



Audiotonix

ESG REPORT 2022

TECHNOLOGY THAT INSPIRES PERFORMANCE

About Audiotonix

Technology that inspires performance

Audiotonix is a diverse group of companies with a single aim; to make innovative audio creation products for both professionals and music enthusiasts of all ages and skills.

With a combined heritage of 50 years+, our brands have been wholly focussed on using the latest technology to make user experiences evolutionary, creative and innovative.

The group primarily operates out of the U.K. via Allen & Heath (Cornwall), Calrec Audio (Yorkshire), DiGiCo (and KLANG:technologies) (Surrey, Fife and Aachen - Germany) and Solid State Logic (Oxford) designing and manufacturing products from small audio controllers to the worlds most innovative Broadcast mixing solutions. All of these businesses are strong premium brands, with celebrated products and a long history of innovation, managing live sound in settings ranging from concert venues, theatres, houses of worship to live television broadcasts.



About us

In recent years we have broadened our brand profile with the introduction of G1 Limited (New York), Sound Devices (Wisconsin) and Slate Digital (Los Angeles and Grenoble, France), who, not only distribute our partner products, but design ground-breaking audio solutions for TV & Film, and create software plug-in's and bundles loved by audio creators around the globe.

The global market for professional audio products is consistently growing, fuelled by an increasing number of live events in both developed and developing markets. Audiotonix is proud to be a safe haven for premium brands and continues to grow through acquisition of complementary technologies and teams.

Our brands

Leaders in audio innovation

Covering a diverse range of professional audio markets including live events, broadcast, music studio, corporate AV to DJ, our award winning brands are leaders in their segments. Their individual passion for creating and supplying superior solutions are built on a heritage of technology leadership, product quality and client support.

ALLEN & HEATH

 **CALREC**

 **DiGiCo**

Our brands


DiGiGrid


GROUP ONE
LIMITED

KLANG
TECHNOLOGIES


SLATE
DIGITAL

Solid State Logic
OXFORD • ENGLAND

SOUND  **DEVICES**



ALLEN & HEATH®

Mixing for live, installed sound & DJ

The company's roots stretch back to London's swinging music scene in 1969, when the company started out hand-building mixers for the elite bands of the era, like Genesis and The Who. Today Allen & Heath has migrated west to Cornwall, a place renowned for its inspirational landscapes, rich creative culture and history of technological innovation. Here, the company has united a diverse and talented team of software and hardware engineers behind a single vision: to create the best possible mixing experiences for its customers.

Whether it's a solo performer in a bar or a full orchestra in a stadium, Allen & Heath mixers are at the heart of live performances across the globe. Allen & Heath mixing systems can also be found working hard in countless AV installations in worship, education, conferencing and leisure venues, thanks to their seamless integration with other equipment and novice-friendly workflows. The brand is highly respected in clubland too, with the most discerning DJs insisting upon its Xone and PLAYdifferently mixers.



Mixers that are at
the heart of live
performances
across the globe





 **CALREC**

Putting sound in the picture

Calrec is a leading designer and supplier of audio broadcast mixing equipment, relied on by the world's most successful broadcasters. Formed as a microphone manufacturer in 1964, Calrec's reputation for build quality, reliability and audio performance has made it an industry benchmark across the world.

At the heart of Calrec's vocation is a passion to deliver the best sound using the most up-to-date techniques. Calrec leads the charge in innovation by refining current workflows and defining emerging trends. Since designing their first audio console in 1971, Calrec has strived to ensure its customers are always one step ahead of the changing needs of the broadcast environment.

Modern broadcast environments are varied and diverse, so Calrec has designed its audio solutions to be malleable to fit the specific needs of different workflows. This, coupled with highly resilient products, has earned Calrec a reputation as pioneers amongst the world's foremost broadcasters.

Audio pioneers
chosen by the world's
foremost broadcasters

Our brands





Market-leading live consoles
used on the world's largest
music tours, concerts,
and events

our brands

Live mixing consoles: Own the room

Since 2002, DiGiCo has led the world in digital audio mixing consoles and systems for live sound events ranging from touring and concerts, houses of worship, theatre, and broadcast applications.

At the time of DiGiCo's foundation, professional consoles were all based on analogue technology. But with the advent of the groundbreaking DiGiCo D5, the events industry changed forever. For the first time, sound engineers had a new array of features available with a sound that equalled that of analogue – something no other manufacturer had achieved.

The success of the D5 fuelled an aggressive research and development programme that delivered a huge range of increasingly impressive products culminating in today's line up, led by the Quantum range based on DiGiCo's patented 'Stealth' architecture. Every day, DiGiCo's flagship Quantum 7 consoles – along with new generation Quantum 338 and 225 consoles – are being used on the world's largest music tours, concerts, and theatre productions, and continue to lead the way in the Church and Megachurch markets, as well as live content on the floor for TV shows and major music awards events such as the BRITs, VMAs, and Grammys.





Audio processing and networking solutions

DiGiGrid is the result of an inspired technological collaboration between two audio giants, DiGiCo and Waves Audio, with a common aim to extend studio quality recording and processing to the broader audio industry. The manufacturers first joined forces in 2009 developing a series of high-quality audio interfaces, fusing DiGiCo A/D conversion and mic pres, and simple connectivity to the Waves SoundGrid network and real-time processing platform. This enabled DiGiGrid users to gain easy access to third-party plug-in suites.

Using a simple Audio-over-Ethernet connection, DiGiGrid is able to offer users in the studio and live fields a unique experience: audio productions require higher track counts than ever before, they need to be expandable, and plug-ins are as crucial out on the road as they are in the studio; live engineers are often required to replicate the exact sound of the record on the big stages, and DiGiGrid's one-cable AoE solution makes that workflow so much more straightforward.



Replicate the exact sound of the record on the big stages



U.S. pro audio & lighting distribution

Group One Ltd is a premium U.S. importer and distributor of audio and lighting products. Starting back in 1980, Group One has represented many of the world's leading brands used in entertainment sound and lighting installations and events, with a network of independent sales representatives that work with nearly a thousand different dealer and contractor accounts. The company has its main office based in Farmingdale, NY, with additional sales and support personnel also located in Las Vegas, Los Angeles, Minneapolis, Nashville, Knoxville, Washington DC and San Francisco.

The company prides itself as a customer-focused organization that strives to build mutual long-term success for its vendors, dealers, customers, representatives, and employees. To achieve this Group One provide tailored sales, logistics and support teams, and deliver high-value marketing programs including trade shows, advertising and PR.

Priding itself as a customer-focused organization that strives to build mutual long-term success





Taking immersive
in-ear monitoring
to a whole new level

Our brands

Immersive & personal in-ear monitoring

Headquartered in Aachen, Germany, KLANG:technologies is the world's first manufacturer of truly immersive 3D in-ear monitor mixing technologies that offer a new and unique concert experience to musicians all over the world. We believe that musicians who feel comfortable on stage with their monitoring sound are able to perform better and connect with the band and audience more easily and freely.

In-ear monitoring usage has become widespread over the past decade and is a huge step in this direction. Some musicians still hesitate to make the switch from traditional speaker wedges to in-ears, where they are troubled with an unnatural sound, missing transparency, auditory fatigue and disorientation.

With our immersive in-ear mixing technology, we are striving to overcome those last obstacles and helping deliver perfect monitoring sound. This natural and intuitive placement of sound with pristine sonic quality, lets musicians focus on their art – not on their monitor sound. And best of all, KLANG's 3D mixing products work with existing standard in-ear monitors.





We believe everyone
can create music

Outstanding digital software tools for professional music creation

"Everyone can create music." That's the philosophy that drives the Slate Digital vision, making them one of the most respected names in professional audio. They made their name by specialising in the industry's most authentic analogue-modelled DSP software plug-ins, as well as the ground-breaking Virtual Microphone System which brings the world's best tube microphones into every recording studio.

Founded in 2010, Slate Digital initially captured the attention of audio engineers and music producers with plug-ins like the FG-X Mastering Processor, which has since become a fixture in mastering chains globally. Other hits include the Virtual Console Collection, making the best analogue consoles available to anyone with a digital audio workstation. Today, Slate Digital offers over 60 plug-ins which include those developed natively as well as third-party offerings from Sonic Academy, Kilohearts, and Overloud. In 2015, Slate Digital introduced the All Access Pass subscription enabling producers and engineers everywhere to use all Slate Digital plug-ins for one low recurring price.





Solid State Logic
OXFORD • ENGLAND

Iconic consoles & audio processing for studio, live & broadcast

Founded in 1969, Solid State Logic develops, designs and manufactures consoles, I/O and processing technologies for creative audio production in music, broadcast, and live sound. The company has gained a legendary status and unparalleled reputation for innovation, excellence and outstanding support, and its products are held up as benchmarks of professional audio technology.

SSL consoles and production tools are found in the most prestigious studios and venues around the world and have been used for countless hit recordings, award-winning TV productions, and some of the biggest tours of recent times. Producers, engineers, sound supervisors, and musicians at the highest levels choose SSL technology to guarantee the quality of the finished product. That core technology has also been developed into an array of award winning personal studio interfaces, compact mixers, and processing software plug-ins, utilising four decades of know-how to provide premium production products for the next generation of audio creatives.



Premium production products for the next generation of audio creatives



SOUND  **DEVICES**

Capturing your creative vision in superior audio

Sound Devices was born in the summer of 1998 with one goal in mind: design and build robust, intuitive production audio products that improve workflow for audio professionals everywhere. Nowadays, the company is recognized and respected worldwide for its innovative technology, unparalleled design and build quality, and superior customer service for its portable mixer-recorders, wireless transmitters and receivers, and related equipment.

Sound professionals use our products to do some of the most interesting work in the audio industry. They've used Sound Devices gear on the sets of award-winning movies, TV shows and documentaries, such as La La Land, The Revenant, Mad Max: Fury Road, Game of Thrones, and many more. Our equipment has recorded on the world's highest mountains, the hottest deserts, humid rainforests and the depths of the ocean. Over the years, we've become known for rugged durability and superb audio performance, even in the harshest, most punishing environments.

Unparalleled design with robust build quality



our brands

A message from James Gordon, our CEO

It is a pleasure to deliver our ESG report for 2022.

The covid pandemic gave businesses and communities many challenges alike. But, out of it have come many positives too. We all became more agile, used technology to communicate, and formed new bonds with our neighbours and industry colleagues. Whilst some of our ESG initiatives were temporarily stalled, we forged ahead with others and have made great progress with our eco design and net zero energy management plans – more on those later in this report. Our primary goal during this challenging period was to protect our employees and support the wider industry we collaborate with. I'm sincerely proud that we achieved both, that both thrive and are growing ever stronger. The wider industry we serve also continues to challenge it's carbon footprint, recently publicly supported by Coldplay's ongoing tour using sustainable logistics solutions. Each year we work with our investors and their external advisors to report on and improve our ESG rating, and use that interaction to challenge our teams and deliverables. We monitor every level of our businesses from zero plastic use in the offices, to implementing Group wide ERP solutions that upskill our teams, to Cyber and data security measures and awareness, and the amazing subcontractors and suppliers we work with, all of whom have been hugely supportive during this period. The challenges for a Group that creates products which consume energy and use plastics and metal are complex, but we have teams committed to assessing environmental alternatives at every stage of the design process. All of these initiatives matter to our teams, and I wish to sincerely thank them for supporting us and all of our futures.



Tony Williams *Group Operations Director*

Tony has been in his current role with Audiotonix since 2015, having formerly served as Operations Director at Allen & Heath for ten years. He has over 30 years experience in UK and off-shore manufacturing.

Helen Culleton *Chief Operating Officer*

Helen has more than 25 years experience having joined Soundtracs (predecessor to DiGiCo) during the 1990s. In 2007 she became Operations Director of DiGiCo, and in her current role as Chief Operating Officer delivers group wide support on company issues across HR, compliance and operations.

Neil Hooper *Group Technology Officer*

Neil has been at Audiotonix since July 2015 having formerly been Head of R&D at Vertu and as R&D Officer at Nokia for seven years. He has an MBA from Henley Management College and a First Class Degree in Engineering.



Our ESG leadership team

ESG is reported on at every ops and main board meeting. Helen, Tony and Neil may lead the ESG strategy but the design, manufacturing and HR teams equally drive the projects through their own passion to deliver the holistic, inclusive approach to targets we set ourselves each year. Everyone has a voice and are encouraged to contribute to new initiatives. These are shared in quarterly newsletters, and team calls and inspire us all to be better at what we do and to each other.

What drives us...

Creativity

We never stop striving to develop or find solutions. Our creativeness is there when we go to a concert, theatre, church or any venue where all of our teams can touch what they collectively delivered.

Our passionate people

So many of our teams are volunteers within their local communities whether it's at schools and venues, supporting their local hospice, providing food for the needy at Thanksgiving. They care. Their community is their focus. As it should be.

Our wider community

During covid so many self employed engineers, venue support staff and providers fell through the cracks of Government support. Audiotonix were committed to working to support them through the #WeMakeEvents foundation and continue to participate in that community that now works with and lobbies Government to recognise the professionalism and contribution to the economy from Live Audio, in all of it's forms.

Commitment

We have many employee shareholders for a reason. Their commitment to all of our futures drives the ongoing support we deliver through good times and bad.

STAKEHOLDER

Wellbeing

Times change, and so must the workplace which is why we adjusted holidays, working hours, and introduced hybrid working where applicable. We promote cycle to work schemes, EAP programs, weekly fruit deliveries and social activities that we have all missed.

What drives us

Our alignment with the UN SDGs.

The 17 Sustainable Development Goals (SDGs) were adopted at the United Nations General Assembly in 2015.

The SDGs address the global challenges related to poverty, inequality, climate change, environmental degradation, peace and justice etc., and are aimed at establishing a sustainable society.

As a global corporate citizen, we acknowledge the emerging global trends outlined in the SDGs in how we run our business and contribute to the achievement of SDGs.

We have identified five primary goals which Audiotonix is best positioned to contribute to and have the greatest impact under our five sustainability values –

- 1 Governance**
- 2 Nurturing internal capabilities**
- 3 Reduce impact on the environment**
- 4 Clean technology**
- 5 Engage with our communities**



Environment

Eco design, energy efficiency, product end of life, energy usage, buildings (solar panels), packaging, waste

Environment

Social

Decent employment and equal opportunities, employee health and well-being, supporting STEM, local activities, wider economic community engagement (#WeMakeEvents)

Social

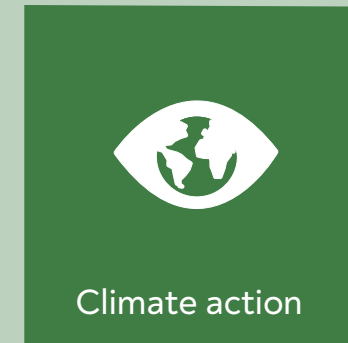
Governance

Corporate governance, risk management and business ethics, H&S, ESG strategy, Cyber security and data privacy, responsible procurement/supplier audits

Governance

Environment

Carbon footprint



71% emissions reduction

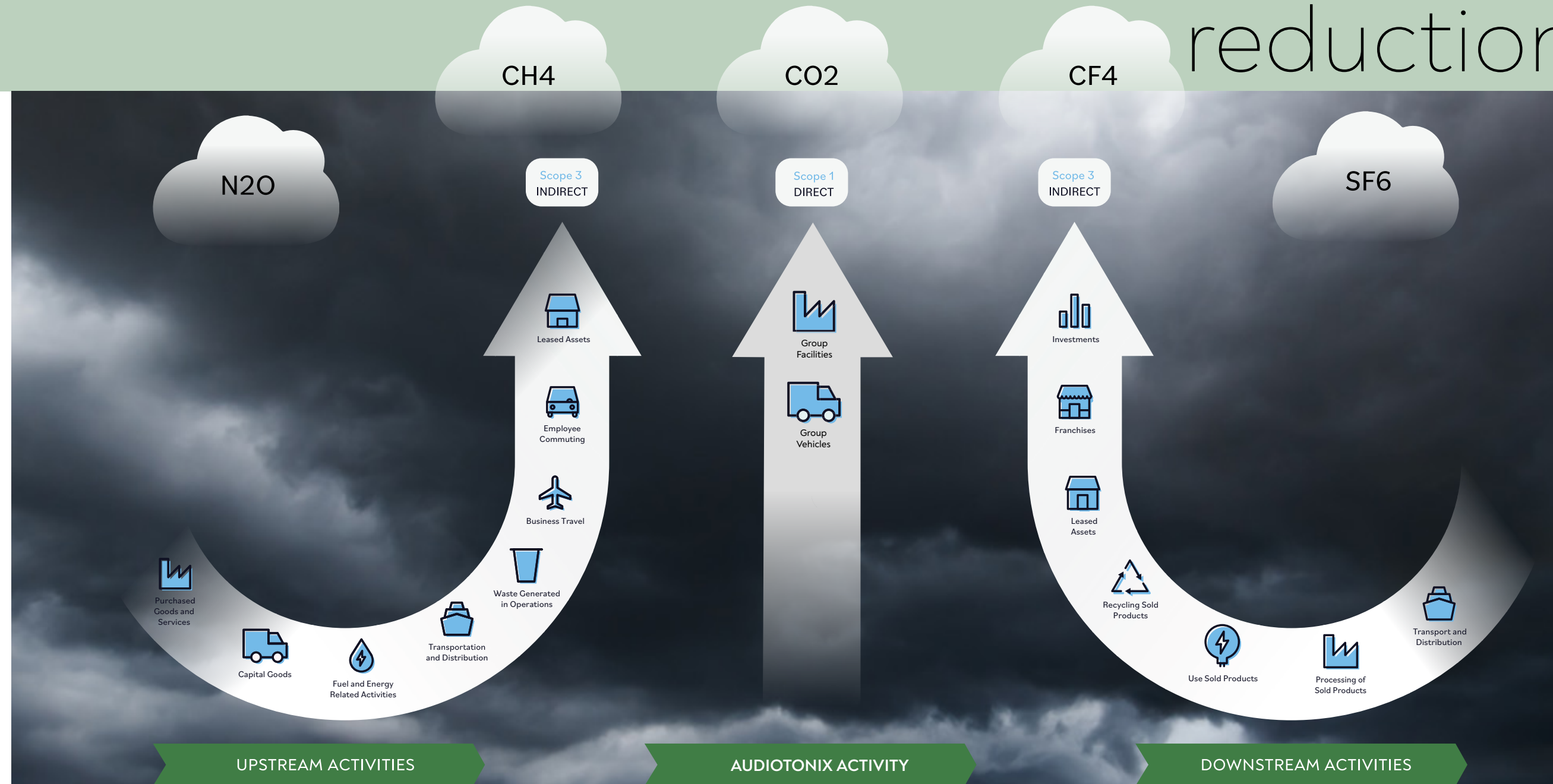
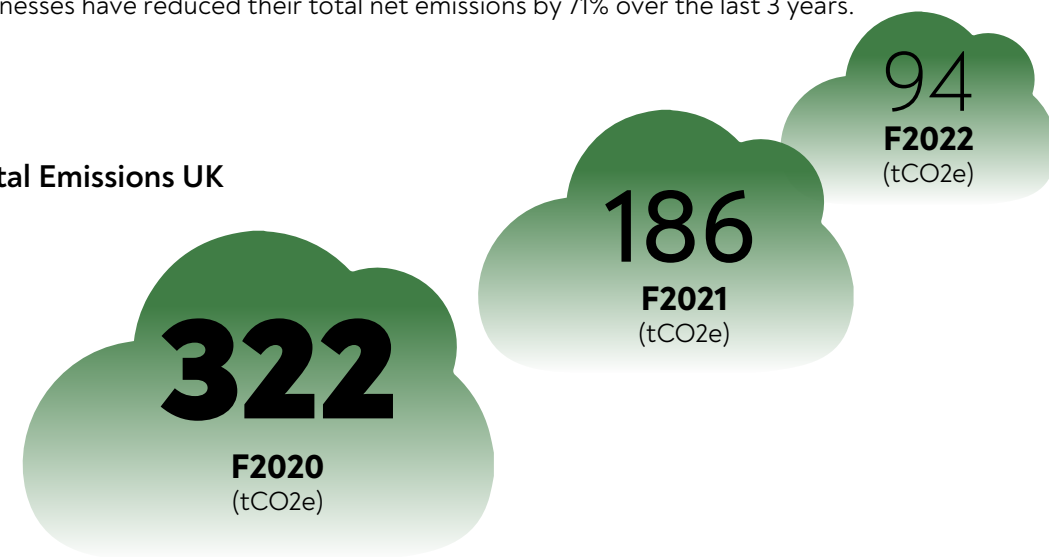
The UK manufacturing businesses have taken steps over the last few years to understand the impact of their operations on carbon dioxide emissions equivalents.

The Group set out boundaries to measure carbon dioxide emissions using the Green House Gas (GHG) Protocol. Firstly, the review is limited to UK businesses. Secondly, full inclusion of Scope 1 and Scope 2 with Scope 3 is limited to 'grey' fleet.

The plan is to expand Scope 3 to include the carbon dioxide emitted in manufacturing products and incorporate our offshore based companies in the GHG review.

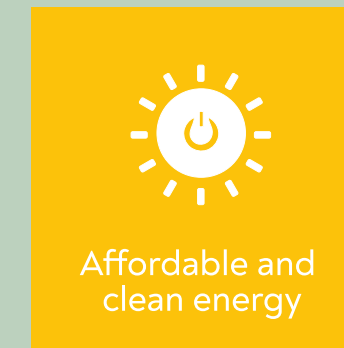
The businesses have reduced their total net emissions by 71% over the last 3 years.

Net Total Emissions UK



Environment

Reduce reliance on carbon energy



Next step self generation



Environment

Historically, all the buildings in the group utilised carbon generated energy, delivered as electricity, natural gas and kerosene heating oil.

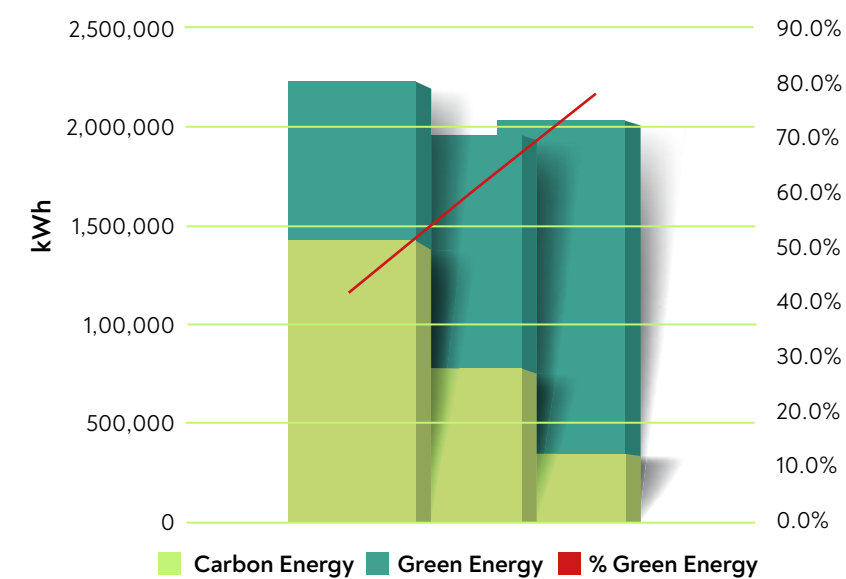
In 2018 our program of decarbonization of energy used in our properties commenced in the UK, with the signing of renewable electricity contracts and zero carbon natural gas agreements. In addition, in 2022 kerosene was decommissioned reducing our reliance on carbon fuels.

The journey continues as we seek to transition further utility contracts in the UK to zero carbon under difficult market conditions. Our USA properties will become part of this journey in 2023.

Self generation of electricity for one building was a goal in F2022. The first Solar Photovoltaic (PV) cells were installed on the roof at Allen & Heath (A&H) in January 2022. The system is design to supply a third of the businesses energy needs.

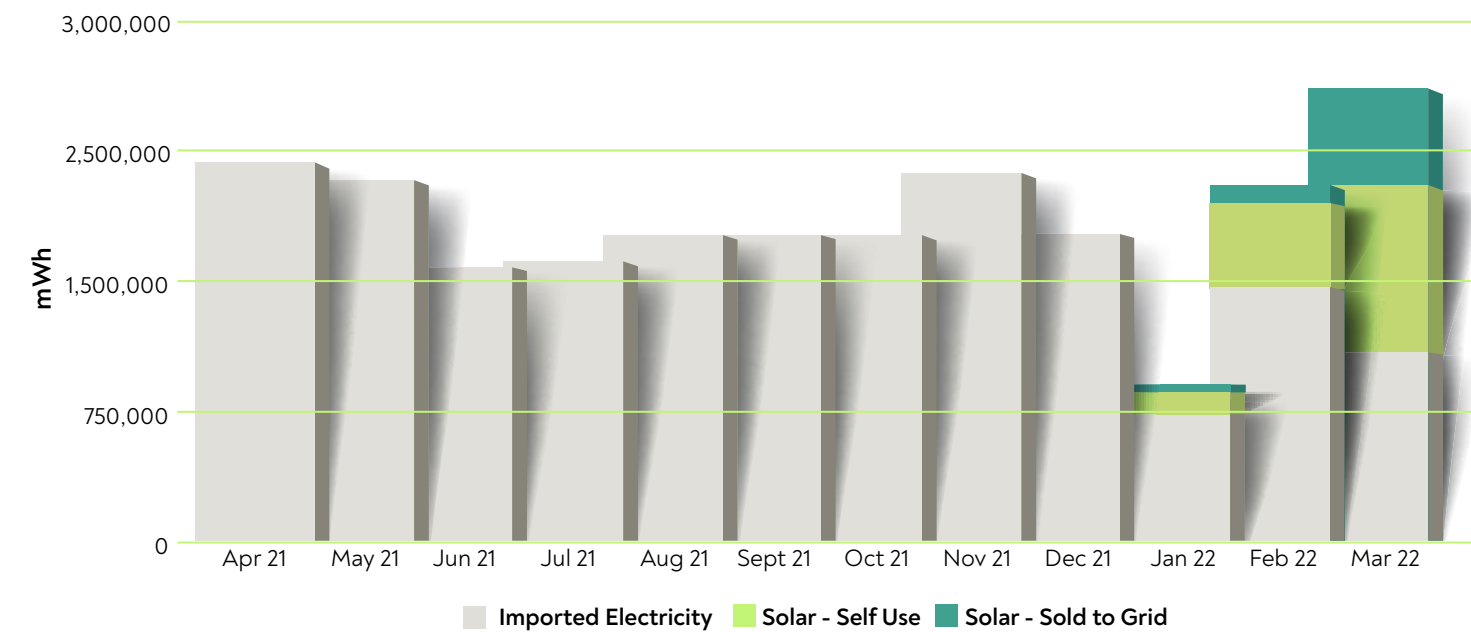
Solar PV installations are planned for F2023 at another two UK facilities with research commencing on self generating electricity at our businesses in the USA.

Purchased Energy U.K. Facilities



Group data as of March 31st 2022

A&H Solar PV Impact in F2022



Environment

Eco design strategy



37%

weight reduction

Environment

Since 2018, Audiotonix has implemented an Eco Design Strategy within R&D which ensures that there is a design focus on the environmental footprint of our products. This strategy focuses on five key areas of environmentally focused design:

- 1 Product weight
- 2 Correct material choices
- 3 Design for recycling
- 4 Reduced power consumption
- 5 Eco focused design

1. Product weight

The lighter a product, the less material it uses and there is then a cumulative CO2 saving on shipping components in for manufacture, as well as shipping product out to the end user. This saving increases further with products that are used in a touring environment. As an example, DiGiCo's Q338 live mixing console, which is a similar physical size to an SD7 console, is 42kg lighter through design decisions we have made, representing a saving of over 37% in weight.



Environment

Eco design strategy



98%

saving in power consumption

2. Making the correct material choices

We are reducing the usage of plastics within our products, and, where possible, have used die casting which is more easily recyclable and reduces the plastic in the environment. The Avantis product line from A&H used die cast end cheeks, saving to date at least an estimated 5.695 tonnes of plastic. Where plastic use is necessary, we aim not to paint or mix other materials with the plastics to ease recycling.



3. Design for recycling

Beyond the recycling of plastic, we also design the whole product to be easily recycled and to include recycled materials in its design. We use standard fastenings, minimise the use of glued assemblies and where possible define the percentage of recycled plastics within the plastic components of our new products. We have also focused on the recycled content of our packaging, and on the Allen & Heath AHM-16 product, **56% of the packaging is recycled material.**

56%

recycled material



4. Reduced power consumption

There are many benefits to reducing the power consumption within a product. Despite the obvious benefits of less power usage, and therefore CO2 generation, reducing power reduces the heat within a product, which would also allow the designs to use passive cooling, rather than fans, would just use more power. Reducing the heat produced by our equipment also reduces the need for air conditioning in equipment rooms, further saving CO2 emissions.

SSL's ORIGIN console incorporates a "sleep mode" function where after a pre-set time of non-use the product goes to sleep, reducing power consumption from 1000W, to 20W, a **98% saving.**

Allen & Heath's AHM64 install product provides 4x the processing of its successor, but with only a 5% increase in power consumption. This is significant for a product that may be used for many hours a day.

Environment

Eco design strategy

5. Eco focused design decisions

Finally, we also look at where else we can improve our product and development eco footprint. Examples here are the design of our products for 10+ year lifespan, and providing software upgradeable hardware such that customers can keep their products competitive and current for longer. DiGiCo updating the audio engine and software for both their SD7 and SD5 consoles (to Quantum 7 and 5 respectively) is an example of this. This allowed customers to upgrade their existing consoles, maximising their ROI, by just replacing the audio engine. We also responsibly recycle old products and utilise the latest 3D CAD and printing techniques during development to minimise the use, waste and cost of material during the development process.



Packaging focus

60%

recycled content

Environment

Packaging is important in ensuring the product is delivered safely to the end customer.

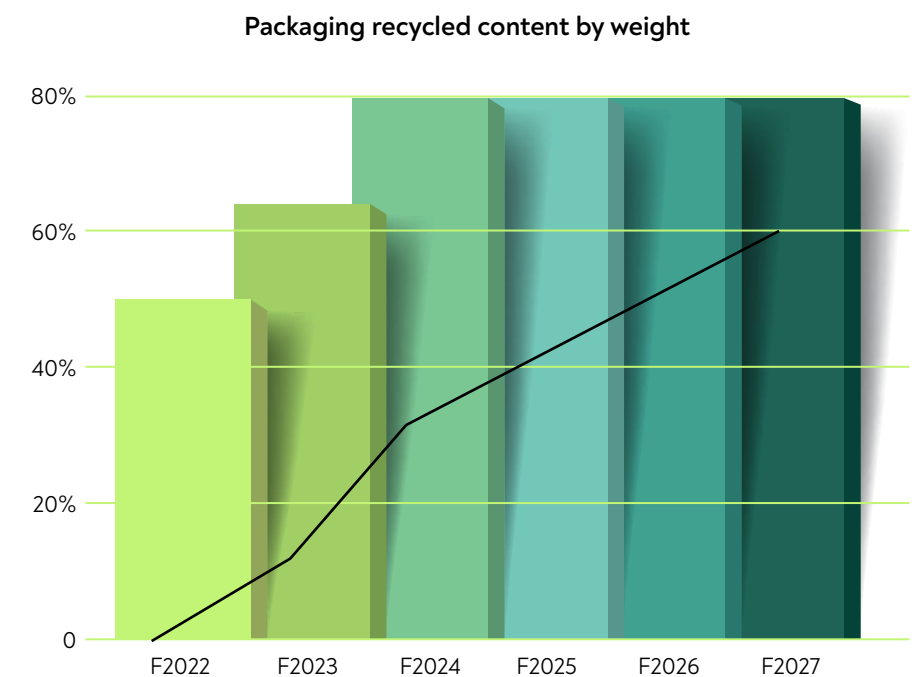
Our philosophy has been to minimise the packaging in terms of content and volume

In addition, we are very much aware of the impact of packaging on the environment and have been striving for recycled content in our cardboard and foam.

Allen & Heath has pioneered recycled material in their packaging with an average of over 60% recycled content at the end of 2022.

The groups objective in F2023 is to migrate the other manufacturing businesses to measuring recycled content, with an improvement plan to reach 60% by F2027.

Packaging is a key disposal item to our end users and therefore we will make further strides in our packaging design to make disposal much more transparent.



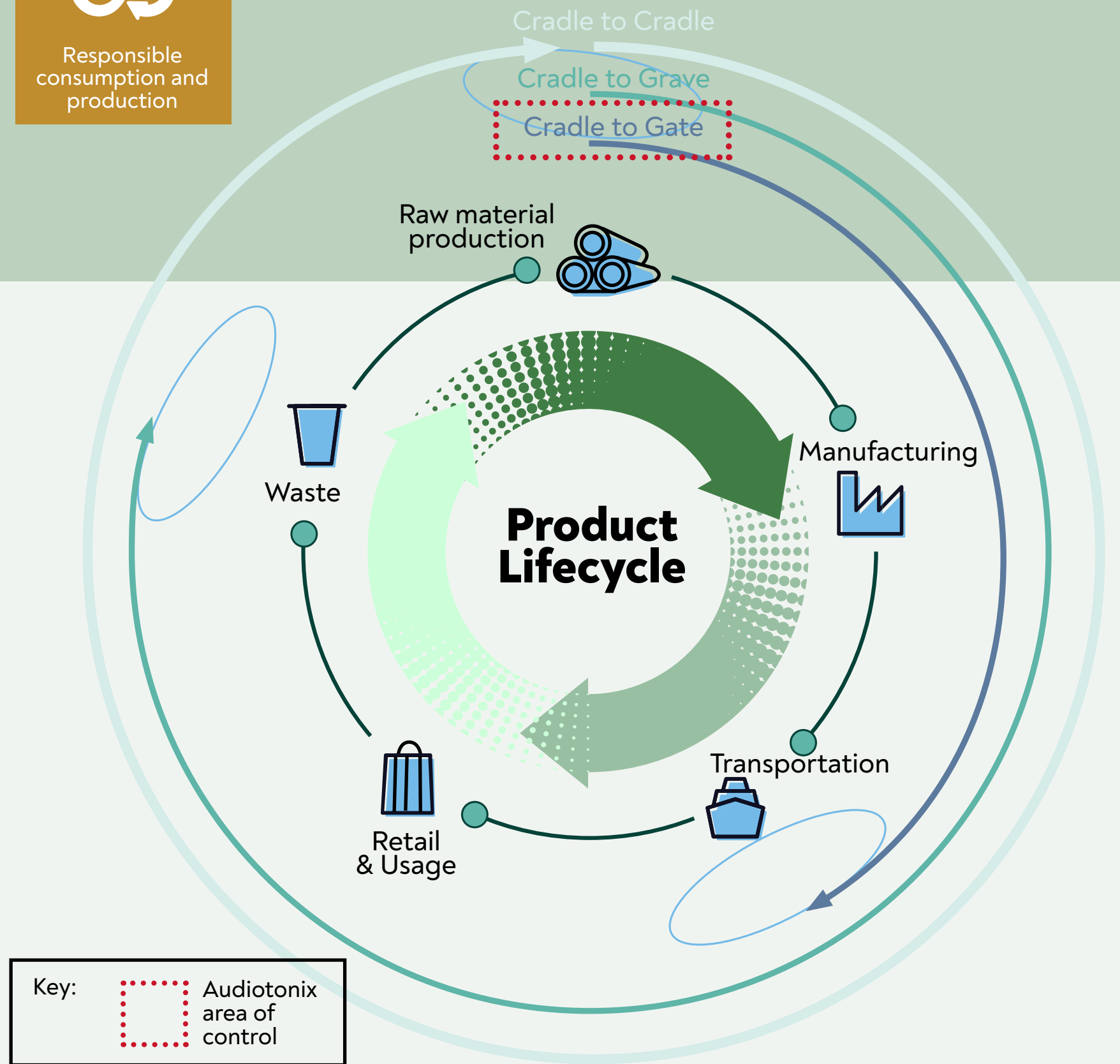
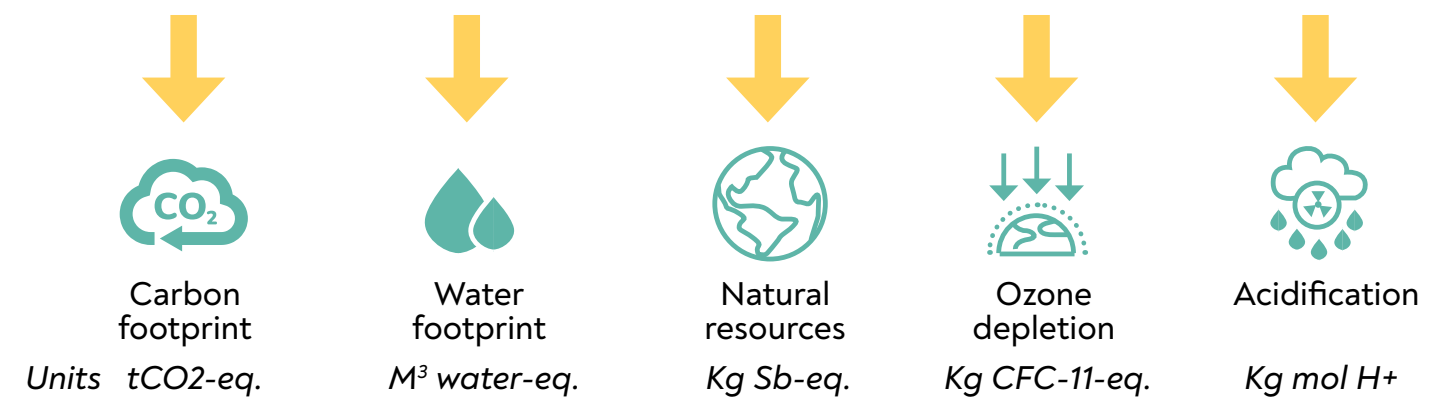
Environment

Lifecycle assessment (LCA)

Product Lifecycle Assessment is a methodology we aim to adopt in F2023 to measure the environmental impact of products from 'cradle to gate'.

The initial LCA will solely review our Carbon footprint but can be expanded to water consumption, natural resources, ozone depletion and acidification.

The cradle to gate concept aimed to reduce the complexity of the LCA calculation footprints. The model will enable the assessment of a product from inception with sourcing of raw materials until it leaves the factory to be transported to the Distributor.



Social

Employee well-being and engagement

With over 660 employees in 7 countries, Audiotonix have always led a local approach to well-being, tailored to what works well for each business and its location.

Physical health is one area where our staff lead the way. At Solid State Logic we are fortunate to have a football pitch where Nigel Beaumont, Group Divisional MD, does his best to keep up with the weekly football matches. Our DiGiCo team run 5-aside indoor football sessions, Calrec staff have set up cycling teams, and in Grenoble, the Slate Digital team will be found pounding the streets and local hillside in their lunchtime running packs.

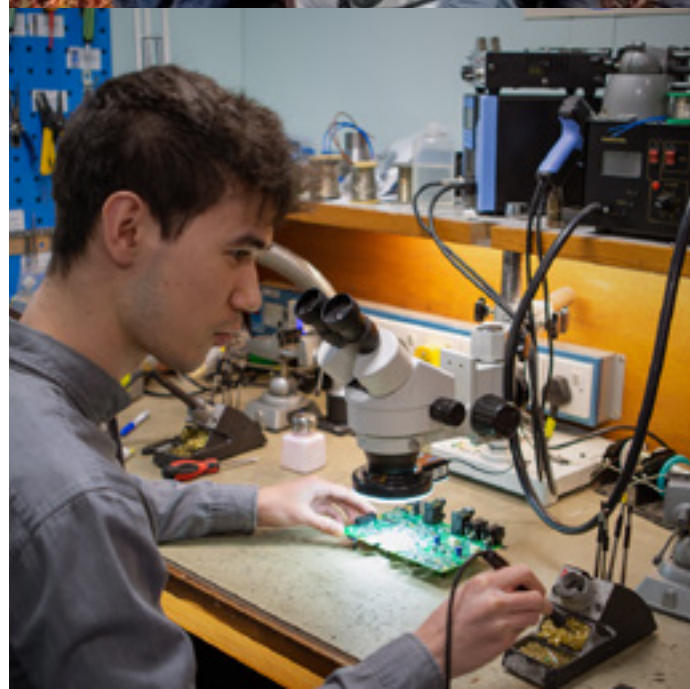
Our Cycle to Work scheme encourages our employees to ditch the car in favour of the bike and has been very successful in the UK. Alongside our internal mental health support, we are expanding employee assist programs in each of our businesses to offer counselling, mental health support and financial advice to employees and their families, as well as insurance cover for those times when we are not able to bounce back from illness as we'd hoped.

We are signed up members to The Real Living Wage Foundation in the UK and follow the recommendations as they review salaries each year.

To communicate our programmes and activities to our employees we produce a quarterly newsletter that includes updates on our environmental milestones, but also provides a platform to introduce new members of the Audiotonix Group and allow everyone to share their local ideas and achievements.



Social



Following the Ukraine crisis and subsequent energy cost and inflationary pressures we are supporting our employees through the period into spring 2023 where government help doesn't cover this. Whilst no one comes out of a concert humming the lights, we are striving to support our employees to keep their lit.

As well as supporting internal training and promotion, we are proud to support and sponsor the ambitions of our employees as they continue to pursue PhD's, through HND's, through CIMA and CIPD qualifications. This culminated in one of our employee's presenting their latest PhD research paper at the Audio Engineering Society (AES) conference in New York.

Social

Community engagement

There are numerous local initiatives directly targeted to raising funds and providing resources that are at the heart of our team's community projects. No matter how big or small, the impact we achieve is mainly down to the generosity of our employees.

In Farmingdale, New York, our Group One team hosted a food drive to help feed three local families on Thanksgiving. In Fife, Scotland, our team of 62 staff at the Audiotonix Facility personally donated toys, equipment, and food to families in their community of Kirkcaldy during the holiday season. The Solid State Logic team provide ongoing financial support for their local Sobell House Hospice Charity, including office 'Bake Off' events. DiGiCo staff and many of the world's leading sound engineers generously donate as part of their annual Christmas Jumper campaign, and Calrec employees have slept outside to raise money and gain visibility to support homeless and vulnerable residents to help them secure accommodation.

Cornwall in the UK is an area renowned for its thriving creative scene, but it's also an area where many face economic challenges. At Allen & Heath, we have an Application Specialist specifically employed to play an active role in our local community through our outreach programme, providing hands-on support for local community projects, schools, and education networks.



Social

Industry development and education

In 2020 we engaged with the STEM and STEAM organisations to become ambassadors of science, technology, engineering and maths to highlight the many careers available in the audio sector using these skills. Through 2023 we will introduce engineering projects designed in collaboration with a local college in Penryn, Cornwall, and then further across our global businesses as appropriate. Both independently and through local community contacts and our talented teams Alumni contacts, we have plans to escalate the activities of our community ambassadors in 2023.

We are also committed to encouraging development and support gender diversity within professional audio, working with established organisations globally.

Within the professional live sound sector our DiGiCo team have worked with SoundGirls, an organisation established to provide women



working in professional audio a community to come to for support and advice, and has grown into an international organization with over 6,000 members and chapters worldwide. In the UK broadcast and media technology sector, the



Calrec team have been part of the RISE mentoring development programme, providing our employees access to external career advice and support specific to that sector.



Social

Industry engagement on the global stage

#WeMakeEvents is a cross-industry campaign calling for ongoing Government support and official recognition of the live events sector, and to help protect the entire supply chain against future pandemics. Spearheaded by PLASA at the start of the 2020 lockdown, a diverse collective of companies, organisations and freelancers from around the world joined the effort to shine a light on our forgotten industry during the global pandemic.. This included a team from across Audiotonix, led by our CEO James Gordon.

The group is still campaigning behind the scenes to ensure our industry gets the recognition and support it deserves. Having started as a small working group, #WeMakeEvents grew into a global industry organisation made up of thousands of music and live events associations, rental companies, manufacturers, events professionals, freelancers and charities across 25 countries that continue to raise the profile of the events sector and the amazingly skilled people who work within it.

#WeMakeEvents has also been raising vital funds for selected industry charities, and specifically Backup; the technical industry charity who support individuals and their families in time of need. Backup commit to relieve people who work in the entertainment technology Industry and their families who are in need due to ill-health or are experiencing financial distress or hardship.

<https://www.plasa.org/we-make-events/>

<https://www.backuptech.uk/>



Social

Social

Our workplaces

The covid period taught us that many roles could be performed remotely, and that the working patterns we'd adhered to previously could be changed.

As a result we introduced adjusted working patterns for roles that could perform that way, whilst still protecting the integrity of working as teams. There is no doubt that creativity happens as much in a team huddle as it does around the water cooler – and that being together teaches us all tolerance, patience and respect for the boundaries of others. We actively encourage everyone to be 'more in than out' but also recognise that talent doesn't always reside where we are – or that some simply work better in quieter environments.

We have also heavily invested in our buildings since 2016 to bring them up to A grade environmental standards where we have ownership of them, and are working with our landlords, where we don't introduce these improvements alongside our own zero carbon energy program.



Governance

Responsible procurement



Audiotonix suppliers are an extension of our business and we endeavour to ensure all our vendors have the same exacting standards that we apply.

Any manufacturer needs to demonstrate good working conditions for all employees with no child labour, no discrimination, reasonable working hours and fair pay.

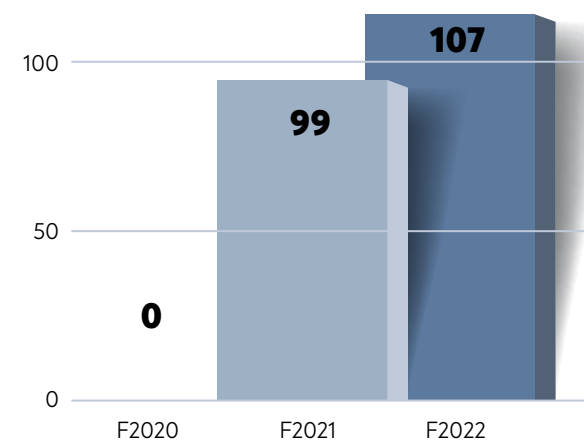
Since 2018 the U.K. procurement teams have been working with suppliers and manufacturers to ensure they meet all of our supplier Code of Conduct. In F2022 this was extended to Group One in the U.S. and in this coming fiscal our objective is to have all of Sound Devices suppliers sign up to the code of conduct.

The agreement ensures the businesses take health and safety, environmental responsibility and business ethics seriously.

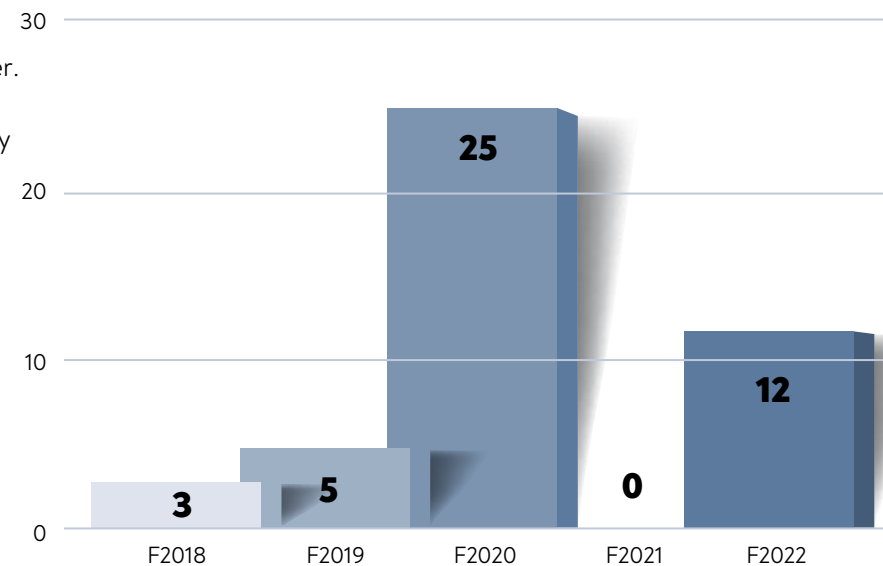
A pillar of our responsible supply chain is an on site audit of the manufacturer.

The audit is driven by an extensive questionnaire to ensure the vendor satisfy all our labour, health and safety, and environmental criteria.

Signed - Supplier code of conduct



Supplier audits



Governance

Corporate Governance

3



Corporate Responsibility

We do not trade with sanctioned countries and screen every supplier and customer for compliance, whether their country is on any sanctions lists or not. Our key front line employees receive training on ABC, Sanctions and CCO as well as structured GDPR training for our marketing teams and anyone handling personal data. In February 2022 we immediately ceased all trading with Russia and Belarus and continue to monitor worldwide political situations as they arise.

Cyber Security

We take the security of our IP and the data we hold very seriously.

Being able to say that you've never had any breaches isn't just about luck. We are Cyber Essentials Plus externally audited and retain consultants to regularly audit our own IT operations. All of our global teams undertake GDPR and IT security training annually to combat the continued threats of external attacks.

Our IT governance processes ensure annual reviews are undertaken on all of our infrastructure and that our licences afford the best security of our IP and the data we hold on behalf of our employees and clients. Ultimately we strive to work to IASME standards.

Board Structure

Our main board, which meets monthly, is a combination of Audiotonix Executives, investors and an independent Chairman who also sits on the Groups audit and remuneration committee's.

Our Group operations board is made up of the leadership teams of each of the brands as well as the executives of the Audiotonix board.

Both the main and operations boards meet in person every month to review both trading performance and documented key indicators on employee wellbeing, training, H&S, corporate responsibility and sustainability initiatives. These are disclosed in the internal reports distributed to the boards.

We take our responsibilities as ethical boards seriously and follow our own Sanctions Policy rigorously.





Audiotonix

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