

EQUAL EMPLOYMENT OPPORTUNITY (EEO) AND SAFE, AND RESPECTFUL WORKPLACE POLICY

Statement of Policy

Motorola Solutions is committed to developing a diverse workforce with equal opportunities for all employees and applicants for employment, as well as providing a respectful and productive work environment. No person is to be discriminated against in employment or hiring decisions because of race, color, age, religion, creed, sex, national origin, sexual orientation, gender identity or expression, genetic information, disability, status as a disabled veteran or veteran of the Vietnam era, citizenship or marital status or any other legally protected characteristic or activity (i.e., opposition to prohibited discrimination, participation in a statutory complaint process, or reporting of suspected unlawful or unethical conduct, including suspected fraud or securities law violations). In addition, it is the Policy of Motorola Solutions to not inquire into the salary history of any applicant where prohibited by law.

Scope

All Motorola Solutions employees and contract labor working within the United States.

Application

This policy applies to all terms, conditions and privileges of employment and/or retention including, but not limited to, recruiting, hiring, training, placement, employee development, performance evaluation, promotion, demotion, transfer, compensation, benefits, layoff and recall, social and recreational programs, employee facilities, discipline, termination and retirement.

Any form of discrimination or harassment, with harassment being defined as unwelcomed conduct that has the purpose or effect of creating an intimidating and hostile work environment, whether because of one's race, color, age, religion, creed, sex, national origin, sexual orientation, gender identity or expression (including any employee considering or undergoing gender transition), disability, citizenship or marital status, or any other legally protected characteristic or activity (e.g., opposition to prohibited discrimination, participation in a statutory complaint process, or reporting of suspected unlawful or unethical conduct, including suspected fraud or securities law violations) is prohibited. Motorola Solutions also prohibits all acts of violence, threats, or threatening actions by or toward any Motorola Solutions employee or at any Motorola Solutions facility. These prohibitions apply to both the workplace and to other work-related settings such as business trips and business-related social events.

In addition to the prohibitions under this Policy, federal, state and local laws also prohibit discrimination, harassment, and retaliation. Additional reporting methods and remedies may be available under those statutes.

Violence and Threats of Violence

All acts of violence, threats or threatening actions by or toward any Motorola Solutions employee or at any Motorola Solutions facility are totally unacceptable and will not be tolerated. Prohibited conduct includes any act of physical aggression and/or any statement, which could be perceived as intent to cause physical harm, sabotage or destruction of property. This prohibition includes menacing gestures,

stalking, possessing or bringing weapons into Motorola Solutions facilities (excluding parking facilities where permitted by and in strict accordance with applicable state law), verbal and physical abuse or other aggressive, injurious and destructive actions against employees, contractors, visitors, guests, vendors, customers or other individuals by anyone on Motorola Solutions business or on Motorola Solutions property. In addition to Motorola Solutions disciplinary action as described below, commission of these acts may result in criminal prosecution by local, state or federal authorities.

Reasonable Accommodations

Motorola Solutions will make reasonable accommodations wherever necessary for all employees or applicants with disabilities, religious needs, or pregnancy, (as required and defined by applicable law), provided the individual is otherwise qualified to safely perform the duties and assignments connected with the job and provided such accommodation does not impose undue hardship on Motorola Solutions. If an employee or applicant requires an accommodation in order to apply for employment, perform his or her job, or otherwise enjoy the benefits and privileges of employment, he or she should consult with a representative of Human Resources or Occupational Health.

Communication

Federal and state government nondiscrimination posters, as well as this policy, are displayed prominently in conspicuous locations in all facilities.

Notices, advertisements, forms, job descriptions and other specifications relating to employment shall not indicate any preference, limitation or discrimination based on race, color, age, religion, creed, sex, national origin, sexual orientation, gender identity or expression, genetic information, disability, status as a disabled veteran or veteran of the Vietnam era, citizenship or marital status, or any other legally protected characteristic or activity. All employment advertisements placed by Motorola Solutions will include the Equal Opportunity Employer -- Disabled and Vets tagline.

Reporting a Complaint

Any employee, applicant for employment or employee of a contractor assigned to work at Motorola Solutions who believes the words or actions of a supervisor, another employee or a non-employee constitute discrimination, harassment or a violation of the prohibition against violence or threats of violence, no matter how severe or pervasive, should report the situation as soon as possible. Such report or complaint should be made to the employee's supervisor, department management, Human Resources representative, the EthicsLine, the Office of Ethics, a representative of the Legal function, or alternatively to the respective federal or state agency charged with the investigation of equal employment opportunity complaints. (See also the "Forms" section of the Policy portal for state reporting complaint forms if you prefer to communicate your complaint using a form).

While the intent of the Policy is to encourage the reporting of violations, individuals who knowingly make a false complaint will be subject to appropriate disciplinary action up to and including termination of employment or services.

Investigation of a Complaint

Complaints of discrimination are to be managed and investigated by Human Resources or the Legal function promptly and in as confidential a manner as possible. A timely conclusion of each complaint will be reached and communicated to the parties involved. Where applicable, Motorola Solutions will implement immediate and appropriate corrective action designed to stop the improper conduct and correct its effects.

Protection Against Retaliation

Motorola Solutions will not in any way retaliate against an individual who makes a good faith claim under this policy or provides information related to such claim or report, nor will Motorola Solutions permit any manager, officer, employee or contractor to do so. Retaliation is a serious violation of this policy and should be reported immediately.

Sanctions

Any employee who is found to have violated this policy will be subject to appropriate disciplinary action up to and including termination of employment or services pursuant to Motorola Solutions' Progressive Discipline Policy. Motorola Solutions may end the assignment of an employee or a contractor assigned to work for Motorola Solutions who is found to have violated this policy.

Responsibilities

Maintaining a harassment free and respectful workplace is everyone's responsibility. Any employee who experiences mistreatment or harassment is encouraged to report the behavior as provided in this policy. Similarly, employees who observe or are made aware of conduct that violates this policy should feel empowered to report the suspected behavior through available channels for prompt review and investigation, without fear of retaliation.

Training

In addition to Motorola Solutions' Core Compliance Training, Managers may request or sponsor supplemental training and awareness education for their teams.

Cross Reference

- Code of Business Conduct
- Open Door Policy
- Progressive Discipline Policy
- Motorola Solutions' Information Protection Policy IP-01 (iProtect)
- Alcoholic Beverages in the Workplace Policy

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This policy does not constitute an employment contract or implied promise of any kind. The terms of this policy may be modified or eliminated by the Company at any time with or without notice. For more detailed information, see Notice to Employees Regarding Motorola Solutions' U.S. Human Resource Policies