

## Slavery and Human Trafficking Statement 2022

The United Kingdom Modern Slavery Act of 2015 requires certain businesses to outline the steps they have taken to address that slavery and human trafficking is not taking place in any of its supply chains or its own business. The disclosures are intended to increase the amount of information made available by companies in order to allow consumers to make more informed choices regarding the products they buy and the companies they choose to support.

Zebra Technologies Europe Limited (“ZTEL”) is a wholly owned subsidiary of Zebra Technologies Corporation (collectively referred to herein as “Zebra”) and is the operational business in the United Kingdom. As the entity carrying on business in the United Kingdom, ZTEL is providing this statement.

Zebra is a global leader providing Enterprise Asset Intelligence (“EAI”) solutions in the Automatic Identification and Data Capture (“AIDC”) industry. The AIDC market consists of mobile computing, data capture, radio frequency identification devices (“RFID”), barcode printing, and other workflow automation products and services. Zebra’s solutions are proven to help our customers and end-users digitize and automate their workflows to achieve their critical business objectives, including improved productivity and operational efficiency, optimized regulatory compliance, and better customer experiences. Zebra designs, manufactures, and sells a broad range of AIDC products, including: mobile computers, barcode scanners and imagers, RFID readers, specialty printers for barcode labeling and personal identification, real-time location systems (“RTLS”), related accessories and supplies, such as labels and other consumables, and related software applications. Zebra also provides a full range of services, including maintenance, technical support, repair, managed and professional services, as well as cloud-based software subscriptions and robotics automation solutions. End-users of Zebra products, solutions and services include those in the retail and e-commerce, manufacturing, transportation and logistics, healthcare, public sector, and other industries. Zebra provides our products, solutions and services globally through a direct sales force and extensive network of over 10,000 channel partners, operating in approximately 190 countries, with 120 facilities and approximately 10,500 employees worldwide.

Zebra leadership has a strong commitment to high ethical standards. Zebra’s reputation and the continued success of its business depend upon all Zebra employees conducting their activities with integrity and in compliance with the law. Zebra does not condone any form of human trafficking or the use of slavery in its business or in the manufacture of Zebra products, and Zebra expects its suppliers to conduct themselves consistent with this belief. Zebra has implemented various policies, procedures and steps that aid in mitigating the risk of slavery and human trafficking in its business and in its supply chain.

Zebra is a member of the Responsible Business Alliance (“RBA”) and supports the vision and goals of the RBA and the application of its standards in maintaining and improving social, economic and environmental performance in operations of Zebra and its suppliers. Zebra is committed to conforming to the principles of the RBA Code of Conduct (which prohibits the use of forced labor, bonded labor (including debt bondage), indentured labor, involuntary prisoned labor, slavery or trafficking) in its own operations, and promotes that its suppliers implement the principles of the RBA Code in their operations as well as within their supply chains. Zebra has a Supplier Code of Conduct which explains our expectations when doing business as a Zebra supplier, including our alignment to pillars of the RBA Code of Conduct. A number

of Zebra's major suppliers, which comprise approximately 80% of Zebra's direct supply chain by spend, represent and warrant performance with ethical standards and in conformance with applicable legal requirements in the agreements they sign to supply products and services to Zebra. Some of these major supply agreements also include representations to comply with the RBA Code of Conduct or commitments to not use prohibited labor. Further, Zebra template purchasing documents, if utilized, require suppliers to represent and warrant performance with ethical standards and in conformance with applicable legal requirements. A number of those template documents require suppliers to understand the principles and intent of the Corporate Social Responsibility (CSR) principles fostered by the RBA Code of Conduct or any internationally recognized equivalent in the areas of Environmental Sustainability, Health and Safety, and Labor and Ethics, and to provide services in conformance with the principles and aims of the RBA Code of Conduct, to the extent applicable. Zebra's supply chain reviews agreements with current suppliers as they expire for the purpose of promoting such compliance. A violation of these provisions in Zebra's supply agreements may be considered a breach of the supply agreement and a number of Zebra's major supply agreements provide Zebra with the ability to terminate the supply agreement and pursue various penalties and damages against that supplier.

Zebra views assessments and audits as an integral part of Zebra's overall supplier management process and regularly conducts its own Corporate Social Responsibility (CSR) Audits of major suppliers to evaluate and address risks. These announced audits are performed according to Zebra's standard quality measures and CSR audit checklist, the RBA Code of Conduct, and related laws and regulations. Audit findings are shared with suppliers and Zebra requests suppliers to provide a corrective action plan and implement corrective actions (and provide evidence of such), within a defined period of time (depending on type of finding) if deficiencies are identified. Audit finding closure status is confirmed by Zebra's Supply Chain CSR Team if corrective actions are identified. If there is a critical finding (serious violation) identified in an audit, Zebra procedures require escalation to a Zebra CSR Leader and then top management and procurement within a 72-hour period of time. Zebra recognizes that our review and assessment of our actions to identify and address our modern slavery risks in our operations and across our supply chain will be an ongoing and evolving process that we are committed to continue to build upon. Zebra has commenced and will continue to work on developing frameworks and processes to ensure we can review the effectiveness of the actions we are taking to assess and address modern slavery risks in our operations and supply chains.

Zebra's commitment to doing business with high standards of compliance and business ethics is set forth in its Code of Conduct and is reinforced by Zebra's Chief Executive Officer and senior management. Zebra's Code of Conduct applies to all Zebra employees, at all of Zebra's global locations, and each employee is responsible for acting within the letter and spirit of Zebra's Code, Zebra policies and the laws, rules and regulations applicable to the employee's country or territory. Zebra's Code is available in 24 languages and encourages the involvement of all employees in the detection and prevention of potential misconduct by employees or third-party suppliers to Zebra. Zebra employees that have compliance concerns may report these concerns to their manager or through "Zebra's Make the Right Call Program", which provides employees with a process to report concerns or allegations of misconduct on a confidential and anonymous basis either through the web-based reporting system or through the Zebra compliance hotline toll-free telephone numbers. Information on Zebra's Make the Right Call Program is posted at each of its locations and concerns may be reported both by Zebra employees and third-parties. Employees found in violation of Zebra policies or relevant laws and

regulations applicable to Zebra's global operations may be subject to disciplinary action, up to and including termination.

The Zebra Corporate Compliance Committee consists of the individuals serving in the following Zebra positions: Chief Compliance Officer, Chief Legal Officer, Chief People Officer and Vice President, Internal Audit. The Compliance Committee leads the organizational design, implementation and oversight of Zebra's Compliance & Ethics Program. Through the Compliance & Ethics Program, the Compliance Committee promotes a culture of ethical and lawful behavior by Zebra employees and establishes systems and procedures that are generally effective in preventing and detecting criminal conduct and breaches of Zebra's Code of Conduct.

Zebra provides mandatory training on the Zebra Code of Conduct to its new employees, as well as periodic training in specialized areas to new and existing employees. Training is also provided to designated employees on what constitutes slavery and human trafficking in the supply chain, how to identify, and ways to address suspected violations. All employees are asked to certify annually acknowledgement that they have read, understand and agree to comply with Zebra's Code of Conduct.

This statement is made pursuant section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2022.

**Signed by Richard Hudson on behalf of Zebra Technologies Europe Limited**

By: *richard hudson* on Jun 26, 2023  
richard hudson (Jun 26, 2023 17:21 GMT+1)







# UK Modern Slavery Act June 2023 Statement Final

Final Audit Report

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