

## **Bose Group Modern Slavery and Human Trafficking Statement – Fiscal Year 2021**

This statement is made by the Bose Group ("**Bose**") in accordance with its obligations under s. 54 Modern Slavery Act 2015 (**UK Act**) and in accordance with its obligations under the Modern Slavery Act 2018 (**Australian Act**). It sets out the steps taken by Bose, including steps taken by Bose Limited, Bose Products B.V., Bose Corporation and Bose Pty Ltd, during the relevant reporting periods contained in the UK and Australian Acts to identify the risks of and to prevent modern slavery and human trafficking occurring in its business operations and supply chains.

Bose continues to be dedicated to delivering products through a business and supply chain that respects human rights and the dignity of labor and to making a strong positive contribution to the societies and people served by the company and its employees.

### **Modern slavery and human trafficking**

The term "modern slavery" is used to describe a range of situations in which coercion, threats or deception are used to exploit individuals and undermine their freedom. These situations are slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour and the worst forms of child labour.

"Human trafficking" occurs when a person arranges or facilitates the travel of another person with a view to the other person being exploited.

### **Bose's organization structure, its business and its supply chains**

Bose develops products for the home, in the car, on the go, and public spaces. Bose has its headquarters in the US, and a presence in other markets around the world, including in the UK through its subsidiary, Bose Limited and in Australia through its subsidiary Bose Pty Ltd (which for the purposes of the Australian Act is the relevant reporting entity). Bose Pty Ltd does not own or control any entities. In Australia, Bose currently employs 64 employees and our Australian head office is located at Unit 3/2 Holker Street, Newington, NSW 2127.

Bose uses a global system of suppliers, contract manufacturers, and distributors to bring product to market. These relationships are a key part of our effort to do business ethically, responsibly, and with integrity. We monitor environmental and social factors across our supply chain. We manage and mitigate supply chain risk through our Supply Chain Resiliency Program.

### **Bose Group's policies in relation to slavery and human trafficking**

Bose has adopted a Human Rights Policy this year to strengthen its commitment to conducting business in an ethical and responsible manner.

Bose has continued to maintain its Code of Business Ethics which requires, among other things, that employees know, understand, and abide by the laws of the countries in which Bose operates, including those relating to human trafficking and slavery.

Bose continues to be dedicated to delivering training for all Bose employees on the importance and application of its Code of Business Ethics. If an employee believes that a provision of the Code of Business Ethics has been breached, he or she is able to report that violation to Bose management or through an anonymous hotline. Bose will investigate any reports of human trafficking and modern slavery in its business operations or supply chains and will take appropriate action to remedy any issues it identifies as a result.

Any employee that is suspected of breaching Our Code of Business Ethics, Human Rights Policy, or Supplier Code of Conduct will be subject to disciplinary proceedings and may have their employment terminated.

### **Bose's modern slavery risk, and the steps it has taken to address that risk**

Bose has continued to mature the Human Rights Compliance Program. To mitigate these risks, we have:

- Ensured that the Bose Supplier Code of Conduct, which aligns with the Responsible Business Alliance Code of Conduct, was sent to all direct suppliers again during FY21. Bose has been a member of the Responsible Business Alliance since July 2017. The Alliance "*establishes standards to ensure that working conditions in the electronics industry or industries in which electronics is a key component and its supply chains are safe, [and] that workers are treated with respect and dignity*". In accordance with its membership, Bose abides by the principles outlined in the [Responsible Business Alliances Code of Conduct](#), which requires, among other things, that "*Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons shall not be used.*"
- Maintained a self-assessment questionnaire process for direct suppliers to determine potential modern slavery and human trafficking risk in their business and supply chains. Each of the Bose owned manufacturing facilities and the top 80% of our direct suppliers completed the self-assessment questionnaires.
- We provided training on recognizing and preventing forced labor to our contract manufacturers. This training is designed to help identify warning signs for human trafficking and/or modern slavery in the supply chain. In addition, we have begun to raise awareness of the risks of human trafficking and/or modern slavery to various departments within Bose.

Bose is committed to maintaining a sustainable and responsible supply chain. To continue to mitigate against slavery and human trafficking taking place in our supply chain we will continue to work collaboratively with our key stakeholders to refine and improve our policies, procedures, and programs. We will continue to outline steps to tackle these issues in our annual sustainability report and modern slavery statement.

**Contract Terms.** Bose's global standard master purchase agreement, which is used for the purchase of direct products, parts, components and accessories, includes clauses which require our suppliers to

- Not use forced labor, regardless of its form; (ii) employ any person below the age of 16, except as part of a government-approved job training, apprenticeship or other program that would be clearly beneficial to its participants; or (iii) engage in physically abusive disciplinary practices with respect to its employees; and
- Represent and warrant that the manufacture, delivery, or sale to Bose of any products and provision of any services complies with all applicable laws, ordinances, codes, rules, regulations, and orders in performance of the purchase agreement.

### **California Transparency in Supply Chains Act Disclosure**

Bose Corporation is also required to make a statement concerning modern slavery in its business, under the California Transparency in Supply Chains Act Disclosure. The statement can be found at clause 16 of Bose Corporation Terms of Sale available on Bose.com.

## Approvals

This Statement covers the reporting period 1 April 2020 – 31 March 2021 and was approved by the Board of Directors of Bose Corporation, and Bose Pty Ltd, on DATE, and is endorsed by the Board of Directors of Bose Limited, and Bose Products B.V.

Signed by:

DocuSigned by:  
  
D5414B9C3595450  
Director of Bose Corporation

7/20/2021

Signed by:

DocuSigned by:  
  
AF9F49CA9B5A428  
Director of Bose Pty Ltd.

7/20/2021