

Modern Slavery Statement

Organization

This statement applies to Vislink Technologies, Inc. (referred to in this statement as ‘the Organization’). The information included in the statement refers to the financial year.

Organizational structure

Our headquarters are in Hackettstown, New Jersey and an executive, marketing and business development office is in Sarasota, Florida. The Company also has offices in Billerica, Massachusetts; Hemel, United Kingdom; Colchester, United Kingdom; Dubai, U.A.E.; Singapore; and Anaheim, California.

The Board of Directors of the Organization oversees our business affairs and monitors the performance of our management. In accordance with our corporate governance principles, the Board does not involve itself in day-to-day operations. The directors keep themselves informed through discussions with the Chief Executive Officer, other key executives and by reading the reports and other materials sent to them and by participating in Board and committee meetings. Our directors hold office until the next Annual Meeting of Stockholders and until their successors are elected and qualified or until their earlier resignation or removal, or if for some other reason they are unable to serve in the capacity of director.

Our Board currently consists of seven (7) members. All of our directors will serve until our next Annual Meeting of Stockholders and until their successors are duly elected and qualified.

Vislink Technologies, Inc. is the parent company of Integrated Microwave Technology, LLC (“IMT”), which owns 100% of Integrated Microwave Technology, Ltd.

The IMT business develops, manufactures and sells microwave communications equipment utilizing COFDM (Coded Orthogonal Frequency Division Multiplexing) technology. COFDM is a transmission technique that combines encoding technology with OFDM (Orthogonal Frequency Division Multiplexing) modulation to provide the low latency and high image clarity required for real-time live broadcasting video transmissions. IMT has extensive experience in ultra-compact COFDM wireless technology, which has allowed IMT to develop integrated solutions over the past 20 years that deliver reliable video footage captured from both aerial and ground-based sources to fixed and mobile receiver locations.

The organization also specializes in the wireless capture, delivery and management of secure, high-quality, live video from the field to the point of usage. IMT designs and manufactures products encompassing microwave radio components, satellite communication, cellular and wireless camera systems, and associated amplifier items.

The labor supplied to the Organization in pursuance of its operation is carried out in the United Kingdom and the United States of America.

Definitions

The Organization considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

As a leader in Design, Manufacture & Sales of Satellite & Wireless Camera System used in Live Broadcasting & Surveillance System, Vislink places ethics and corporate responsibility at the heart of its operations. The Vislink Code of Business Conduct is a cornerstone of this commitment, laying down the general rules and values that govern the Vislink's business operations.

Vislink follows the United Nations Global Compact principles with respect to human rights, labor, the environment and the prevention of corruption. The company also applies the OECD Guidelines for Multinational Enterprises on employment and professional relations, the environment, corruption prevention, consumer rights, science and technology, competition and taxation.

No labor provided to the Organization in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organization strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, the United States of America, the United Arab Emirates, and Singapore, and in many cases exceeds those minimums in relation to its employees.

Supply chains

The Organization acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organization understands that this requires an ongoing review of both its internal practices in relation to its labor force and, additionally, its supply chains.

The Organization does not enter into business with any other organization, in the US, United Kingdom, or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labor.

Flowing down from these commitments, Vislink requires suppliers to support its corporate responsibility policies and uphold the principles laid down in the Vislink Code of Business Conduct, the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises.

Vislink suppliers comply with all labor legislation applicable in their countries of operation and undertake to apply the principles of the following international conventions:

- International Labour Organisation (ILO) Convention no. 14 guaranteeing a weekly rest period of at least twenty-four consecutive hours
- ILO Conventions no. 29 and no. 105 forbidding the use of forced labor
- ILO Conventions no 182 covering the prohibition of child labor and minimum working ages.

Vislink suppliers also expressly undertake to refrain from the illegal employment or trafficking of migrant workers; ensure equal professional opportunities and treatment of workers through non-discrimination on the grounds of ethnic origin, sex, age, sexual orientation, trade-union membership, personal political or religious beliefs; suppliers also endeavour to provide a working environment that encourages the employment of people with disabilities (subject to local legislation); foster the development of social dialogue and collective bargaining by encouraging freedom of expression and association; operate a health protection system within the applicable statutory requirements provide a safe, healthy working environment for their employees.

Vislink suppliers take appropriate measure to ensure that their operations comply with all applicable environmental legislation; limit the environmental impact of their operations, particularly by reducing consumption of energy and natural resources, producing less waste, and managing emissions and all other forms of pollution; prevent and mitigate environmental and health risks (hazardous materials, radiation, etc.); promote employee awareness of the supplier's environmental policies; suitably disposing electrical appliances and hazardous materials.

In order to fulfill its activities, the main supply chains of the Organization include those related to technical components of our equipment.

Potential exposure

In general, the Organization considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organization that supplies goods and/or services to it.

Steps

The Organization carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organization or supply chains, including conducting a review of the controls of its suppliers.

The Organization has not, to its knowledge, conducted any business with another organization which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organization has taken steps to:

- Require supplier compliance with national and local regulations is a minimum requirement for Vislink. If the principles laid down by Vislink are stricter than these regulations or than the supplier's own code of ethics, the Vislink principles are applicable. When the supplier does not already have policies and procedures in place to ensure compliance with the principles, the supplier agrees to work with Vislink as part of a continuous improvement process to meet the criteria laid down in this statement.
- Ensure that, when dealing with both public officials and representatives of private-sector organizations, Vislink suppliers undertake not directly or indirectly offer, promise, grant or solicit any undue payments or advantages with a view to obtaining or retaining a contracts or other benefits.
- Monitor suppliers, and should the supplier refuse to implement a mutually agreed improvement programme to address non-compliance, Vislink reserves the right to terminate the purchasing contract with the supplier, upon prior written notice, without further obligation to that supplier.
- Ensure that the supplier is responsible for all the consequences of non-compliance by the supplier itself or by any of its own suppliers and subcontractors. As a result, the supplier shall indemnify Vislink against all costs related to non-compliance with the Charter, including any legal fees incurred by Vislink.

Key performance indicators

The Organization has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organization or its supply chains.

Vislink purchasing departments monitor suppliers and help to evaluate their overall performance as part of the supplier approval process and to select suppliers in competitive bidding processes.

Vislink reserves the right to audit suppliers on each of the principles addressed in this statement.

Policies

Vislink suppliers uphold the principles of good governance, optimized risk management and internal control, and communicate clear and reliable information to stakeholders about their financial situation, strategic objectives and management policies in appropriate forms.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: May 14, 2019

Signed:

**Susan Swenson
Chairman of the Board
May 14, 2019**