

# MOTOROLA SOLUTIONS' ANTI-MODERN SLAVERY/ HUMAN TRAFFICKING STATEMENT

**May 2021 reporting for fiscal year 2020**

Motorola Solutions, Inc. (Motorola Solutions) is a global leader in mission critical communications and analytics. Our technology platforms in mission critical communications, command center software and video security, bolstered by managed and support services, make cities safer and help communities and businesses thrive. We serve more than 100,000 public safety and commercial customers in over 100 countries and have a rich heritage of innovation spanning more than 90 years.

Motorola Solutions is a publicly listed company incorporated under the laws of the State of Delaware in the United States, with our headquarters in Chicago, Illinois. Additional information about our corporate structure can be found at <https://www.annualreports.com/Company/motorola-solutions-inc>. We have over 18,000 employees in 60 countries and a global supply chain which includes direct material, products and services as well as products and services provided by indirect suppliers within our supply chain to support our day to day business and overall infrastructure. Motorola Solutions and its subsidiaries share the same core business operations and supply chain as well as our anti-modern slavery/human trafficking policies, processes and risks covered in this statement. Motorola Solutions provides this statement for itself and on behalf of subsidiaries directly affected by a disclosure obligation in their respective jurisdictions. In a global supply chain, there is an inherent potential risk of modern slavery practices. Motorola Solutions' own manufacturing operations are located in North America. Most of our products that are manufactured by or for us outside the U.S. are manufactured in Malaysia. Having a supply chain including manufacturing, assembly, repair, services and other activities across the globe carries with it a risk of linkage to modern slavery practices. Examples are third party manufacturers that may focus on cost minimization or labor practices used by raw material suppliers. Motorola Solutions has continued to take steps during our financial year which ends December 31<sup>st</sup>, to identify the risks of forced and bonded labor including: debt bondage, indentured labor, prison labor, slavery and human trafficking taking place in our business and in our supply chain, pursuant to Section 3 of the California Transparency in Supply Chains Act of 2010 and the United Kingdom (UK) Modern Slavery Act of 2015, Chapter 30, Part 6, Provision 54 and the Australian Modern Slavery Act 2018 No.153, 2018. Our suppliers are required to conform to the Motorola Solutions' Supplier Code of Conduct ([Supplier Code](#)) and [Anti-Human Trafficking Compliance Plan](#), through which we partner with them to source materials responsibly and to guard against the use of indebted labor and human trafficking.

As a member of the Responsible Business Alliance (RBA), a non-profit coalition of multi-industry companies committed to supporting the rights and well-being of workers and communities engaged in the global electronics supply chain, we also demonstrate our

commitment to environmental and social responsibility. As an RBA member, Motorola Solutions publicly commits to support the RBA Code of Conduct ([RBA Code](#)) and actively pursues conformance to the Code and its standards as a total supply chain initiative.

The steps Motorola Solutions takes to conform to these codes include:

1. Verification: We evaluate and address risks of bonded labor and human trafficking through conformance to our Supplier Code, which states, among other standards, that: Supplier will not use or permit forced, bonded (including debt bondage), involuntary, slave, prison, indentured or exploitative labor, or engage in slavery and trafficking of persons, and with similar conditions in the RBA Code. We pursue conformance through use of the RBA's Risk Assessment Platform, the RBA-ON Supplier Self-Assessment Questionnaire, independent third-party audits and the RBA Validated Audit Process (VAP), as well as through our internal procurement process and the Avetta program for indirect and field service suppliers.
  - a. The RBA Risk Assessment Platform is a third-party service that evaluates risks with respect to the RBA Code by inherent risk, sector and location.
  - b. The RBA-ON Supplier Self-Assessment Questionnaire (SAQ) is a self-evaluation tool that inquires about demographics and existing policies at both the corporate and facility level compared against all sections of the RBA Code.
  - c. Independent, third-party audits are conducted by RBA-approved auditors specifically trained in social and environmental auditing and the RBA audit protocol. Validated Assessment Process (VAP) audits are performed on RBA member facilities and their suppliers' facilities and are also completed by independent, third-party auditors trained in the VAP audit protocol. Use of the RBA and VAP protocols helps to set consistent, industry-wide expectations for Code conformance.

We conduct these activities at each stage of procurement and annually across our supply chain, focusing audits on suppliers that are evaluated as higher risk through these tools or reports of issues through our EthicsLine (Phone: U.S, Canada or Puerto Rico at 800-5Ethics (800-538- 4427) or internationally +1 847-576-1878 or by sending an e-mail to Motorola Solutions' Ethics Line at [ethicsline@motorolasolutions.com](mailto:ethicsline@motorolasolutions.com).) which is available to anyone for reporting any ethics concerns relating to business conducted by Motorola Solutions or through other reporting channels. We report on our supply chain monitoring and training efforts annually in our Corporate Responsibility Report as well as to the Governance and Nominating Committee of our Board of Directors which has oversight for Environmental, Social and Governance (ESG) issues. We also actively participate in regular RBA and other industry group workgroups, task forces, teleconferences, webinars, and meetings to help us to better understand and monitor risks associated with forced or bonded labor and labor recruitment practices.

2. Supplier Audits: We conduct independent, third party audits on our high risk suppliers or obtain VAP audit reports through RBA's audit sharing system. The

RBA/VAP protocol assesses suppliers against the entire RBA Code including: Labor, Health and Safety, Environment, Ethics, and Management Systems. It includes components such as onsite inspections, document reviews, as well as worker and management interviews. A finding that is not in conformance with our Supplier Code of Conduct or other Motorola Solutions' standard or policy does not necessarily indicate that an instance of modern slavery, forced labor or human trafficking has occurred. However, a finding may indicate that improved operations and procedures are required to prevent any occurrence of such. Suppliers with non-conformant findings are required to create and implement corrective and preventive action plans to resolve the issue. We also regularly review audit findings to improve our program and our approach to detecting and addressing the risks of modern slavery in our supply chain.

3. Certification: The RBA Code includes a clause stating that companies should have a management system that contains a process to communicate the Code requirements and to monitor supplier compliance to the Code. As well as being publically available to our suppliers on the Motorola Solutions website, our Supplier Code is included in contracts, agreements and standard terms and conditions of purchase orders with our suppliers and compliance with it is a pre-condition for doing business with Motorola Solutions. In addition, we include Key Performance Indicators (KPI's) as part of our supplier performance scorecards and have expanded our supplier assessment program to include indirect suppliers. Suppliers who have been identified for improvement are required to receive training on Code conformance.
4. Internal Accountability: Non-compliance with code provisions on slavery and human trafficking is taken very seriously. It is considered one of the most severe types of nonconformance, and corrective action plans to remedy any identified issues of nonconformance are expected to be implemented in the shortest possible timeframe and verified by RBA-certified third party auditors. We work with our procurement professionals and suppliers to develop and improve our processes to reinforce how to identify and address these issues, and how to institute management systems to prevent future incidents. Failure of a supplier to remedy nonconformance could ultimately lead to suspension or termination of our relationship with the nonresponsive supplier.
5. Capacity Building/Training: We provide awareness training for our procurement and supply chain professionals on expectations regarding Code conformance. We also partner with other RBA members to provide supplier training in a classroom setting and utilize RBA's Learning Academy online modules to offer training on the RBA Code as well as on anti-human trafficking regulations. Through RBA, we offer training modules on hiring, human trafficking, wages, subcontracting labor and other topics relevant to these issues. Modules can be accessed by both internal staff and by suppliers and learning can be tracked. We can also upload our own learning content to the RBA system for use by our internal teams. We also offer resources to our employees to provide a better

understanding of the signs of modern slavery in today's working environment and our team in the UK hosted a World Anti-Slavery Day event in October to raise employee awareness of this global issue.

Ensuring conformance to our Supplier Code and the RBA Code is a fundamental part of our efforts to ensure that slavery and human trafficking are not taking place in our business or in our supply chain.

In 2020, we also conducted a materiality assessment to survey employees, suppliers, regulators and other stakeholders specifically on environment, social and governance (ESG) issues. The results of this assessment will be used to refine our corporate ESG strategy and drive various ESG program improvements. We are also implementing a tool to enhance our supply chain mapping and supplier data acquisition capabilities.

Input to our Anti-Modern Slavery/Human Trafficking program and Statement is provided through consultation with our global compliance, procurement, legal and business teams as well as through feedback from tools such as our ESG Materiality Assessment.

This disclosure describes the efforts Motorola Solutions has taken in our own business, as well as with our suppliers, to eradicate slavery and human trafficking from our supply chain. These efforts, as well as this disclosure, are updated annually with input from stakeholders, reviewed and approved by our Board of Directors and posted publicly.



Gregory Q. Brown

Chairman and Chief Executive Officer