

Vislink plc Policy on Corporate Social Responsibility

Introduction

The policy of the Board of Directors of Vislink plc is that all companies in the Group should act as good corporate citizens in all the countries, in which the Group operates. In order to achieve this the Group will observe the following detailed policies, which are based on “The OECD Guidelines for Multinational Enterprises”.

General

All Group companies are to observe the laws and regulations of the countries, in which they operate. In addition they should:

- Contribute to economic, social and environmental progress to achieve sustainable development;
- Respect the human rights of those affected by their activities;
- Encourage human capital formation by providing training opportunities for employees;
- Apply good corporate governance practices;
- Promote employee awareness of and compliance with Group policies;
- Refrain from discriminatory or disciplinary action against employees, who act as “whistle blowers” in good faith;
- Encourage business partners including suppliers and sub-contractors to apply principles of corporate conduct compatible with the Guidelines;
- Abstain from any improper involvement in political activities.

Disclosure

The Group is committed to disclosing information on its activities in accordance with the Listing Rules of the Financial Services Authority. All Group companies must observe the disclosure requirements of the countries, in which they operate. All disclosed information of both a financial and non-financial nature must be accurate and disclosure must be made on a timely basis.

Employment and Industrial Relations

All Group companies should:

- Respect the right of employees to be represented by trade unions or other representative organizations and engage in constructive negotiation to reach agreement on employment conditions;
- Not discriminate between employees or potential employees with disabilities or on grounds of age, race, colour, sex, religion, political belief, national extraction or social origin and to offer the same employment opportunities, training, career development and promotion prospects to all;
- Promote consultation and co-operation between employers and employees and their representatives on matters of mutual concern;
- Provide information to employees and their representatives on issues relevant to them as well as information on the performance of the company and the Group as a whole;
- Take adequate steps to ensure occupational health and safety in their operations.

Environment

All Group companies should take account of the need to protect the environment and promote public health and safety, and should conduct their activities in order to promote sustainable development. In addition they should:

- Establish and maintain a system of environmental management, which collects and evaluates information on environmental, health and safety impacts of activities and then set and monitor targets for continuous improvement;
- Maintain contingency plans for preventing, mitigating and controlling serious environmental and health damage including accidents and emergencies;
- Recycle or re-use wherever possible waste from operations. If this is not possible then waste must be disposed of safely;
- Ensure that the consumption of energy and other resources are minimised;
- Develop products that have no undue environmental impact, are safe to use, are efficient in their consumption of energy and natural resources and can be reused, recycled or disposed of safely;
- Ensure that products conform to the legislative requirements such as R&TTE;
- Provide training to employees in environmental health and safety matters including the handling of hazardous materials and the prevention of environmental accidents.

Bribery

No employee should directly or indirectly offer, promise, give or demand a bribe or other undue advantage to obtain or retain business or other improper advantage. All offers of bribes from third parties must be reported to the Group Company Secretary.

Consumers

All Group companies should act in accordance with fair business, marketing and advertising practices and ensure the safety and quality of goods provided to consumers. In addition they should:

- Ensure that products meet all agreed and legally required standards for consumer health and safety;
- Provide accurate and clear information on content, safe use, maintenance, storage and disposal;
- Address and resolve consumer complaints.

Competition

No Group companies should enter into an anti-competitive agreement such as fixing prices or rigging bids.

Taxation

All Group companies should comply with the relevant tax laws and pay the taxes on the due date.