



Haverford Systems, Inc. | 152 Robbins Road | Downingtown, PA | 610-518-2200

Haverford Systems, Inc. – Modern Slavery Statement 2020

Haverford Systems, Inc. is the owner of the brands HuddleCamHD and PTZOptics. Haverford Systems is a corporation of the state of Pennsylvania, USA and has been in business since 1987.

Haverford Systems fully supports the aims of the Modern Slavery Act 2015 and is committed to complying with applicable anti-slavery and human trafficking laws both within our supply chain and our own staffing policies. In the absence of comprehensive national legislation in the USA, Haverford Systems has elected to follow the requirements of the Modern Slavery Act 2015 (UK).

Our Supply Chains

Haverford Systems continues to assess its supply chain to help prevent and assess modern slavery risks. Haverford Systems own supplier contracts are updated to ensure supplier compliance with anti-slavery and human trafficking laws. Where suppliers' contracts are in place, Haverford Systems requests and expects suppliers to adhere to all applicable laws and guidelines relating to Slavery and Trafficking.

Haverford Systems also encourages and supports our suppliers' compliance with the RBA Code of Conduct (Responsible Business Alliance). The Code of Conduct prohibits forced labor, slavery or trafficking and requires minimum standards in terms of working conditions.

Our Policies and Procedures on Slavery and Human Trafficking

Haverford Systems addresses the risks of slavery and human trafficking violations in its own business, with both suppliers and employees. Employees are screened to ensure employment eligibility and we follow all applicable wage and labor laws, including minimum wage, minimum age, overtime and maximum hour rules, as well as voluntarily adhering to the Family and Medical Leave Act (USA) and all of the applicable employment laws of the USA and the state of Pennsylvania.

Suppliers are asked to confirm that they comply with and follow the Modern Slavery Act 2015 (UK) and other applicable laws and guidelines in place in any countries that they operate in.

Employees are encouraged to report any concerns relating to Slavery and Trafficking to their manager or anyone in the management team, with regard to their interactions with suppliers, partners and customers.

Reports are reviewed by the Haverford Systems Operations owners and management and any appropriate actions taken.

Due Diligence, Risk Assessment and Management

Responsibility for our effectiveness in combating Slavery and Human Trafficking and our compliance with the Modern Slavery Act 2015 lies with the owners and management of Haverford Systems. This forms part of the regular Operations process to ensure that on an ongoing basis, risks can be identified,

HuddleCamHD



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concerns can be addressed, and our procedures and policies reviewed and updated as required, on an ongoing basis.

Policy Effectiveness

In addition to the ongoing review of processes, procedures and potential issues and risks, the owners and management of Haverford Systems annually review the overall approach to Modern Slavery Act 2015. This ensures that compliance is maintained and effectiveness is addressed on an ongoing basis. A revised version of our Statement will be published as required.

Haverford Systems' Modern Slavery Statement has been duly approved and adopted by the owners and management of Haverford Systems. The owners and management have delegated authority for signing this statement to Joe Mulcahy, Director of Operations, on their behalf.

Signed by:

Joe Mulcahy

Director of Operations

Haverford Systems, Inc. 152 Robbins Road, Downingtown, PA 19335

Date: January 1, 2020