

# Motorola Solutions Anti-Human Trafficking Compliance Plan

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Version 1.0

## ***Executive Summary***

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Motorola Solutions, Inc. is committed to ethical business practices and has a long-standing commitment to uncompromising integrity and constant respect for people. This compliance plan applies to all Motorola Solutions employees worldwide as well as to our global suppliers. We expect all our trusted business partners to exemplify the same respect for human rights and commitment to ethical business as our employees. The core components of this plan are consistent with the International Labour Organization's fundamental conventions and the United Nations Universal Declaration of Human Rights, and informed by other internationally recognized standards including the EICC of which we are a member.

Motorola Solutions continually seeks opportunities for improving this program and we remain committed to maintaining a high-quality program through self assessments, industry collaboration, bench-marking and stakeholder engagement.

### **1. Motorola Solutions, Inc. Human Rights Policies**

#### **1.1.1 Anti-discrimination and retaliation**

MSI employs people on the basis of their ability to do the job, and explicitly prohibits discrimination based on any employees' personal characteristics, conditions or beliefs. Retaliation against any anyone who – in good faith - reports a concern to MSI about actual or suspected violations of this Compliance Plan shall not be tolerated.

#### **1.1.2 Freely chosen employment**

MSI shall not use forced, slave, prison or indentured labor, including debt bondage. MSI shall ensure that terms of employment of employees, contract or migrant workers are voluntary. If MSI recruits contract or migrant employees, MSI shall pay agency recruitment fees and shall ensure there are no unreasonable employment, relocation or end-of-service expenses. MSI shall not require any employee, contract or migrant worker to remain in employment for any period of time against his or her will, or engage in practices which restrict their ability to terminate employment. MSI shall always pay return transportation costs upon employment conclusion for employees brought into a country for the purpose of working on an MSI project.

#### **1.1.3 Employee Identification Documentation**

MSI shall not require employees, contract or migrant workers to lodge "deposits" or hand over government-issued identification, passports or work permits as a condition of employment. MSI shall not destroy, conceal, confiscate or in any other way deny an employee access to his own identification documentation.

#### **1.1.4 Recruitment Practices**

MSI shall not use deceptive, misleading or fraudulent practices during recruitment of employees. As part of the hiring process, MSI shall provide written employment agreements in the prospective employee's native language including a comprehensive description of the terms and conditions of employment. MSI shall disclose key terms and conditions of employment including, but not limited to: wages and fringe benefits, the location of work, living conditions and housing, any significant costs associated with employment and (if applicable) the hazards associated with the nature of the work.

#### **1.1.5 Child Labor**

MSI's hiring practices shall conform with the International Labour Organization ("ILO") conventions for minimum age (Convention 138) and child labor (Convention 182). Employees under the age of 18 shall not perform hazardous work and shall be restricted from night work.

#### **1.1.6 Fair working hours**

MSI shall manage operations to ensure that overtime does not exceed levels that create inhumane working conditions. MSI shall not require employees to work more than the maximum hours of daily labor set by local law. MSI shall not require, on a regularly scheduled basis, work in excess of sixty (60) hours per week or in excess of six (6) consecutive days without a day of rest.

#### **1.1.7 Wages and benefits**

MSI employees shall be paid at least the minimum legal wage or, where no wage law exists, the local industry standard. MSI shall pay for overtime at a rate that (at least) meets the local legal requirement. In any event, MSI shall provide wages and benefits to its employees sufficient to meet basic needs. For each pay period, MSI shall provide employees with an understandable wage statement that includes sufficient information to verify accurate compensation for work performed. MSI shall not make deductions from wages as a disciplinary measure.

#### **1.1.8 Freedom of association and collective bargaining**

MSI recognizes the right of employees to join associations of their own choosing or to refrain from joining, and the right to collective bargaining, unless otherwise prohibited by law. In all cases, MSI respects employees' rights to open communication, direct engagement, and humane and equitable treatment. MSI shall not discriminate or retaliate against employees for engaging in union organizing and collective bargaining activities, or in other forms of collective representation.

### **1.1.9 Safe, healthy and respectful working conditions**

MSI shall provide a safe, healthy and respectful work environment for employees. In cases where MSI does provide housing or dining facilities, MSI shall operate and maintain such facilities in a safe, sanitary and dignified manner.

### **1.1.10 No harsh or inhumane treatment**

MSI is committed to the safety and security of its employees at MSI facilities. MSI strictly prohibits the abuse or harassment of employees and any behavior intended to induce fear of imminent abuse, harassment or any other type of mistreatment.

### **1.1.11 Commercial Sex Trade**

MSI strictly prohibits the procurement of commercial sex acts by MSI employees while conducting Motorola Solutions business.

### **1.1.12 Suppliers and Subcontractors**

As a condition of doing business with MSI, all agents, subcontractors and suppliers shall conform to the spirit and intent of this Compliance Plan and maintain a safe, healthy and respectful work environment at all times. MSI strictly prohibits its agents and subcontractors at any tier from engaging in trafficking in persons and will monitor and immediately terminate any agent or subcontractor determined to have engaged in any such activity.

MSI regularly assesses conformance with these requirements and expects all agents, subcontractors and suppliers to maintain an adequate compliance system and conform to the [MSI Supplier Code of Conduct](#) at all times. Where a non-conformance has been identified, agents, subcontractors and suppliers are expected to remedy such issues immediately and report corrective action to the appropriate MSI contact upon request.

## **2 Reporting and transparency**

### **2.1.1 Reporting**

MSI shall offer its employees, customers, agents, subcontractors and suppliers the ability to report, on a confidential basis, potential violations of this and other policies through a number of different resources, including MSI's global [EthicsLine](#). MSI investigates such reports and shall take timely remedial or corrective action when appropriate. On an annual basis, MSI provides aggregate data on [EthicsLine](#) intakes in MSI's Corporate Responsibility Report available at [motorolasolutions.com](http://motorolasolutions.com).

### **2.1.2 Human Trafficking Allegations**

MSI shall interview all employees suspected of being victims or witnesses to human trafficking activity before they return to their country of origin. MSI shall encourage all such victims or witnesses to cooperate with Government authorities

### **2.1.3 Violations**

Failure to comply with this Compliance Plan is a violation of the [Motorola Solutions Code of Business Conduct](#) and is the basis for disciplinary action that may include termination of employment. In some cases, individual civil or criminal penalties may also apply.

Individual employees are responsible for complying with this Compliance Plan. Employees are expected to report violations or suspected violations of this Plan to their supervisor, the Office of Ethics and Compliance or a member of the Legal team.

### **2.1.4 Audit**

MSI may conduct audits of global 'high risk' programs/agents/subcontractors/suppliers to verify that no proscribed activity has taken place. Any material findings shall be reported to the Office of Ethics and Compliance immediately.

### **2.1.5 Training**

This Compliance Plan shall be communicated to MSI employees on an annual basis.