in good faith at all times and, in a manner, which is in the best interests of Audinate and that would not negatively affect Audinate's reputation
- Promptly disclose any actual, potential, or perceived conflicts of interest in respect of their dealings with Audinate
- Avoid offering or receiving gifts, entertainment, or travel that could affect, or be seen to affect, their dealings with Audinate

5.4.Social Media

At Audinate, we are committed to using social media platforms responsibly and being courteous and respectful of others. We expect our suppliers and/or business partners to:

- Refrain from disrespectful, unprofessional, harassing, defamatory, discriminatory, and prohibited activity on social media platforms
- Not act or speak on behalf of Audinate, represent themselves as Audinate, not use Audinate's brands or logos, except as expressly permitted in writing, or express any views attributable to Audinate unless expressly authorised to do so by Audinate

6. Compliance

Audinate expects suppliers to comply with, and respect the criteria set out in this code.

Audinate verifies compliance through a review process which may include:

- An independent desktop audit of publicly available mature ESG frameworks.
- A self-assessment questionnaire or request for supporting documentation which should be a true statement of that suppliers' operations

Any supplier completing a self-assessment is expected to formally acknowledge their compliance to this code as set out in the self-assessment.

Where non-compliances are identified we expect our suppliers and/or business partners to develop remediation plans with realistic timeframes to resolve all outstanding risks and communicate that plan to their business contact at Audinate.

7. Questions

Our Supplier Code of Conduct cannot set out every situation our suppliers and/or business partners may encounter and there will be times when our suppliers need to be the judge of what is the right thing to do. In these instances, we encourage suppliers to openly talk about the issue with us.

For more information about Audinate's codes and policies, please reference Audinate's website. Any questions or feedback regarding this Code of Conduct should be referred to your Audinate business contact, in the first instance.

8. Reportable Supplier Code of Conduct

Should our suppliers and/or business partners and people working along our supply chain become aware of any misconduct, or improper state of affairs or circumstances, such as illegality or fraud, they can report it

anonymously by following Audinate's [whistleblowing policy](#) and contacting the designated whistleblowing protection officer.

9. Supporting documentation

The various supporting charters, policies, and code of conduct can be found at www.audinate.com/company/about/corporate-governance.