



# Modern slavery act statement

## Background

Epidemic Sound Holding II AB ("Epidemic Sound") is a global music tech company with offices and co-working spaces in Amsterdam, Berlin, London, Los Angeles, New York, Oslo, Seoul and headquarters in Stockholm. Epidemic Sound is a platform for restriction-free music. We collaborate with artists from around the world, and our customers range from enterprises to individual creators.

Epidemic Sound operates globally (including the United Kingdom). For more information on Epidemic Sound please visit our website. This statement is made and adopted by Epidemic Sound, pursuant to the requirements of Section 54 of the United Kingdom Modern Slavery Act 2015.

The statement outlines activities undertaken by Epidemic Sound to identify and mitigate the potential risk of modern slavery related to its business operations and supply chain during the financial year ending 31 December 2024.

## Standards of business conduct

As a responsible global business, Epidemic Sound is committed to act in accordance with international initiatives and standards such as the fundamental Conventions of the International Labor Organization, the UN Universal Declaration of Human Rights, and the UN Guiding Principles on Business and Human Rights. All forms of modern slavery, forced labor, child labor, exploitation and discrimination are prohibited at Epidemic Sound. Epidemic Sound's Code of Conduct (the "Code"), together with applicable policies such as the Business Partner Code of Conduct, Anti-corruption policy, Anti-discrimination policy and the Whistleblower Policy form the backbone of Epidemic Sounds' work with human rights and labor rights.

The Code sets the standards with which all companies within Epidemic Sound are expected to comply. It states Epidemic Sound's commitment to human rights and accordingly prohibits forced or child labor as well as any forms of exploitation or discrimination. In addition, the Code commits to fair working conditions, including compensation, working hours and freedom of association. The Whistleblower Policy is intended to encourage reports on suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviors or practices) without the risk of retribution. This includes any circumstances that may give rise to a heightened risk of slavery or human trafficking.

All our employees are required to adhere to the Code. Epidemic Sound's main supply chain includes vendors for IT support, data centers, transmission and distribution



partners, software and technology contractors as well as musicians, graphic designers and other management consultant services. Epidemic Sound's Business Partner Code of Conduct reflects our Code. Violations of the Business Partner Code of Conduct will initiate a review of the contract and could potentially lead to a termination of the supplier contract. The Business Partner Code of Conduct encourages suppliers to act responsibly and adhere to international conventions, laws and regulations with regard to human and labor rights. Suppliers can report any ethical concerns or suspected cases of non-compliance directly to Epidemic Sound or through our external whistleblower channel available in our Business Partner Code of Conduct and on our corporate website.

Epidemic Sound understands that a key component of an effective compliance environment is employee training and education regarding the rules and policies that apply to their daily business activities. Epidemic Sound is in the process of improving our current training program for employees to ensure all employees conduct the mandatory training. We currently ask all employees to read and sign the Code of Conduct.

## Risk assessment, due diligence process and reporting

Sustainability risk assessment was concluded in Q1 2023 as part of the double materiality assessment and reviewed in Q2 2024, with the risk level within our supply chain assessed as low. During 2024 we have continued our efforts to strengthen our supply chain due diligence work, with a focus on creating an understanding of our current processes and identification of actions to be the focus for 2025. In 2025 we aim to draft a sustainability due diligence policy in conjunction with a draft of a sustainability supply chain due diligence process.

Employees and suppliers are informed and encouraged to report any incidents or suspected breaches of the Code and Business Partner Code of Conduct. In 2024, no incidents of modern slavery in our business or supply chains were reported or identified.

## Approval of statement

This statement was approved by the Board of Directors of Epidemic Sound Holding II on the 4<sup>th</sup> of June 2025.



# Change log

Version	Date	Author	Approved by	Description of change
1.0	2024-04-10	Director of Sustainability	Board of Directors	Initial adoption
1.1	2025-06-04	Director of Sustainability	Board of Directors	Minor changes to reflect efforts made in 2024 and planned for 2025