

# Modern Slavery and Human Trafficking Statement

## Introduction from the Chief Executive Officer

We are proud of the steps we have taken to combat slavery and human trafficking. As a company, we have reviewed our operations and the areas in which they could be affected by modern slavery or trafficking. We update our business processes and our management and reporting procedures on an ongoing basis to ensure risks are identified, addressed and monitored. We are committed to providing appropriate awareness and training for our staff on the issues of slavery and trafficking and allow them to report any concerns or areas for investigation to ensure we fulfil our obligations and that we continue to operate at all times in a professional and ethical manner. We will continue to review and improve our processes and practices in this area as we grow and develop as a business.

## Organisation's structure

We are a producer of IT hardware and software in the fabless semiconductor sector. Our ultimate parent company is DisplayLink Corp, a US company. We have over 300 employees worldwide and operate in Europe, North America and the Far East.

## Our business

We develop integrated circuits (ICs) and accompanying software, for use by technology product companies in their devices. Our IC products are manufactured for us by third party suppliers for delivery to our customers.

## Our supply chains

Our supply chains include international silicon IP vendors, technology service and consulting providers, and semiconductor foundries, packaging, test and logistics facilities.

## Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our key supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our key supply chains.
- Monitor potential risk areas in our key supply chains.
- Protect whistle blowers.

## Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our key supply chains and contractors comply with our values we have a compliance process to identify and assess any risks which may arise. The compliance process involves the following departments:

- Legal
- Operations
- Human resources

## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will ensure our staff are aware of our Anti-Slavery Policy and provide appropriate training to relevant staff in its operation.

### **Our effectiveness in combating slavery and human trafficking**

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Whistleblowing – the number of reported breaches in the past year.
- Training – the number of staff trained.
- Remedial action – the instances of remedial action being needed.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31<sup>st</sup> December 2019.

A handwritten signature in black ink, appearing to read 'G. O'Keefe'.

Graham O'Keefe  
CEO, DisplayLink (UK) Limited

March 2020