

Modern Slavery and Human Trafficking Statement

1 Aim

This statement is intended to comply with all applicable laws and regulations including, but not limited to (1) the Federal Acquisition Regulations of the United States of America and (2) the California Transparency in Supply Chains Act of 2010.

2 Scope

Barco does not tolerate any kind of child, forced or compulsory labor, either in its own manufacturing activities or those of its suppliers. Accordingly, Barco and Barco's employees, contractors, contractor employees, suppliers and supplier's employees are prohibited from:

- (1) engaging in trafficking in persons in relation in the performance of services and procurement of goods to Barco;
- (2) procuring commercial sex acts in relation to the performance of services and procurement of goods to Barco;
- (3) using forced labor in the performance of services and the provision of goods to Barco; and
- (4) the use of force to provide work or service from any person under the age of 18.

Barco complies with all government investigations and audits into child labor and forced labor issues. Accordingly, Barco reserves the right at any time to:

- (1) engage in verification of product supply chains to evaluate and address risks of the use of Child Labor, Forced Labor and Human Trafficking and slavery;
- (2) conduct audits of suppliers to evaluate supplier compliance with Barco standards for Child Labor, Forced Labor and Human Trafficking and slavery in supply chains;
- (3) require direct suppliers to certify that materials incorporated into any product complies with the laws regarding Child Labor, Forced Labor and Human Trafficking and slavery of the country or countries in which that supplier is doing business;
- (4) maintain internal accountability standards and procedures for employees or contractors failing to meet Barco standards regarding Child Labor, Forced Labor and Human Trafficking and slavery; and
- (5) provide Barco employees and management, who have direct responsibility for supply chain management, training on Child Labor, Forced Labor and Human Trafficking and slavery, particularly with respect to mitigating risks within the supply chains of products.

Barco is committed to working with our business partners and external shareholders to find solutions to address working conditions and worker exploitation, including Child Labor, Forced Labor and Human Trafficking.



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3 Definitions

Child Labor	includes, but is not limited to, all work or service exacted from any person under the age of 18 (i) under the menace of any penalty for nonperformance and for which the worker does not offer voluntarily; or (ii) pursuant to a contract the enforcement of which can be accomplished by process or penalties.
Forced Labor	includes, but is not limited to, knowingly providing or obtaining the labor or services of a person (1) by threats of serious harm to, or physical restraint against, that person or another person; (2) by means of any scheme, plan or pattern intended to cause the person to believe that, if the person did not perform such labor or services, that person or another person would suffer serious harm or physical restraint; or (3) by means of the abuse or threatened abuse of law or the legal process.
Human Trafficking	includes, but is not limited to, (1) sex trafficking in which a commercial sex act is induced by force, fraud or coercion, or (2) the recruitment, harboring, transportation, provision or obtaining of a person for labor or services, through the use of force, fraud or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage or slavery.

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This modern slavery and human trafficking statement has been approved by the General Counsel on the 2nd of March 2023.

