

# SUSTAINABILITY REPORT **2023**

# CONTENTS

Introduction .....	3
ESG at Biamp .....	5
Business Model .....	6
Materiality Assessment .....	11
Design for Sustainability .....	14
Energy & Emissions .....	20
Waste & Recycling .....	23
Health & Safety .....	24
Diversity, Equity & Inclusion .....	25
Ethics & Human Rights .....	28
Supply Chain Management .....	30
Biamp in the Community .....	35
Standards Index .....	38



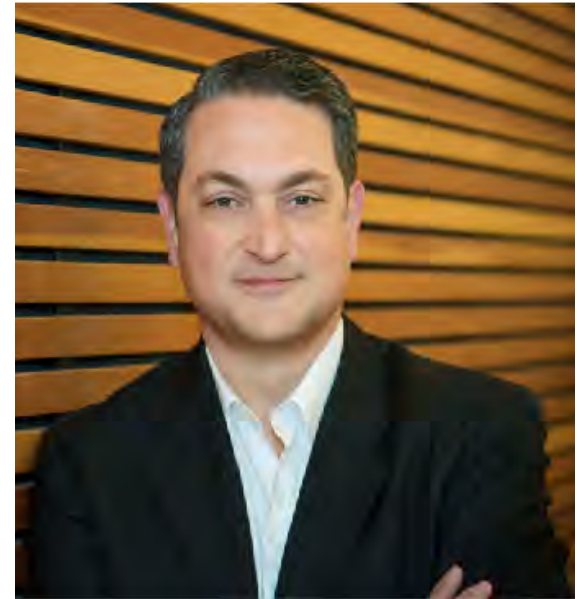
## INTRODUCTION

Being responsible environmental stewards. Giving back to the community. Employing fair and trustworthy business practices. These aren't just sound bites for our team at Biamp: they are the backbone of our company culture, of how we do business—our team DNA—from the very beginning.

Since our founding in 1976, Biamp's mission has been to connect people. Not just through extraordinary audiovisual experiences (of which we have decades of technology-leading experiences with our customers), but also to connect by putting people first. "People" includes not only our customers, but our employees, and importantly extends deep into the communities in which we do business. As a company and a team, we are deeply committed to fostering trust by acting with honesty and integrity in every business relationship. This connection with people is central to our core values.

Community outreach has always been something that's been key to our philosophy as a company, a part of our ethos. These communities are really our home—where we live, play and work. The Biamp team strives to connect the company with the community through ethical business practices, but also through local charities. And this is something that's always been personally important to me, too; having our team help drive this not only strengthens our impacts, but is also more personally meaningful to me.

Taking care of people is not simply done by writing a check and then going back to work. It goes beyond this. You should give because you want to give, not for marketing purposes. Through our Charitable Leadership Committee, Biamp has put the power of our corporate philanthropy in the hands of our team members. Usually, you'll have someone from a company's management who's particularly passionate about a particular charity and that's where the money will go. Instead, we know our team is passionate about helping others: our employees—not management—decide which non-profit organizations and local charities our company should foster through a six-figure annual outlay of cash, products and other involvement. It's important that our employees feel connected with these charities, and Biamp employees play hands-on roles with the charities we support as a team.



**We're growing fast and are very thankful, and we try to share our success and blessings with our communities.**

**RASHID SKAF**  
President, CEO,  
and Co-Chairman





Biamp employees volunteering at Habitat for Humanity

Our longtime clients know that we create innovative products designed for long-term use, resulting in eco-friendly audiovisual solutions. Biamp products are designed to last, and are intended to be repaired, rather than replaced, with no unnecessary pieces or parts. We also reuse and recycle as much of our raw materials as possible to further reduce our impact, and recently received the coveted ENERGY STAR rating from the U.S. Dept. of Energy for our newest amplifiers.

We're committed to reducing our carbon footprint by eliminating waste through efficient manufacturing practices, as well as embracing our role as a custodian of the environment – since 2019 we have decreased our greenhouse gas emissions by 47% per revenue dollar generated, and 44% per employee. We also choose our partners, suppliers, product components, and packing materials with environmental impact in mind. Case in point: Biamp's offices are intentionally located in areas with convenient access to public transportation, bicycle paths, and electric vehicle charging stations. Additionally, our environmental committee has introduced numerous sustainability initiatives, including on-site recycling programs, motion sensors for lights throughout our buildings, and water coolers designed to reduce bottled water consumption.

Our customers have honored us by using our products for their livelihoods, for their passions, and for reaching their teams and audiences. We hope our actions inspire our employees, partners, and customers alike, and serve as a model for how companies in our industry can operate ethically while achieving their business goals.

In 2021, we celebrated our 45th year in business. On behalf of our Biamp team, I would like to say how grateful we are to be a part of your lives, and look forward to decades more of partnership, innovation...and connecting people.

Sincerely,

**Rashid Skaf**

President, Chief Executive Officer,  
and Co-Chairman

# ESG AT BIAMP



Products designed for sustainability and longevity, which enhances customer satisfaction



64% of electricity used at Biamp from renewable sources in 2022



Biamp greenhouse gas emissions reduced by 19% in 2022 from 2020, and 17% from 2019



Biamp greenhouse gas emissions as a ratio of revenues reduced by 47% in 2022 from 2019



Biamp greenhouse gas emissions as a ratio of units produced reduced by 35% in 2022 from 2019



Our Supplier Code of Ethics ensures compliance with our ethical principles



Biamp greenhouse gas emissions as a ratio of employees reduced by 44% in 2022 from 2019



Biamp greenhouse gas emissions as a ratio of square footage reduced by 39% in 2022 from 2019



Waste reduction programs making a difference in our operations



Newest amplifiers awarded the coveted ENERGY STAR certification from the U.S. Department of Energy



26% of all Biamp employees were female in 2022



Biamp is a strong supporter of its communities with grants and youth programs



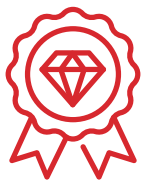
**Our Product is Our People**



**Helping Customers Succeed is Our Passion**

**40+**

**40+ Years of Innovative Solutions**



**Award-Winning Products**



## BUSINESS MODEL

For more than 40 years, Biamp has created professional audiovisual solutions that enable great communication. From the smallest rooms to the largest venues, we empower 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 you maintain them. Our applications engineers, customer service teams, and regional managers are always there for you— whether you need assistance with system design or an answer to a technical question..

We've also acquired organizations that share our dedication to excellence, providing comprehensive solutions for a wide variety of applications: Cambridge Sound Management, the world leader in sound masking; Community Loudspeakers, respected manufacturer of premium speakers; and Apart Audio, provider of commercial and leisure audio solutions.

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.



Estádio Mineirão stadium  
Belo Horizonte, Brazil

### MEETING ROOMS OF ALL SIZES

Collaborate with coworkers in-person or remotely



### BUILDING INFRASTRUCTURE

Maintain comfort and awareness throughout the entire building



### GLOBAL ENTERPRISE

Facilitate and manage communication across your organization



### LARGE VENUES

Deliver high-quality audio in public spaces and large venues



### RETAIL AND HOSPITALITY

Engage customers in small and medium-size spaces



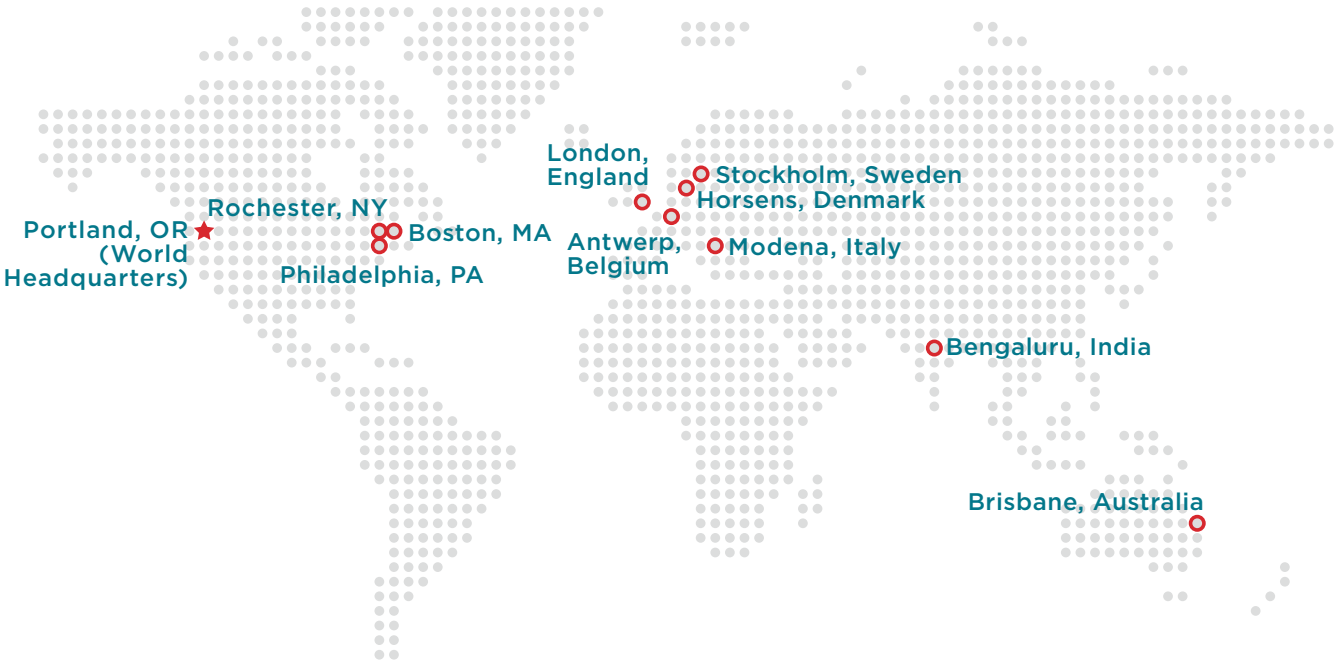
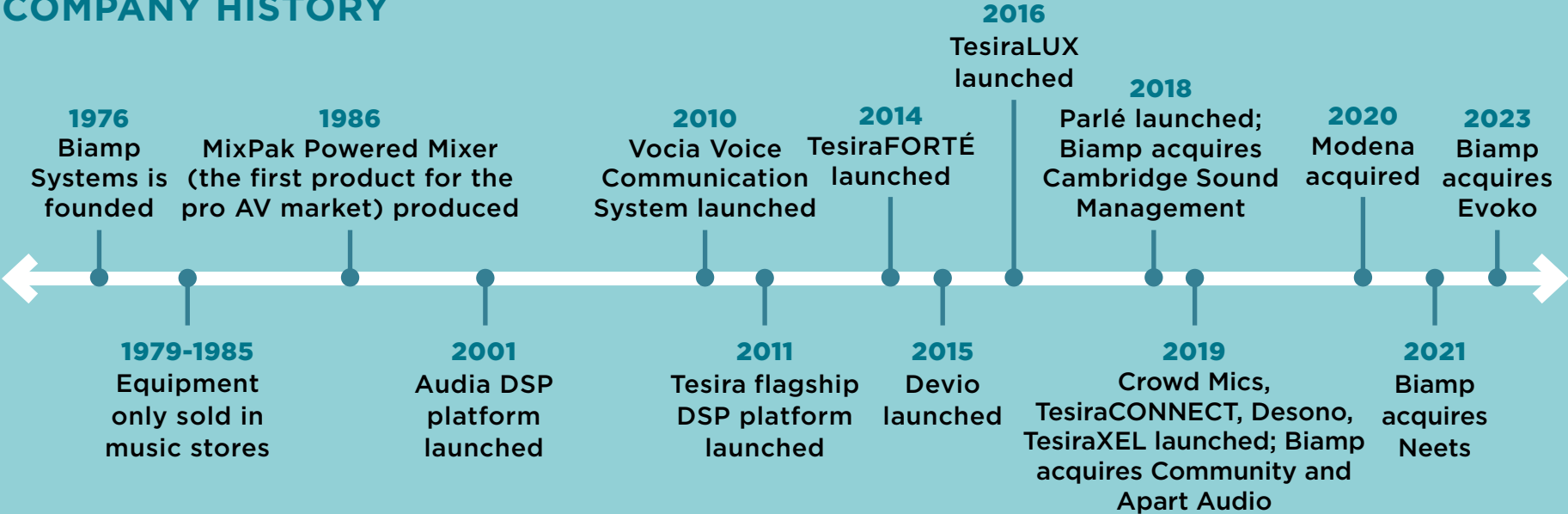
“  
**Biamp’s innovative audiovisual solutions make genuine communication possible, whether across the room or around the globe.**

**JOE ANDRULIS**  
Executive Vice President,  
Corporate Development





# COMPANY HISTORY





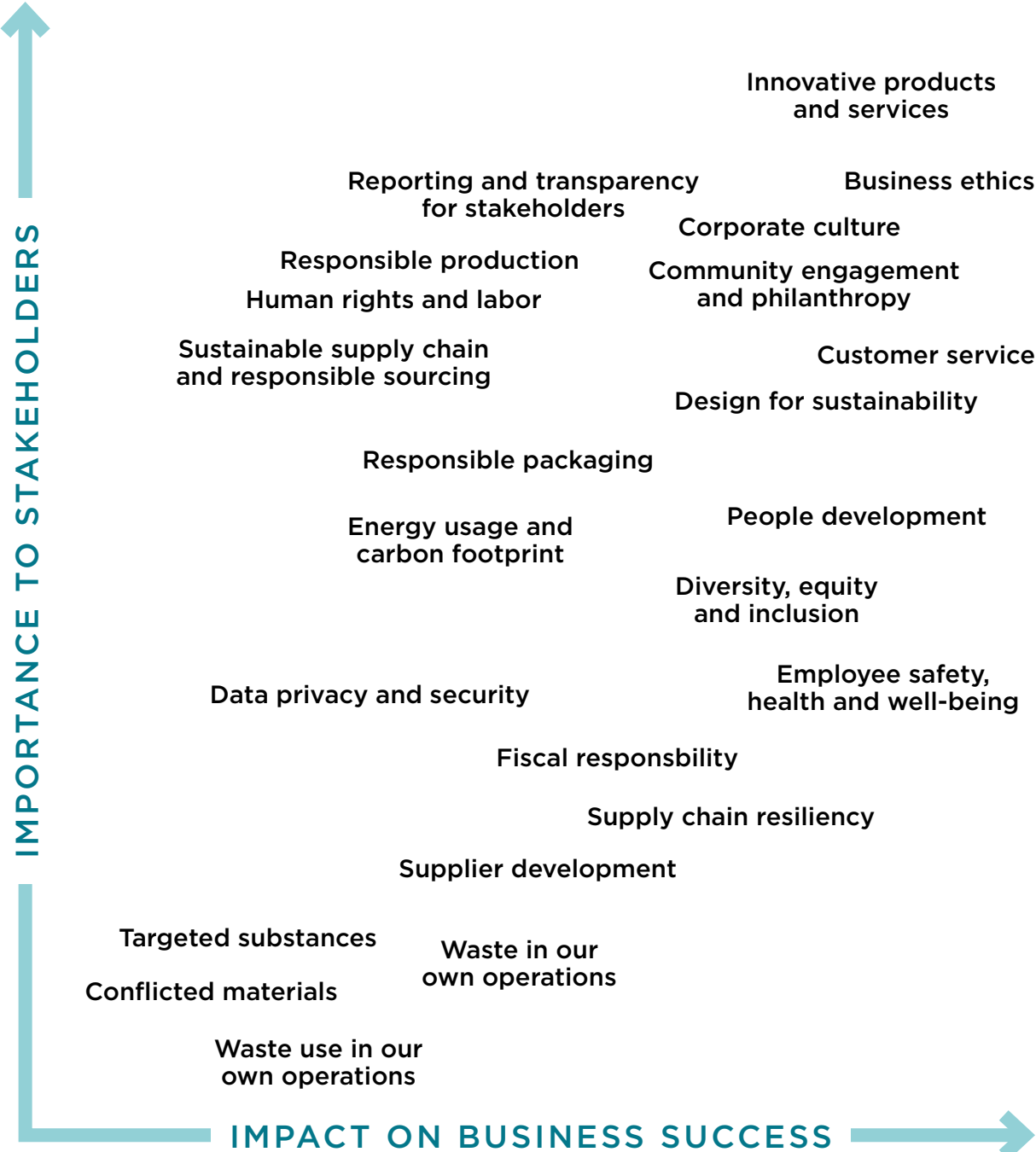
Talladega Superspeedway  
Lincoln, Alabama

# MATERIALITY ASSESSMENT

Our Materiality Assessment helps us ensure we focus on the areas of greatest interest to our stakeholders, where we can have a meaningful impact while growing our business and mitigating risks. In our Materiality Assessment, the main risks and opportunities in workforce-related, social and environmental topics for Biamp and its stakeholders are identified and ranked in terms of importance to identify the main issues, risks and opportunities relating to Biamp’s business model and performance. Risks may include strategic, operational, financial, reputational, or compliance risks.

The result of the materiality assessment process is reported in the following figure showing the materiality of specific Sustainability Topics. The topics we determined to be the most material issues are displayed in the top right-hand quadrant of the figure.

To establish the context of this report and our materiality assessment, we seek to understand current good-practice standards or benchmarks, stakeholder perceptions, and societal views, relevant to our sector. Information and insights are gathered, as they arise, both





formally and informally, by Biamp team members and third parties, throughout the course of the year. A systematic review of this information and related data is carried out in tandem with sustainability reporting.

We engage with our most important stakeholders regularly, both directly and indirectly. Stakeholders are individuals or groups that have interests that are affected or could be affected by our activities. Stakeholders may include directors, executive leadership, managers, and employees, customers, suppliers, regulators, community members, and investors. Our analysis incorporates emerging and evolving sustainability trends and concerns as reported by stakeholders, peer analysis, and third parties. Our regular engagement with our most important stakeholders ensures our decision making and prioritizations reflect the most important areas of concern and impact.

We identify existing and emerging trends relevant to our sustainability performance and these trends establish the context for this report. In the following sections, we report our performance in relation to broader concepts of sustainability, previous generations of product or historic performance, and relative to industry good-practice standards and expectations.

To identify issues of concern, we review the sustainability reports of peer companies to identify emerging trends, stakeholder expectations, and material issues, which have been identified by peer companies in our sector or comparable sectors, as well as companies in Biamp's business ecosystem. In addition, we review materiality examples compiled by standards leaders, including by the Sustainability Accounting Standards Board (SASB), the Global Reporting Initiative (GRI), the UN Sustainable Development Goals (SDRs), OECD and UN Global Compact. We also review any information requests, queries, or commentary received during the preceding year from our stakeholders.

Through this process, we identify a wide range of potential sustainability issues, which may warrant further consideration. The key issues are clustered into sustainability topics. Each topic is then analyzed and scored to identify those of material interest. This effort led to the identification of 23 material topics.

When analyzing and defining materiality, we considered two key dimensions:

- Dimension X: Impact on Biamp Business
  - alignment with our purpose, values, goals, and standards;
  - our business model and associated level of influence and potential for impact;
  - our innovation potential and capabilities around design, engineering, supply chain, and product development;
  - our potential to make a meaningful contribution to important global movements toward sustainability and societal expectations;
  - our capacity to enhance customer and user experience, including the sustainability experience of our customers and users; and
  - opportunities for value creation, including compliance, innovation, market differentiation, reputational value, and brand equity.
- Dimension Y: Stakeholder Importance.
  - comments, views and information requests submitted to Biamp directly;
  - and broader stakeholder views and interests in our sector as a whole.

The resulting scores are evaluated from low to high, to make an overall determination of materiality. Not all material topics are of equal importance, and the emphasis within this report reflects their relative priority. Each specific topic is described in more detail as integrated into the following sections of this report. A comprehensive GRI Index is available at the end of this report, to show where specific GRI metrics are reported. A comprehensive SASB matrix is included at the end of this report, to indicate where SASB metrics are reported. A comprehensive UN SDGs matrix is included at the end of this report, to indicate where UN SDGs metrics are reported.



# DESIGNED FOR SUSTAINABILITY

Biamp products are designed to last. We build our products 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.

Biamp’s high-sensitivity loudspeaker products use far fewer amplifiers and require much less electricity than most competitors’ products: our most recent amplifier offerings were awarded the coveted ENERGY STAR rating by the U.S. Dept. of Energy.



ARoS Aarhus Kunstmuseum  
Copenhagen, Denmark

## RESPONSIBLY DESIGNED AND ENERGY EFFICIENT



**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.**



Citadel Federal Credit Union  
Exton, Pennsylvania



**Environmentally  
Sound:**

All Biamp products  
are RoHS, WEEE, and  
REACH compliant.



We work to use  
only recyclable  
packaging materials  
and minimize the  
number of different  
kinds of material.



Our Parl  microphone  
tool is completely  
biodegradable.



We utilize PoE  
far more extensively  
than other  
manufacturers  
due to its efficiency  
and simplicity.



National Renewable Energy Laboratory (NREL)  
Golden, Colorado



**Our digital amplifiers are both heat-efficient and energy-efficient (and ENERGY STAR certified).**

### TESIRA AMPLIFIERS

Since 2015, our Tesira AMP and TesiraXEL rackmount amplifiers have been designed with standby and sleep modes for power savings.



### VOLTERA AMPLIFIERS

Our new Voltera® A 600.2 and 600.4 Series are two half-rack power amplifiers that bring the coveted ENERGY STAR® certification to clients.



### PREZONE2

Our PREZONE2 preamplifier's automated standby mode functionality also minimizes power usage without fully powering down the equipment.



ENERGY STAR ensures these amplifiers consume less power without compromising on powerful sound distribution and reinforcement capabilities.



## FOCUSED ON SAFETY COMPLIANCE

### **ISO 9001:2008**

Specifies requirements for a quality management system where an organization needs to demonstrate its ability to consistently provide products that meet customer and applicable statutory and regulatory requirements; in addition to enhancing customer satisfaction through the effective application of the system, including processes for continual improvement of the system and assurance of conformity to customer and applicable statutory and regulatory requirements.

### **EN 54-16**

Applicable for a voice alarm system used in a fire detection and fire alarm system provides, manually and/or automatically, an audible fire alarm signal within the building.

### **EN 54-24**

Specifies requirements, test methods, and performance criteria for loudspeakers intended to broadcast a warning of fire between a fire detection and fire alarm system and the occupants of a building.

### **NFPA 72**

National Fire Alarm and Signaling Code covers the requirements for installation performance of fire alarm systems.

### **RINA**

Italy safety certification.

### **CE**

European marking of conformity that indicates that a product complies with safety and other requirements of the applicable European laws or directives.

### **UL and C-UL**

UL, formerly known as Underwriters Laboratories, is an independent non-profit testing lab for consumer, commercial, and industrial products.





Our Cambridge Qt® X 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 and controllability.

Cambridge Qt X 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 Cambridge Qt X sound masking systems help businesses improve their LEED green building certification scores while maintaining optimal acoustic environments.



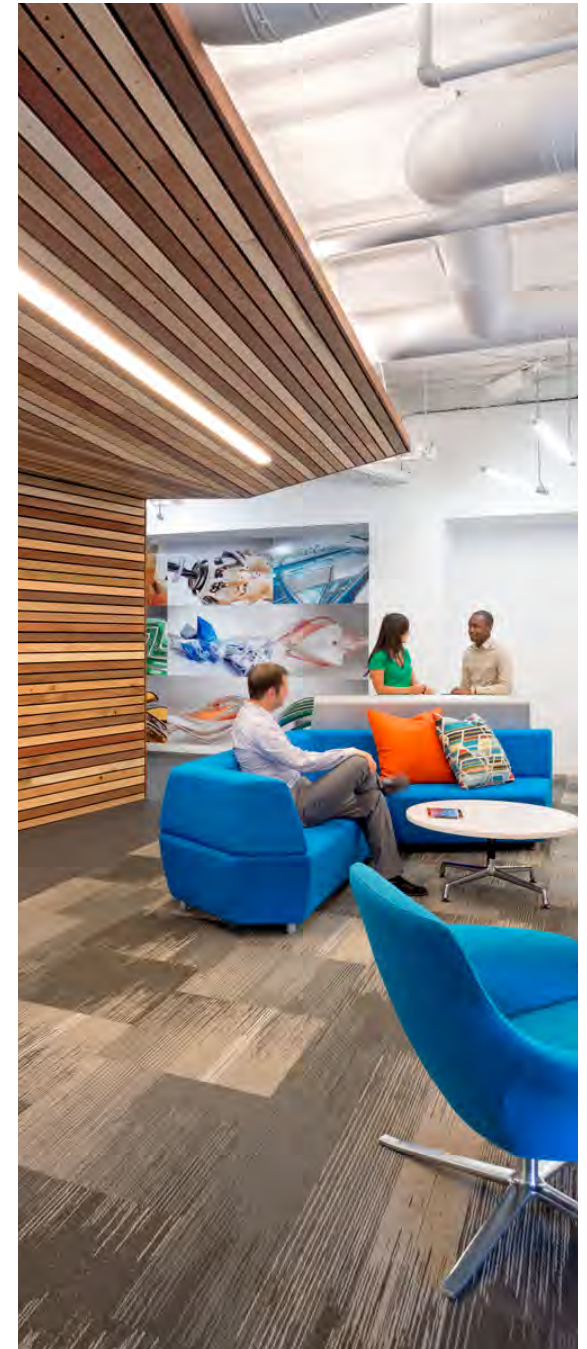
## CASE STUDY: AUTODESK'S NEW HEADQUARTERS

Autodesk, Inc., is the industry leader for 3D design and engineering software for architecture engineering, construction, manufacturing, and media entertainment applications. When designing the new headquarters for the Architecture, Engineering and Construction Division, Autodesk required an environment that encouraged team collaboration while also representing the company's history of innovation. With this in mind, the headquarters features open layout office areas with high, open ceilings, short glass workstation barriers, and large windows. Adjacent to the cubicles are a variety of conference rooms and private offices with frosted glass walls and smooth concrete flooring.

As Autodesk designed their new space, the team anticipated acoustical issues throughout the open office layout, and needed to ensure the new facility was LEED certified. Autodesk needed a solution for their internal acoustical challenges that was energy efficient to help achieve this goal.

Autodesk needed their solution to be simple to manage, flexible to use, and easily customizable. Biamp's Cambridge sound masking system proved to be the most adept at solving Autodesk's challenges. Each floor of the headquarters is equipped with its own sound masking module, separating each floor of the facility into six distinct zones and allowing for appropriate audio levels in each space: each of the eighteen total zones has a different decibel level requirement.

Autodesk's new headquarters received a Gold rating for LEED Core and Shell Development and the coveted Platinum rating for LEED Commercial Interior. While several factors contribute to LEED Commercial Interior certification, the Cambridge sound masking system's ability to use less than 24 watts of power to provide masking coverage of up to 72,000 square feet helped Autodesk achieve the perfect rating. The LEED Commercial Interiors Certification is independent from the building's LEED score and is based on providing an environment that is comfortable, distraction-free, and ensures a level of employee privacy.

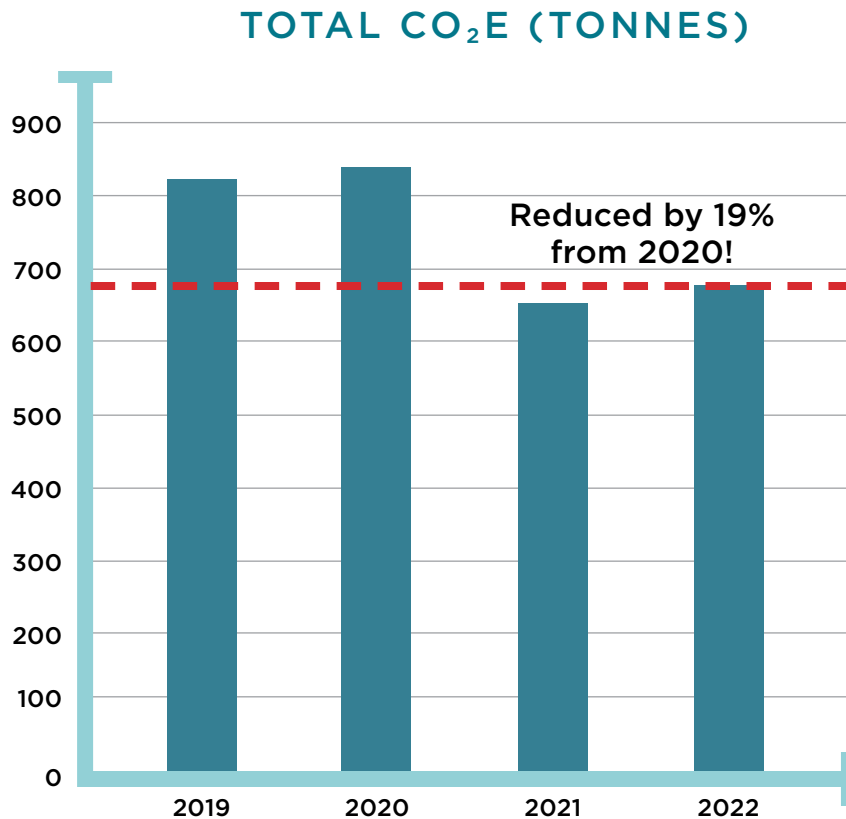


# ENERGY AND EMISSIONS

Biamp works to support and preserve our environment, and to create a better future for all. We embrace our role as an environmental custodian; our goal is to leave the planet better than we found it. We're committed to reducing our carbon footprint by eliminating waste through efficient manufacturing practices.

Our efforts begin with Design for Sustainability—made to last, to be repaired rather than replaced, and with conservation and energy efficiency in mind—which maximizes the energy and materials efficiency of our products. This helps our customers reduce their own greenhouse gas emissions and, in turn, reduces Biamp's Scope 3 greenhouse gas emissions (“emissions from products sold”).

Our environmental committee has introduced numerous sustainability initiatives over the years which have reduced our Scope 1 & 2 greenhouse gas emissions, including onsite recycling programs, motion sensors for lights throughout our buildings, and water coolers designed to reduce bottled water consumption.



ELECTRICITY USAGE		2022
Total electricity usage		3,924 MWh
Renewable electricity usage*		2,511 MWh

GREENHOUSE GAS EMISSIONS		2022
Scope 1 GHG emissions		9.70 tons CO <sub>2</sub>
Scope 2 GHG emissions*		669.87 tons CO <sub>2</sub>
Scope 1 & 2 GHG emissions *		676.57 tons CO <sub>2</sub>



\* Scope 2 emissions calculated using Location-Based grid average factors.

Energy efficient operations is a continuous endeavor. Where practical in our manufacturing process, Biamp tries to reduce our energy consumption, and to use energy sources that are renewable or emit fewer greenhouse gases. Where this is not possible, our team takes action to offset our emissions. We also encourage our suppliers to implement efficient energy practices which best integrate into their own processes.

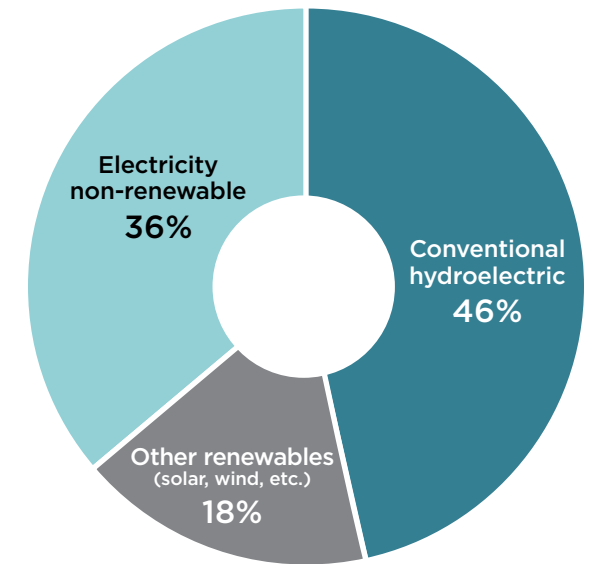
91% of Biamp's 2022 electricity needs were utilized in its Oregon manufacturing facilities, and purchased from the Oregon electrical grid, and 9% from Pennsylvania's electrical grid. According to the U.S. EIA, in 2022, 64% of Biamp's total electrical needs were provided through renewable sources (46% from hydroelectric power and 18% from wind and solar energy and other renewable sources).

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; these efforts reduce Biamp's Scope 3 greenhouse gas emissions.

Our efforts are generating real results in efficiency, which is positive both for our planet and our company:

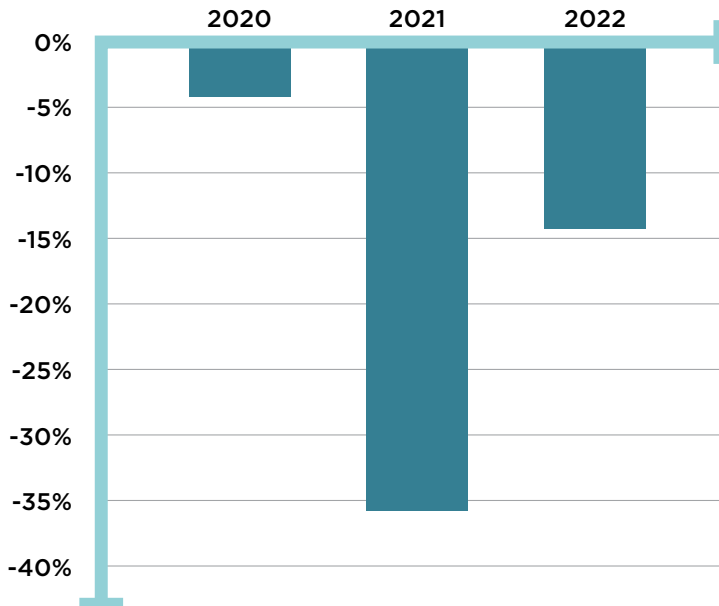
- Our total greenhouse gas emissions have been reduced by 17% in 2022 from our baseline year of 2019, and 19% from 2020
- Biamp greenhouse gas emissions as a ratio of revenues have been reduced by 47% from our baseline year of 2019
- Biamp greenhouse gas emissions as a ratio of employees have been reduced by 44% from our baseline year of 2019
- Biamp greenhouse gas emissions as a ratio of square footage have been reduced by 39% from our baseline year of 2019
- Biamp greenhouse gas emissions as a ratio of units produced have been reduced by 35% from our baseline year of 2019

## ELECTRICITY UTILIZED (2022)\*

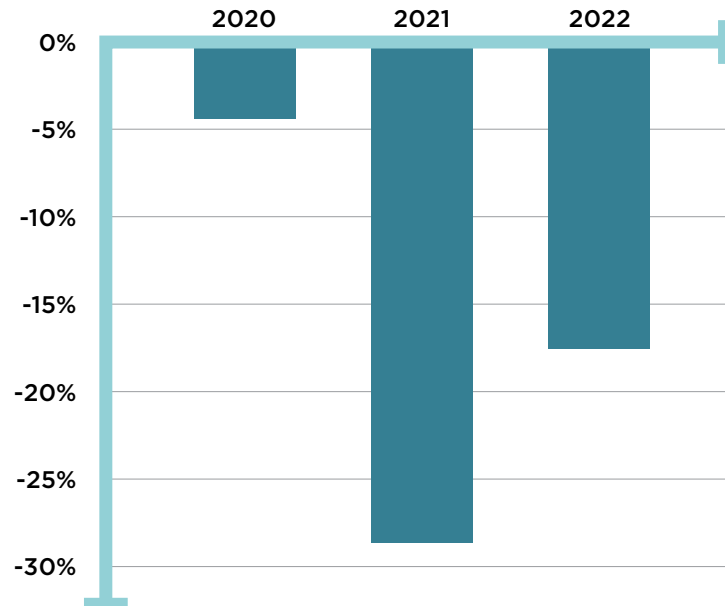


\* Electricity utilized calculated using Location-Based grid average factors

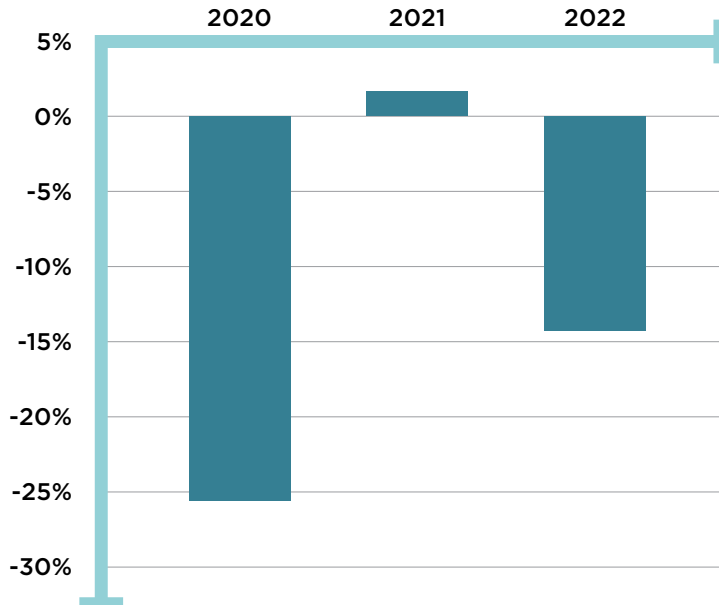
Y/Y% CHANGE OF CO<sub>2</sub>E PER REVENUE



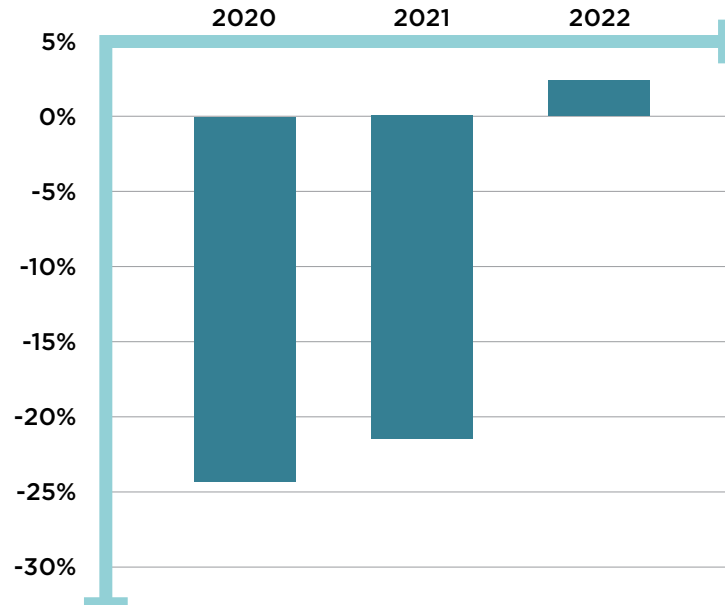
Y/Y% CHANGE OF CO<sub>2</sub>E PER EMPLOYEE



Y/Y% CHANGE OF CO<sub>2</sub>E PER UNITS



Y/Y% CHANGE OF CO<sub>2</sub>E PER SQ FT



# WASTE AND RECYCLING

At Biamp, reducing waste starts with not producing waste, and Biamp products are designed to last. We build our products to be repaired, rather than replaced. Our designs use only the material required to build high-quality products, with no unnecessary parts. We also reuse and recycle as much raw material as possible. Our Design for Sustainability methodology helps our customers reduce their own waste and, in turn, reduces Biamp’s “end-of-life” waste volumes.

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 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.



# HEALTH AND SAFETY

Health and safety of our employees—our team—is of key importance for Biamp. We're committed to creating a workplace in which employees can thrive. In doing so we try to prevent work-related injuries and promote overall good health.

Biamp implements annual training and communication programs to update our team on any new additions in our safety procedures, and continue training to keep employees safe.

Because of the impact of the COVID-19 pandemic in 2020, we assessed the potential impact of “black swan” events to our business operations and facilities organized broad contingency planning for maintaining consistency of operations for customers, with particular focus on employee health and safety. We have not experienced any significant business impacts or interruptions to date.

During the COVID-19 pandemic, we prioritized the health and safety of our team. We implemented work-from-home policies for our employees serving functions which could be fulfilled remotely, in part due to the impact of the COVID-19 pandemic, but also because of employee demand.

We regularly assess our health and safety performance to achieve continual improvement as well as versus applicable legal and regulatory requirements.



Biamp complies with all regulations regarding electronics products and regulated materials, including:

## **RoHS**

Restriction of Hazardous Substances directive 2011/65/EU restricting the use of hazardous substances for electrical and electronic products

## **WEEE**

Waste from Electrical and Electronic Equipment EU Directive 2012/19/EU sets collection / recycling / recovery targets for electronics products

## **California Prop 65**

Formally titled “The Safe Drinking Water and Toxic Enforcement Act of 1986”; administered by CalEPA’s California Office of Environmental Health Hazard Assessment (OEHHA)

## **REACH**

European Regulation (EC) No 1907/2006 on the Registration, Evaluation, Authorization and Restriction of Chemicals.



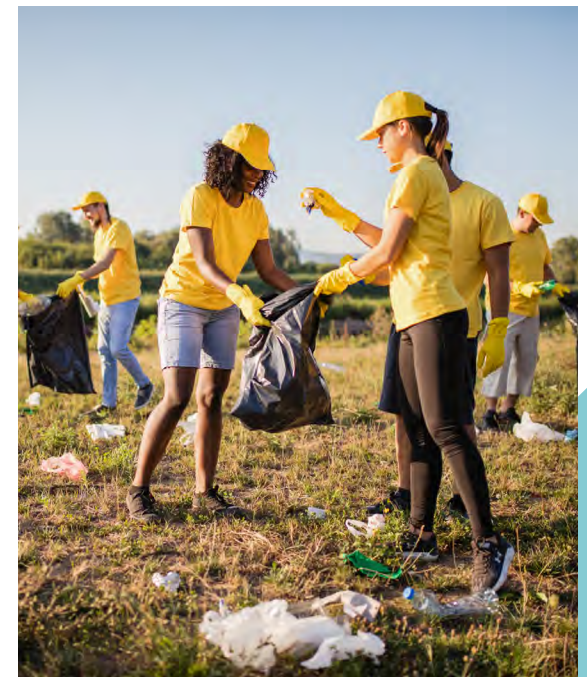
# DIVERSITY, EQUITY AND INCLUSION

It's our employees and our communities, 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.

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 nondiscriminatory 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.



These topics are covered by our mandatory trainings on hiring and managing, and also harassment training, that all employees take.

Gender representation within Biamp is a focus area for Management and the Human Resources teams. We hope to make gender diversity in our workplace a reality with tangible effects, and without impacting the positive work environment we have worked hard to build.

Our policies specify that all employees must be treated with the same opportunities and respect, regardless of gender or other self-identification. Promoting diversity, including through the recruitment of more female managers, is an ongoing organic process within the Company. Discrimination awareness and training is a requirement for Supervisors and above.

- Female employees represent 28% of total employees below the Supervisor level, and 26% of all employees.
- Female Supervisors are currently 15% of overall Supervisors within the Company.
- Female Managers represent 19% of overall Managers within the Company.
- Vice Presidents and Managers who are female account for 15% of all Company Vice Presidents and Managers.
- Non-binary employees make up roughly 1% of our total team.

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.

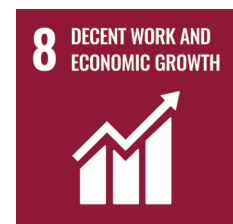
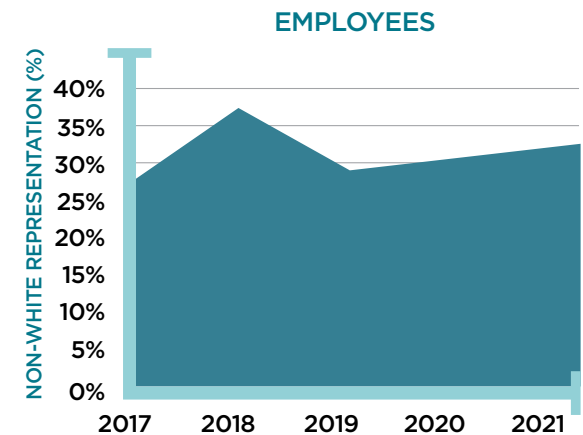
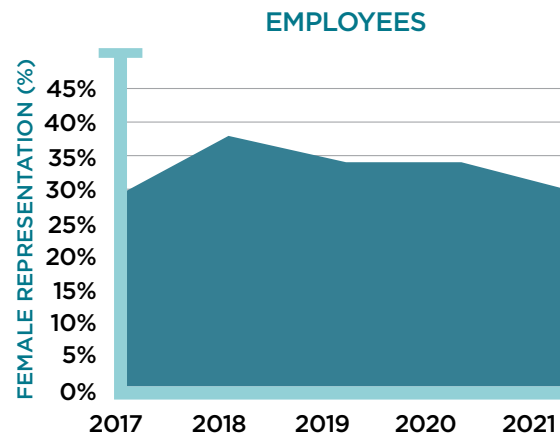
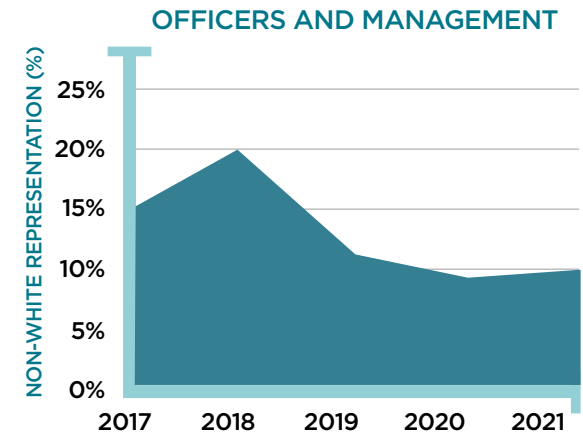
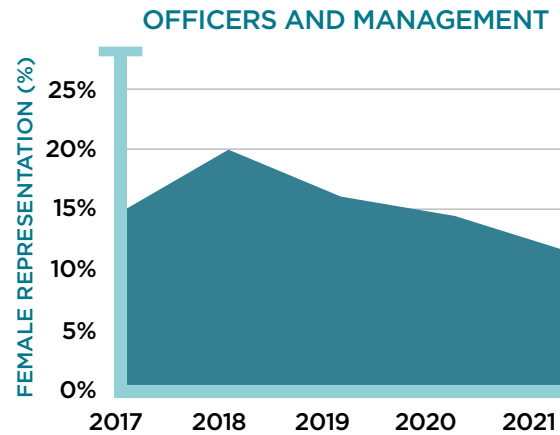


	FEMALE	MALE	NON-BINARY
Vice President and above	0%	100%	0%
Director	7%	93%	0%
Manager	19%	81%	0%
Supervisor	15%	85%	0%
Employee	28%	71%	1%
<b>TOTAL</b>	<b>26%</b>	<b>73%</b>	<b>1%</b>

Biamp has added a significant number of employees through acquisitions over the past five years in multiple countries—each with their own reporting standards and regulations—making consistent comparisons across employee metrics challenging. Please note the below charts reflect only the U.S. portion of our team (representing roughly 63% of 2021 employees) and demonstrate our continued commitment to measuring our equitable hiring and promotion representation progress as we grow our business both organically and through acquisitions.

Female representation across our overall U.S. employees was flat from our 2017 baseline to 2021; Supervisors and Managers fell slightly from 15% to 12% in 2021 while non-Management employees rose slightly from 29% to 30% in the same period.

We also saw a meaningful increase in our total employees across our overall U.S. operations who self-identify as “non-White,” increasing from 25% in our 2017 baseline year to 30% in 2021, with non-management employees growing from 27% to 33% over the same period. Of particular note was the growth in representation among Professional employees, from 12% to 19%. Management representation in our U.S. operations declined 15% to 10% as more managerial function shifted to our non-U.S. operations (non-U.S. operations not reported here).





## ETHICS AND HUMAN RIGHTS

Ethical business is of paramount importance for Biamp to fulfill its mission of connecting people. Since our founding in 1976, Biamp has been deeply committed to fostering trust by acting with honesty and integrity in every business relationship. This connection with people is central to our core values, and corporate culture.

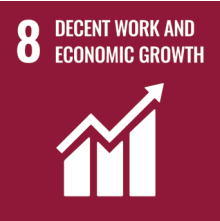
It is Biamp's policy that each employee and partner acts in a manner utilizing good judgment, high ethical standards, and honesty in their business dealings on behalf of Biamp. It is also important that we are respectful and courteous to one another, our customers, other business associates, and the public. This manifests itself through our deep customer base and our work environment, but also through our employee engagement in our Company's philanthropic efforts.

Biamp complies with regulations in force in the countries in which it operates. Additionally, Biamp seeks to lead with ethical business practices through our voluntary principles and standards of responsible behavior with regard to human rights. Our principles have been guided by:

- the Universal Declaration of Human Rights.
- the International Labour Organization Declaration, particularly the eight conventions on fundamental principles and rights at work.
- the United Nations Global Compact's principles for Human Rights and labor standards.
- the United Nations Sustainable Development Goals.

In line with our ethical principles and in concert with the UN Global Compact, Biamp commits to:

- support and respect the protection of internationally proclaimed human rights.
- ensure we are not complicit in human rights abuses.
- uphold the freedom of association and the effective recognition of the right to collective bargaining.
- continue to prevent all forms of forced and compulsory labor.
- continue to prevent all forms of child labor.
- eliminate discrimination in respect of employment and occupation.
- continue to address environmental challenges.
- continue to undertake initiatives to promote greater environmental responsibility.
- continue to encourage our development of environmentally friendly technologies.
- continue to work against corruption in all its forms, including extortion and bribery.



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**“Each employee acts in a manner utilizing good judgment, high ethical standards, and honesty in their business dealings”**

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## SUPPLY CHAIN MANAGEMENT

Biamp employees are expected to maintain the highest standards of conduct when performing their work, and this extends to our suppliers and partners. We believe in positive change and taking responsibility for the impact that we have on our planet and its people, and we choose business partners, suppliers and vendors who share our high standards of business integrity.

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, nondiscrimination, 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.

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.

To maintain our reputation for reliability and professionalism, all Biamp Suppliers must commit to adhering to our Suppliers Code of Conduct in any activity that relates directly or indirectly to Biamp, and we have subjected all Suppliers to a basic assessment and certification.

We expect Suppliers in a business relationship with Biamp, and their Subcontractors, to conduct their business in accordance with the highest

ethical standards. In addition, Biamp expects its Suppliers and each of their Subcontractors to have an established internal policy and controls in place to prevent and detect misconduct, such as the misuse of company assets, conflict of interest, fraud, embezzlement, corruption, bribery and extortion. All Supplier and their Subcontractor business dealings should be fair, legal and honest.

**LABOR**

Biamp Suppliers must eliminate all forms of forced or compulsory labor, including prison, indentured, bonded, slave or other forms of forced labor. They should also ensure that there are no acts of human trafficking and that people seeking employment at their facility are not compelled to work through force, deception, intimidation, coercion or as a punishment for holding or expressing political views.

We expect our Suppliers to refuse to use child labor. “Child” means any person who is under the age of 15 or under the age for completion of compulsory education, whichever is higher.

Our partners must also maintain work hours in compliance with all applicable laws and regulations, and pay workers at least the local or national legal minimum wage and provide any benefits required by law. They must treat all employees with respect and dignity and prohibit any form of harsh or inhumane treatment, including physical, psychological, sexual or verbal harassment or abuse. They must prohibit unlawful discrimination against any worker in its hiring and employment practices on the basis of race, religious belief, color, gender, age, national origin, ancestry, sexual orientation, gender identification, physical or mental disability, medical condition, illness or any other legally protected characteristic.

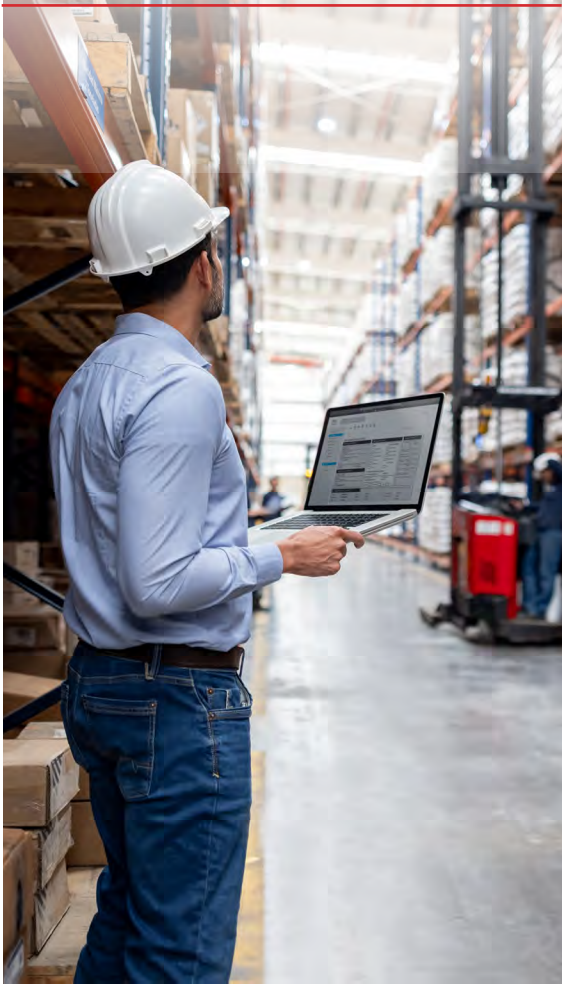
**ANTI-CORRUPTION**

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

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**“We expect our partners and suppliers to likewise maintain the highest standards of business integrity”**

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**“It is important that we are respectful and courteous to one another, our customers, other business associates, and the public”**

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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.

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.

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 may be 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.

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.

## CONFLICT MINERALS

Biamp seeks to eliminate use of "conflict materials" originating from the Democratic Republic of Congo or adjoining countries. To fulfill this goal, Biamp monitors whether the products our Suppliers manufacture or contract to manufacture contain conflict minerals. Minerals identified as conflict minerals are typically cassiterite (tin ore), coltan (tantalum ore), wolframite (tungsten ore) and gold. Revenue from the mining and transport of these conflict minerals is believed to be financing or benefiting

**"Biamp seeks to maximize the health and safety of its employees, suppliers' employees, and other stakeholders"**



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**“We believe in positive change and taking responsibility for the impact that we have on our planet and its people”**

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groups that are responsible for human rights violations, and is not welcome in our products. Given our manufacturing processes, Biamp is never in a position to purchase these materials directly.

### **REGULATED SUBSTANCES**

Biamp seeks to maximize the health and safety of its employees, suppliers' employees, and other stakeholders. In pursuit of this goal, we work with our internal design teams and suppliers regarding the specific materials and parts used in our products, particularly those containing regulated substances, and including materials governed by RoHS and REACH.

### **ASSESSMENT**

Biamp may evaluate and assess its Suppliers' adherence to this code of conduct. Upon Biamp's request, Suppliers should provide Biamp with all necessary information that would help in this assessment. In the event Biamp determines that a Supplier or any of its Subcontractors has failed to develop and implement reasonable steps to comply with this Code of Conduct, Biamp reserves the right to take appropriate actions, which may include discontinuing the business relationship with the Supplier. Additionally, Suppliers should promptly report violations of this Supplier Code of Conduct or any alleged misconduct or unethical behavior by a Biamp employee, representative or agent to Biamp.



## BIAMP IN THE COMMUNITY

All charitable donations and involvement are good things, of course, but in many cases, employees don't feel as connected to the corporate efforts as they might be if they were more involved in the causes themselves and they didn't represent an initiative near and dear to the management team.

Biamp has put the power of its corporate philanthropy in the hands of its employees through the Charitable Leadership Committee, which prioritizes which nonprofit organizations and local charities the company should help through a six-figure annual outlay of cash, products and other involvement.

Biamp has always been charitable in its demeanor and now we've created a committee to ensure our charitable giving is aligned with our vision statement—connecting people through extraordinary audiovisual experiences

The grant program is part of Biamp's longstanding efforts to “strengthen communities where people work, play and live.

There's no particular schedule or annual division of funds when it comes to Biamp's charitable efforts. Sure, there are some events and causes to which the company gives every year, but “it's more where we find the biggest needs,” says Skaf. “It's not a time-based process.”

Biamp employees play hands-on roles with the charities they support. It's important that our employees feel connected with these events. It's not just simply a check that's being signed in most cases: it's something that our employees are connected with, so they participate in some way. It's about connecting people around the world so they can communicate and collaborate and share ideas and thoughts.



We're growing fast and are very thankful, which is why we're able to give back to the communities and participate in them. We try to share our success and our blessings with them.

### **PDX JAZZ FESTIVAL**

Since 2017, Biamp has been a proud sponsor of the PDX Jazz Festival, a multi-venue series of jazz events presented 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 jazz masters alongside local jazz musicians.



### **HABITAT FOR HUMANITY**

People in our community and all over the world partner with Habitat for Humanity to build or improve a place they can call home. With help, Habitat homeowners achieve the strength, stability and independence they need to build a better life. Biamp employees support Habitat for Humanity through an annual one-day volunteer offsite organized by our Wellness Committee.

### **ROCK 'N' ROLL CAMP FOR GIRLS**

Rock 'n Roll Camp for Girls is dedicated to empowering girls and our gender expansive community to turn it up! Biamp is proud to donate to this impactful organization.



## SHARED STUDIOS

Shared Studios connects people separated by distance and difference with audio visual immersion portals located in cities across the globe.



## BIAMP GRANT PROGRAM

Biamp is thrilled to award grant funding to select nonprofit programs that best demonstrate plans for empowering positive change in our communities through meaningful and impactful efforts. Apply today!

Download the application from our website and email it to [moc.pmaib@elbatirahc](mailto:moc.pmaib@elbatirahc).



## 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.

## 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.



## BIAMP GRANT PROGRAM

CONNECTING PEOPLE THROUGH  
EXTRAORDINARY AUDIOVISUAL EXPERIENCES



# STANDARDS INDEX

## SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

TOPIC	METRIC	REPORTING	CODE
<b>Energy Management in Manufacturing</b>	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable"	(1) 3.924 GWh consumed (page 20) (2) 100% grid electricity (page 21) (3) 64% renewable energy (page 21)	RT-EE-130a.1
	Percentage of products by revenue that contain IEC62474 declarable substances	All Biamp products are RoHS, WEEE, and REACH compliant. Biamp seeks to maximize the health and safety of its employees, suppliers' employees, and other stakeholders. In pursuit of this goal, we work with our internal design teams and suppliers regarding the specific materials and parts used in our products, particularly those containing regulated substances, and including materials governed by RoHS and REACH.	RT-EE-410a.1
<b>Product life-cycle management</b>	Percentage of eligible products, by revenue, certified to an energy efficiency certification	Biamp's most recent amplifier offerings were awarded the coveted ENERGY STAR rating by the U.S. Dept. of Energy.	RT-EE-410a.2
	Revenue from renewable energy-related and energy efficiency-related products	Not reported	RT-EE-410a.3
<b>Materials Sourcing</b>	Description of the management of risks associated with the use of critical materials	Biamp's internal team assesses its designs and manufacturing components, and determines which parts may be critical to manufacturability, and the potential need for alternative components and other parts. Biamp works closely with its supplier partners to determine the availability and trends of potential critical components and through supplier working relationships ensure the availability of potentially critical components. Biamp may keep inventory as needed of such critical components as per its internal and external assessments, and of other parts as deemed beneficial.	RT-EE-440a.1

TOPIC	METRIC	REPORTING	CODE
<b>Supply Chain Management</b>	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	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, nondiscrimination, 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. Our Supplier Code of Ethics ensures compliance with our ethical principles. Suppliers may be asked to certify they adhere to Biamp's Supplier Code of Conduct. Biamp may evaluate and assess its Suppliers' adherence to this code of conduct. Upon Biamp's request, Suppliers should provide Biamp with all necessary information that would help in this assessment. In the event Biamp determines that a Supplier or any of its Subcontractors has failed to develop and implement reasonable steps to comply with this Code of Conduct, Biamp reserves the right to take appropriate actions, which may include discontinuing the business relationship with the Supplier.	TC-HW-430a.1
	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances	(1) No non-conformance of suppliers discovered (2) Not applicable	TC-HW-430a.2
<b>Packaging Lifecycle Management</b>	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable or compostable	Not disclosed	CG-HP-410a.1
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Biamp works to use only recyclable packaging materials and minimize the number of different kinds of material. 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.	CG-HP-410a.2

TOPIC	METRIC	REPORTING	CODE
<b>Product Safety</b>	(1) Number of recalls issued, (2) total units recalled	(1) No recalls issued (2) No units recalled	RT-EE-250a.1
	Total amount of monetary losses as a result of legal proceedings associated with product safety	No monetary losses as a result of legal proceedings associated with product safety.	RT-EE-250a.2
<b>Product security</b>	Description of approach to identifying and addressing data security risks in products	We maintain safeguards intended to promote the security of our systems and protect the confidentiality, integrity, availability, and resilience of personal data. Those safeguards may include encryption of personal data where we deem appropriate and taking steps to ensure personal data is backed up and remains available in the event of a security incident.	TC-HW-230a.1
<b>Employee diversity &amp; inclusion</b>	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	(1) (a) female officers and directors (U.S only) 7% (1) (b) female non-executive managers (U.S only) 19% (1) (d) female non-management employees (U.S only) 30% (2) (a) non-white officers and management (U.S only) 10% (2) (c) non-white professional employees (U.S only) 19% (2) (d) non-white non-management employees (U.S only) 33% See Diversity, Equity and Inclusion section, pages 25-27.	TC-HW-330a.1
	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behaviour	<p>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.” Biamp also strictly prohibits facilitation payments.</p> <p>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. 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. 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. 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.</p>	RT-EE-510a.1



TOPIC	METRIC	REPORTING	CODE
<b>Business Ethics</b>	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Biamp has discovered no bribery or corruption, and has not been engaged in any legal proceedings regarding potential or alleged bribery or corruption. Biamp has no monetary losses as a result of legal proceedings associated with bribery or corruption	RT-EE-510a.2
	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	Biamp has discovered no anti-competitive behaviour or anti-competitive behaviour regulations, and has not been engaged in any legal proceedings regarding potential or alleged anti-competitive behaviour. Biamp has no monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations.	RT-EE-510a.3

## GLOBAL REPORTING INITIATIVE (GRI) INDEX




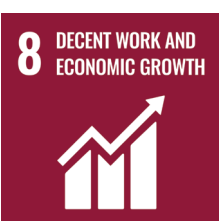

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-2 Entities included in the organization's sustainability reporting	Pages 3-4
	2-6 Activities, value chain and other business relationships	Pages 6-10
	2-13 Delegation of responsibility for managing impacts	Pages 11-13
	2-27 Compliance with laws and regulations	Pages 30-34
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Pages 11-13
	3-2 List of material topics	Page 11
	3-3 Management of material topics	Pages 12-13
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Pages 25-27
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	pages 29, 30-33
	205-2 Communication and training about anti-corruption policies and procedures	pages 29, 30-33
	205-3 Confirmed incidents of corruption and actions taken	None discovered
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	pages 29, 30-33
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	pages 14-19
	301-2 Recycled input materials used	pages 14-15
	301-3 Reclaimed products and their packaging materials	pages 14-15
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Pages 20-22
	302-2 Energy consumption outside of the organization	Not collected
	302-3 Energy intensity	Page 22
	302-4 Reduction of energy consumption	Page 20-21
	302-5 Reductions in energy requirements of products and services	Page 21-22






GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Page 20
	305-2 Energy indirect (Scope 2) GHG emissions	Page 20
	305-3 Other indirect (Scope 3) GHG emissions	Not collected
	305-4 GHG emissions intensity	Page 22
	305-5 Reduction of GHG emissions	Pages 20-22
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Page 23
	306-2 Management of significant waste-related impacts	Page 23
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Pages 30-34
	308-2 Negative environmental impacts in the supply chain and actions taken	None discovered
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Page 24
	403-2 Hazard identification, risk assessment, and incident investigation	Page 24
	403-3 Occupational health services	Page 24
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 24
	403-5 Worker training on occupational health and safety	Page 24
	403-6 Promotion of worker health	Page 24
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 24
	403-8 Workers covered by an occupational health and safety management system	Page 24
	403-9 Work-related injuries	Not reported
	403-10 Work-related ill health	Not reported
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Pages 26-27
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Not reported
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 28-29

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Pages 28-29, 30-31
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Pages 28-29, 30-31
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	None reported
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 35-37
	413-2 Operations with significant actual and potential negative impacts on local communities	None reported
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Pages 30-34
	414-2 Negative social impacts in the supply chain and actions taken	None reported
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	None reported
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	None reported
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None reported
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	Pages 15, 16, 17
	417-2 Incidents of non-compliance concerning product and service information and labeling	None reported
	417-3 Incidents of non-compliance concerning marketing communications	None reported
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None reported



# UN SUSTAINABLE DEVELOPMENT GOALS (SDG) INDEX

	PRINCIPLE	PAGE
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<p>End poverty in all its forms everywhere</p>	<p>Pages 3, 14-18, 30-34</p>
 <p><b>5</b> GENDER EQUALITY</p>	<p>Achieve gender equality and empower all women and girls</p>	<p>Pages 25-27</p>
 <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>	<p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	<p>Pages 20-22</p>
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>Pages 25-27, 28-29</p>
 <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<p>Pages 14-18</p>

	PRINCIPLE	PAGE
	Reduce inequality within and among countries	Pages 25-27, 35-37
	Ensure sustainable consumption and production patterns	Pages 14-18, 30-34
	Take urgent action to combat climate change and its impacts	Pages 14-18, 20-22, 23
	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	Pages 14-18, 20-22, 23
	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Pages 28-29, 30-34

## UN GLOBAL COMPACT CROSS-REFERENCE

PRINCIPLE	PAGE
1) Businesses should support and respect the protection of internationally proclaimed Human Rights	pages 28, 29, 30
2) Businesses should ensure that they are not complicit in human rights abuses	pages 28, 29, 30
3) Businesses should uphold freedom of association and the effective recognition of the right to collective bargaining	pages 29, 30
4) The elimination of all forms of forced or compulsory labor	pages 29, 30-31
5) The effective abolition of child labor	pages 29, 30-31
6) The elimination of discrimination with respect to employment and occupation	pages 25-28, 29, 30-31
7) Businesses should support a precautionary approach to environmental challenges	pages 14-19, 20-22, 23, 29, 30
8) The undertaking of initiatives to promote greater environmental responsibility	pages 14-19, 20-22, 23, 29, 30
9) The encouragement of the development and diffusion of environmentally friendly technologies	pages 14-19, 20-22, 23, 29, 30
10) Businesses should work against corruption in all its forms, including extortion and bribery	pages 29, 30-33







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