



IPC Modern Slavery and Human Rights Statement

FY2025 (1 Oct 2024 – 30 Sept 2025)

This Statement applies to IPC Systems, Inc. and all entities that it owns or controls for the financial year ending 30 September 2025, unless otherwise stated. IPC Systems, Inc. operates a globally integrated operating model. In preparing this Statement, IPC consulted with its owned and controlled entities.

1. IPC's Modern Slavery and Human Rights Principle

IPC maintains a zero-tolerance approach to forced labour, child labour or any other form of labour exploitation in both our own operations and throughout our global supply chain.

2. Business Structure and Activities

IPC is headquartered in the United States and operates globally through local entities. The company's core businesses are organized into two primary divisions: Trading Communications and Network Services. IPC sources telecom and IT equipment and services via business partners and suppliers worldwide.

a. Operations – Our Workforce

IPC maintains a dedicated HR function staffed by HR professionals of the highest calibre to ensure all recruitment and onboarding activities meet the highest standards of integrity and compliance. All HR professionals are bound by our Code of Ethics and are regularly trained to avoid any issues with labour law.

Our hiring process incorporates multiple controls including verification of right-to-work and right-to-reside status in the relevant country, education and employment history checks and mandatory completion of our Code of Ethics training. These controls are designed to ensure that all employment arrangements are lawful, transparent, and free from any form of exploitation.

b. Supply Chain – Business Partners and Suppliers

All IPC suppliers and business partners are contractually bound by the Business Partner Code of Conduct, which contains clear requirements for compliance with labour laws, including explicit prohibitions on forced labour and child labour.

3. Policies and Due Diligence Processes

IPC enforces its Business Partner Code of Conduct, which strictly prohibits forced and child labour and requires adherence to standards such as payment of living wages, safe working conditions, and audit rights. The IPC Code of Ethics applies to all employees and third parties, supported by multiple reporting channels and a strong non-retaliation policy. In addition, IPC's Third-Party Management Program governs supplier onboarding and audits, ensuring acceptance of the Business Partner Code of Conduct, incorporation of contractual human rights clauses and compliance verification through audit rights.

IPC applies an ongoing, risk-based due diligence process to identify, priorities and address actual and potential adverse impacts on human rights and decent working conditions across its operations, supply chain and business relationships. The effectiveness of these actions is monitored on a continuous basis

4. Training for Employees and Partners

All employees complete annual ethics and compliance training through IPC University, including Code of Ethics, Global Anti-Bribery, and Preventing Workplace Harassment which promote ethical conduct, respect for human rights and safe working conditions. Business partners are expected to train their employees on health and safety and repeat training for new or reassigned roles, consistent with Business Partner Code of Conduct.

5. Risk Assessment and Mitigation Steps

IPC's key modern slavery risks arise in hardware and component manufacturing, logistics, and subcontracted field services, especially in higher-risk geographies. These areas carry increased exposure due to complex supply chains, weaker labor protections, and reliance on third-party or temporary labor.

To mitigate these risks, IPC requires all suppliers to comply with the Business Partner Code of Conduct, conducts onboarding due diligence, performs annual supplier audits and maintains grievance and escalation channels through the IPC Ethics Hotline.

6. Confirmation of Identified Cases

During FY25, there were no cases of forced or child labour either in IPC's own operations or supply chain.

7. Remediation Plans

a. IPC Operations

If we encounter any issues of this nature or discover anything that raises concerns, IPC will take internal steps to support and remediate the situation and ensure appropriate corrective action is taken.

b. IPC Supply Chain

If IPC identifies any potential instance of non-compliance, this is treated as a fundamental breach. IPC's response includes investigation, corrective action plans, contractual remedies (including

suspension or termination), escalation to senior management and reporting to relevant authorities where required. IPC also works with suppliers to support responsible remediation for affected workers, wherever feasible and appropriate.

8. Assessing Effectiveness

IPC evaluates its modern slavery risk management effectiveness efforts through the following methods:

- a. Training Completion Rates: Monitors the percentage of employees and relevant third parties who have completed mandatory ethics and compliance training.
- b. Grievance Metrics: Reviews data from the IPC Ethics Hotline.
- c. Audit Outcomes: Evaluates supplier audits by looking at the number of reviews conducted and whether any suppliers were disengaged for non-compliance.

9. Transparency and Right to Information

In accordance with applicable transparency legislation, IPC responds to reasonable requests for information regarding how it addresses actual and potential adverse impacts on fundamental human rights and decent working conditions. Requests relating to modern slavery and supply chain transparency may be submitted through the Contact Us section of IPC's official website, under the Human Resources category. IPC aims to respond to such requests within the timeframes required by applicable law, subject to legal, confidentiality, and commercial sensitivity considerations.

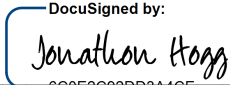
10. Governance, Approval and Publication

This Statement is approved by IPC's Board of Directors and published prominently on IPC's website. It is intended to satisfy international transparency expectations regarding modern slavery and human rights across IPC's operations and supply chains.

Approval and Attestation

This Statement is intended to meet the reporting and transparency requirements of multiple jurisdictions, with further details of legislative alignment set out in Annex A – Global Legal Alignment.

This Statement has been approved by the Board of Directors of IPC Systems, Inc. I, the undersigned, attest that the information in this Statement is true, accurate and complete to the best of my knowledge.

DocuSigned by:

Signed: _____
Name: Jonathon Hogg
Title: SVP, General Counsel and Transformation Manager
Approval Date: 30-Apr-26 | 6:37:14 PM SGT

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Annex A – Global Legal Alignment

Law / Jurisdiction	Public Availability	Governance Approval
UK Modern Slavery Act 2015	Published on company website	Board-approved
Australia Modern Slavery Act 2018	Published on company website	Governing body approval
Canada Forced Labour and Child Labour Act	Published on company website	Governing body approval
California Transparency in Supply Chains Act	Disclosure on company website	N/A