b. EXCEPTIONAL

Biamp’s mission is to connect people through extraordinary audiovisual experiences. We value our employees and customers and put people first at all times.

As a company, we are committed to fostering trust by acting with honesty and integrity in every business relationship.

We provide innovative audiovisual solutions addressing real-world acoustic requirements that are designed for long-term use, resulting in ecological audiovisual solutions. We also choose suppliers, product components, and packing materials with environmental impact in mind.

We operate a safe workplace for our employees, while consistently making choices that minimize adverse effects to our environment.

Sustainability awareness is promoted within the company by drawing attention to unnecessary energy and water consumption and by reducing waste and recycling common goods and manufacturing materials.
COMMITMENT TO OUR CUSTOMERS

From the smallest rooms to the largest venues, Biamp empowers true human connection in every space.

Our desire to exceed the accepted standards of audiovisual technology is matched only by our commitment to our customers. Initial design, engineering, manufacturing, and testing are all managed within our own facilities, leading to shorter lead times, faster response, and greater convenience for our clients.

Delivering a quality product experience also means helping maintain said products. Our applications engineers, customer service teams, and regional managers are always there for you. Whether a client needs assistance with system design or an answer to a technical question, we’re here for them.

As we grow to meet our customers’ needs and evolve to address the challenges of tomorrow, one guiding principle remains the same: Biamp connects people through extraordinary audiovisual experiences.
COMMITMENT TO THE ENVIRONMENT

Biamp works to support and preserve our environment, and to create a better future for all.

Committed to reducing our carbon footprint by eliminating waste through efficient manufacturing practices, we embrace our role as an environmental custodian. Our goal is to leave the planet better than we found it.

Biamp products are designed to last and built to be repaired, rather than replaced, if something goes wrong. Our engineers create designs that only use the material required to build high-quality products, with no unnecessary parts. We also reuse and recycle as much raw material as possible.

Our environmental initiatives don’t stop there. Biamp’s offices are located in areas with convenient access to public transportation, bicycle paths, and electric vehicle charging stations; and our environmental committee has introduced numerous sustainability initiatives over the years, including on-site recycling programs, motion sensors for lights throughout our buildings, and water coolers designed to reduce bottled water consumption.
COMMITMENT TO OUR PEOPLE

Biamp is known for producing the highest quality audio equipment available for the professional market. But it’s our employees, not our products, that truly define Biamp. In recognition of their importance to our success, Biamp commits to creating spaces in which all employees are motivated, creative, challenged, and can have fun working together as a mutually supportive team.

We strive to create a safe, supportive, and productive work environment, balancing the need for policies that respect and support employees without creating unproductive bureaucracy that impedes creativity.

One of our most important goals is to cultivate a feeling of community. Biamp’s success is not only dependent on how well each person works alone, but also how effectively we work together.

Without our diverse teams—from design and engineering, sales, service, and manufacturing—Biamp would be unable to continue our mission to create innovative audiovisual products.
COMPANY BACKGROUND

Since 1976, Biamp has worked to create the finest hardware and software for the professional AV market. Our products include networked audio and video processing platforms for use in commercial installations, from airports to board rooms, from hospitals to stadiums. We design, manufacture, and deliver the highest possible quality and maintain a dedication to the best customer service in the industry. Our systems are deployed in over 100,000 locations and in more than 100 countries around the world.

COMPANY HISTORY

1976: Biamp Systems is founded

1979-1985: Equipment only sold in music stores

1986: MixPak Powered Mixer (the first product for the pro AV market) produced

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2001: Audia DSP platform launched

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2010: Vocha Voice Communication System launched

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2014: TesiraFORTÉ launched

2014: TesiraFORTÉ launched

2015: Devio launched

2015: Devio launched

2016: TesiraLUX launched

2016: TesiraLUX launched

2018: Parlé launched; Biamp acquires Cambridge Sound Management

2019: Crowd Mics, TesiraCONNECT, Desono, TesiraXEL launched; Biamp acquires Community and Apart Audio

2020: Modena acquired

2020: Modena acquired

CERTIFICATIONS:

• ISO 9001:2008
• EN 54-16
• EN 54-24
• NFPA 72
• RINA
OUR PRODUCTS

Responsibly Designed

- Biamp products are highly reliable and engineered to last.
- All Biamp products are designed to be repaired, not replaced, keeping them in operation and out of landfills.
- We limit excessive cabling whenever possible.

Energy Efficient

- Our digital amplifiers are both heat-efficient and energy-efficient.
- Since 2015, our Tesira AMP and TesiraXEL rackmount amplifiers have been designed with standby and sleep modes for power saving, while the new PREZONE2 pre-amplifier’s automated standby mode functionality also minimizes power usage without fully powering down the equipment.
- Biamp’s high-sensitivity loudspeakers use far fewer amplifiers and much less electricity than most competitors.
- The Qt® Quiet Technology sound masking system fits into the GreenSpec categories for noise control, reduced material use, exceptional durability/low maintenance requirements, energy conservation and improved light quality, thermal comfort, thermal efficiency & controllability.
- We utilize PoE far more extensively than other manufacturers due to its efficiency and simplicity.

Environmentally Sound

- Qt® Quiet Technology sound masking systems provide 180,000 square feet (16,723 m²) of coverage while consuming a mere 40 watts of power, equivalent to an exit sign.
- Our Qt® Quiet Technology sound masking systems help businesses improve their LEED green building certification scores while maintaining optimal acoustic environments.
- We work to use only recyclable packaging materials and minimize the number of different kinds of material.
- Our Parlé microphone tool is completely biodegradable.
- All Biamp products are RoHS, WEEE, and REACH compliant.
OUR PROCESSES

We recycle whenever possible.

• Every workstation features a recycling bin.
• We recycle all batteries.
• We recycle approximately 300 lbs. of e-waste per month.
• We recycle excess solder paste from our selective solder machines, which are natively lower-waste than conventional wave solder processes.
• We recycle or sell old equipment to secondary markets.
• We separate cardboard, paper, and metal for recycling.
• We recycle pallets.

We are energy efficient.

• We installed LED lighting throughout our Philadelphia manufacturing facility, and were recognized by PECO Energy Company for our energy-saving measures.
• Motion-sensing LED lighting is being installed across the company.
• Dimmer switches are installed in all conference rooms.

We reduce emissions.

• We prioritize water-based paints and adhesives to reduce emissions.
• To lower emissions further, we’re moving away from water-based paints to polyurea coatings, which have zero emissions (100% solids).
• Our factories are in complete compliance with local city and state environmental protection standards.
• We installed charging stations at our facilities for employees to recharge their electric vehicles for free.

We minimize paper waste.

• The use of QR codes pointing customers to online documentation vs. in-box documentation reduces overall paper waste while providing quick access to on-demand product documentation.
• We ship almost no paper with our products; every user manual can be accessed online via our website when the user receives the product or is embedded within the product memory itself.
OUR PEOPLE

SAFE AND POSITIVE WORK ENVIRONMENT

Biamp strives to maintain a work environment that satisfies both personal employment objectives as well as those of the company. By doing so, we hope to achieve the following objectives:

• Provide a safe, healthy, and harmonious work environment.

• Treat all employees in a non-discriminatory manner, providing equal employment opportunities without regard to gender, race, religion, marital status, age, national origin, color, veteran status, sexual orientation, gender identity, genetic information, disability or handicap (including pregnancy, childbirth, and any related medical conditions), obesity, arrest record, or any other status protected by federal, state and/or local law.

• Offer employees opportunities for professional growth and development.

• Ensure that each employee can freely discuss any matter concerning their employment or the company with a supervisor/manager, human resources representative, or an executive of the company.

• Offer equitable and competitive compensation.

• Provide a comprehensive benefits program.

• Create and maintain a workplace which contributes positively to our community.
EMPLOYEE COMMUNICATIONS

At Biamp, we communicate with all employees through our established systems, and informally on a person-to-person basis. Keeping each other well informed provides a work culture that enables us to deliver superior services and products.

Employees are encouraged to bring suggestions, concerns, and/or complaints regarding work-related situations to the attention of management without fear of retaliation. Information received concerning an employee complaint will be kept confidential to the extent doing so is practical and in coherence with the law.

CORPORATE CODE OF CONDUCT

Biamp employees are expected to maintain the highest standards of conduct when performing their work. To maintain our reputation for reliability and professionalism, Biamp expects employees to avoid conflicts of interest, protect the confidential business and proprietary information of Biamp and our customers, and refuse to participate in or condone dishonest, fraudulent, or illegal acts.

Biamp operates in compliance with applicable laws and regulations wherever it does business. All employees have a responsibility to acquire appropriate knowledge of and to comply with the laws and regulations that apply to their respective jobs and areas of responsibility, and to recognize the potential dangers of non-compliance. It is Biamp’s policy that each employee acts in a manner utilizing good judgment, high ethical standards, and honesty in their business dealings on behalf of Biamp. It is also important that we are respectful and courteous to one another, our customers, other business associates, and the public.
ANTI-CORRUPTION POLICY

All countries where Biamp does business have anti-bribery and other anti-corruption laws intended to prevent companies and individuals from gaining an unfair advantage or from undermining the rule of law. These laws include the U.S. Foreign Corrupt Practices Act (“FCPA”), the U.S. Travel Act, and the U.K. Bribery Act, among others. The U.S. and other countries are also signatories to anti-corruption conventions and treaties, such as the United Nations (UN) Convention against Corruption, and the Organization for Economic Cooperation and Development (OECD) Convention against Bribery. Bribes can be anything of value, such as paying for entertainment and giving gifts of any size, but in all cases given for an improper purpose or to directly or indirectly improperly influence the performance of a specific activity.

Biamp strictly prohibits all forms of bribery, regardless of the size of the bribe or the identity of the recipient. This means that no individual or entity performing services for, or on behalf of, Biamp may pay, give, accept, offer (or promise to pay, give, accept, or offer) anything of value, directly, indirectly, or through any third party, to improperly induce any individual to perform any duty or activity, or to assist Biamp or any third party in obtaining or retaining an improper business advantage.

This prohibition includes bribes to “foreign government officials.” Foreign government officials include officers, employees, and agents of foreign governments, including departments, agencies, and instrumentalities thereof, as well as certain public international organizations.

In some parts of the world, many business entities are, in whole or in part, government-owned or government-controlled. Employees of such entities should be viewed as foreign government officials, as interpreted by U.S. law enforcement authorities. Further, foreign government officials may also include candidates for political office, as well as political party officials.

Biamp also strictly prohibits facilitation payments. Facilitation payments (or “grease payments”) are small payments made to low-level government employees as a personal benefit to them to obtain performance of a routine non-discretionary action to which the payer is entitled. Many countries consider facilitation payments to be illegal bribes. Accordingly, Biamp employees and third parties acting on Biamp’s behalf may not make any facilitation payment or other similar type of payment to any government employee in any country.

The only exception to Biamp’s no bribery policy is where personal safety or liberty is threatened. Under such circumstances, Biamp employees are not prohibited from making a payment. However, the payment must be immediately reported to the Director of Human Resources or the CFO, and properly recorded in Biamp’s books and records.
WORKING WITH THIRD PARTIES

Enforcement officials may seek to hold Biamp and its employees liable for corrupt payments made by third parties who perform services on Biamp’s behalf, even if Biamp or its employees did not direct or have knowledge of the corrupt payment. Biamp deals only with third parties who apply the same business ethics and standards in conducting business as Biamp does. All compensation to authorized dealers, agents, and other third parties acting on Biamp’s behalf must be reasonable and proportionate to the anticipated work or services provided. Biamp strictly prohibits its employees and third parties acting on its behalf from providing or agreeing to provide any compensation or benefits, in whole or in part, intended as payment of a bribe.

Anti-corruption due diligence will be required before engaging a third party who will interact with foreign government officials on behalf of Biamp. Third parties may be asked to sign Biamp’s Anti-Corruption Policy.

PROPER DOCUMENTATION AND RECORDS

Biamp requires that its books, records, and accounts must be kept in reasonable detail, accurately and fairly reflecting Biamp’s transactions and assets, and that Biamp maintains an adequate system of internal financial controls.

Providing gifts, entertainment, and travel may be considered a business courtesy and common in many countries. Nonetheless, the anti-corruption laws governing the conduct of all Biamp employees and third parties transacting business on Biamp’s behalf, prohibit offering, promising, authorizing, or giving anything of value to obtain an improper advantage or improperly influence the actions of any individual.
LEGAL COMPLIANCE

If local laws, codes of conduct, or other regulations in a particular country or region are more restrictive on this subject, or require government approval of the transaction, then Biamp and any Biamp agent or representative, including distributors, sales representatives, agents, intermediaries, consultants, and joint-venture partners, operating in that country or region must fully comply with the more restrictive requirements.

Biamp employees are required to report potential violations of this Anti-Corruption Policy and/or related laws (including the FCPA, U.S. Travel Act, or U.K. Anti-bribery Act) directly to Human Resources.

SUPPLIER CODE OF CONDUCT

Biamp seeks to do business with third parties who share our standards and values, and we expect our partners and suppliers to likewise maintain the highest standards of business integrity. This includes promoting workplace health and safety, human rights, non-discrimination, fair treatment, environmental sustainability and anti-corruption.

Suppliers are expected to treat their employees with dignity and fairness and perform work without the use of child labor or forced labor. Biamp does not tolerate child labor, abusive or illegal labor, or human trafficking of any kind in our supply chain. This includes due diligence in the responsible sourcing of conflict minerals, taking reasonable efforts to only use raw materials originating from areas that support peace and development. Suppliers will abide by the UN Convention on the Rights of the Child, International Bill of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, and UN Guiding Principles on Business and Human Rights. Suppliers may be asked to certify they adhere to Biamp’s Supplier Code of Conduct.
GIVING BACK TO OUR COMMUNITY

We are proud to partner with organizations that connect people through extraordinary audiovisual experiences and encourage Biamp employees to volunteer within their communities. Our Charitable and Wellness committees, which work to create these opportunities to give back, include team members representing our offices worldwide. Some of our recurring charitable initiatives and sponsorships include:

• **PDX JAZZ FESTIVAL.** Since 2017, Biamp has been a proud sponsor of the PDX Jazz Festival, a multi-venue series of music-related performances and events held each February in Portland, Oregon. Nationally and regionally supported as a cultural tourism initiative in celebration of Black History Month, PDX Jazz Festival is dedicated to preserving a truly American art form by presenting internationally recognized masters and local musicians.

• **PDX POP NOW!** Biamp is a proud sponsor of PDX Pop Now!, an all-volunteer organization committed to being accessible, current, and local, through supporting live performances and recorded materials.

• **ROCK ‘N’ ROLL CAMP FOR GIRLS.** Rock ‘n Roll Camp for Girls is dedicated to empowering young women and our gender expansive community to turn it up! Biamp is proud to donate to this impactful organization.

• **HABITAT FOR HUMANITY.** People in our community and all over the world partner with Habitat for Humanity to build or improve places our most vulnerable neighbors can call home. With help, Habitat homeowners achieve the strength, stability, and independence to build better lives. Biamp employees support Habitat for Humanity through an annual off-site volunteer day organized by our Wellness Committee.

• **YOUNG AUDIENCES.** Young Audiences inspires young people to expand their learning through arts education. This includes working with local professional sound engineers to run Live SET (a sound engineering class for high school teens), inspiring the next generation of audio professionals.

• **SHARED STUDIOS.** Shared Studios connects people separated by distance with audiovisual immersion portals located in cities across the globe.
Through all of Biamp’s processes, procedures, and initiatives, one guiding principle remains constant: people come first. By acting as responsible stewards of the environment, employing fair and trustworthy business practices, and giving back to the communities in which we do business, we endeavor to create and maintain a positive, proactive philosophy.

In turn, we hope our actions inspire our employees and partners alike, and serve as a model for how companies in our industry can operate ethically while achieving their business goals.