

MODERN SLAVERY STATEMENT

Organization

This statement applies to Vislink Technologies, Inc. (the "Organization" or "Vislink"). The information included in this statement refers to the current financial year ended December 31, 2024.

Organizational Structure

Vislink's headquarters is in New Jersey, and executive, marketing, and business development staff are in the United States of America, the United Kingdom, and the Netherlands. The Company also has staff in United Kingdom; Dubai, U.A.E.; Singapore; and Mexico.

The Board of Directors of the Organization oversees its business affairs and monitors management performance. In accordance with Vislink's corporate governance principles, the Board does not involve itself in day-to-day operations. Directors stay informed through discussions with the Chief Executive Officer and other key executives, as well as by reviewing reports and materials provided to them and participating in Board and committee meetings. Directors serve until the next Annual Meeting of Stockholders, until their successors are elected and qualified, or until they resign, are removed, or are otherwise unable to fulfill their duties.

Vislink's Board currently consists of five (5) members. All 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 Vislink LLC (which owns 100% of Vislink Ltd, Mobile Viewpoint Corporate B.V., and IQ Video Solutions B.V.) and Vislink Poway LLC.

The Organization develops, manufactures, and sells microwave, fiber optic, surveillance, and wireless communications systems for the Live Production and Mil/Gov sectors. HCAM is a 4K Ultra HD-capable on-camera wireless system designed to cover significant events among our transmitter products. Our flagship receiver product is the Quantum. The Quantum is an ultra-low latency, waveform agnostic central receiver representing our premier receiver in all market verticals, including MilGov. Features include HEVC quad signal decode, seamless geographical coverage, and an I.P. stream engine with cloud integration possibilities, OTT, and social media platforms. IP Link 3.0 is a studio-transmitter link system that enables broadcasting service platforms to access new monetization opportunities. Vislink's Airborne Video Downlink System (AVDS) is a comprehensive aerial-based video transmission solution that delivers real-time surveillance to enhance law enforcement, emergency, and critical infrastructure operations. It includes an integrated suite of downlink transmitters, receivers, and antennas that capture real-time, reliable, high-definition video from drones, helicopters, and other aircraft for display at command centers, mobile units, and video management systems. AVDS allows an unlimited number of observers to view the video over any network connection, including wired Ethernet, Wi-Fi, I.P. satellite, and I.P. cellular. AeroLink is an aircraft-based transmitter unit that provides bi-directional data transmission and is tightly integrated with other elements of the AVDS, including the Quantum and our other central receivers.

Vislink specializes in the wireless capture, delivery, and management of secure, high-quality, live video from the field to the point of usage. The Organization designs and manufactures products encompassing various end-to-end, high-reliability, high-data-rate, long-range wireless video transmission solutions.

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

Definitions

The Organization considers that modern slavery encompasses the following:

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

Commitment

As a leader in the design, manufacture, and sale of various end-to-end, high-reliability, high-data-rate, long-range wireless video transmission solutions used in Live Production and Mil/Gov sectors, Vislink places ethics and corporate responsibility at the heart of its operations. The Vislink Code of Ethics and Business Conduct is a cornerstone of this commitment, laying down the general rules and values that govern its business operations.

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

No labor provided to Vislink in the pursuance of the provision of its 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 States of America, United Kingdom, Netherlands, United Arab Emirates, and Singapore, and in many cases exceeds those minimums in relation to its employees.

Supply Chains

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

Vislink does not enter into business with any other organization in the United States of America, United Kingdom, or elsewhere that knowingly supports or is found to involve itself in slavery, servitude, or forced or compulsory labor.

Flowing down from these commitments, the Organization requires suppliers to support its corporate responsibility policies and uphold the principles laid down in the Vislink Code of Ethics and 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 Organization (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 and
- ILO Convention No 182, covering the prohibition of child labor and minimum working ages.

The Organization's suppliers also expressly undertake to refrain from the illegal employment or trafficking of migrant workers and 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. Vislink's suppliers also endeavor 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; and provide a safe, healthy working environment for their employees.

The Organization's suppliers take appropriate measures 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 (e.g., hazardous materials, radiation, etc.); promote employee awareness of the supplier's environmental policies; and suitably dispose of electrical appliances and hazardous materials.

In order to fulfill its activities, Vislink's main supply chains include those related to technical components of its 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

Vislink 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 its suppliers' controls.

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

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

- Require supplier compliance with national and local regulations as a minimum requirement. If the principles laid down by the Organization are stricter than these regulations or than the supplier's own code of ethics, 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 to directly or indirectly offer, promise, grant or solicit any undue payments or advantages with a view to obtaining or retaining contracts or other benefits.
- Monitor suppliers. Should the supplier refuse to implement a mutually-agreed improvement program 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, 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.

Original Date of approval: May 14, 2019

Approved

**By: Susan G. Swenson
Chair of the Board**

Date: November 7, 2024

