

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

**May 2025 reporting for fiscal year 2024**

This statement is made pursuant to Section 3 of the California Transparency in Supply Chains Act of 2010, section 54(1) of the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 (Cth), subparagraph 11(4)(b)(ii) of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, and the Norwegian Transparency Act.

## **Motorola Solutions Business Structure, Activities and Supply chains**

Motorola Solutions' business is safety and security. Every day we work to deliver on our commitment of helping to create safer communities, safer schools, safer hospitals and safer businesses. Our work as a global leader in public safety and enterprise security is grounded in nearly 100 years of close customer and community collaboration. We design and advance technology for more than 100,000 public safety and enterprise customers in over 100 countries, driven by our commitment to help make everywhere safer for all.

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 in our [Annual Report](#). We have over 21,000 employees in 54 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.

We manage our business organizationally through two segments: "Products and Systems Integration" and "Software and Services." Within these segments, we have principal product lines that also follow our three major technologies:

- Land Mobile Radio ("LMR") Communications: Infrastructure, devices (two-way radio and broadband, including both for public safety and professional and commercial radio ("PCR")) and software that enable communications, inclusive of installation and integration, backed by services, to assure availability, security and resiliency;
- Video Security and Access Control ("Video"): Cameras (fixed, body-worn, in-vehicle), access control, infrastructure, video management, software and artificial intelligence ("AI")-powered analytics that help enable visibility and bring attention to what's important; and

- **Command Center:** Command center solutions and software applications that unify voice, video, data and analytics from public safety agencies, enterprises and the community to create a broad informational view to help simplify workflows and improve the accuracy and speed of decisions.

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 all 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 primarily in North America and Europe. Most of our products that are manufactured by or for us outside the U.S. are manufactured in Mexico, Malaysia and Canada.

### **Policies and Due Diligence Processes**

Motorola Solutions, in consultation and coordination with our subsidiaries such as Motorola Solutions Australia Pty Ltd, Motorola Solutions UK Limited, Airwave Solutions Limited, Motorola Solutions Norway AS, and Motorola Solutions Canada Inc, 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, while focusing our due diligence efforts on the most severe risks of forced and child labor. 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. Motorola also requires suppliers to have policies in place for identifying and prohibiting the use of forced and child labor in their activities and supply chains. We also gather information on worker recruitment and maintain internal controls to ensure that all workers are recruited voluntarily.

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.

## **Forced Labor and Child Labor Risks**

Having a supply chain that includes 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. 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-Online Supplier Self-Assessment Questionnaire, independent third-party audits, mapping activities, 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-Online Supplier Self-Assessment Questionnaire (SAQ) is a supplier engagement 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 Ethics Line (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.

## **Remediation measures**

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. Follow up audits are conducted to ensure that non-conformant findings are remediated in alignment with our Supplier Code of Conduct and the RBA Code. For more information on the outcomes of our audits see our annual Corporate Responsibility Report.

## **Remediation of loss of income**

Motorola has not been made aware of any vulnerable families having experienced a loss of income because of our actions and will take measures to remediate this loss if we become aware of it.

## **Training**

We provide awareness training for our procurement and supply chain professionals on expectations regarding Code conformance. We also 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.

## **Assessing Effectiveness**

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 publicly 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.

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.

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.

### **Consultation and Approval Process**

In 2024, we completed a Double Materiality Assessment in alignment with European Sustainability Reporting Standards (ESRS) and various other standards and guidance. This assessment engaged employees, suppliers, regulators, and other stakeholders specifically on various sustainability topics, including environment, social and governance topics.

Input to our Anti-Modern Slavery/Human Trafficking program and Statement is gathered through consultation with our global compliance, procurement, legal and business teams, including our subsidiaries, 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.

### **Canadian Attestation:**

In accordance with the requirements of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act ("the Act"), and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

A handwritten signature in black ink, appearing to read 'G. Q. Brown', is written over a solid horizontal line.

**Gregory Q. Brown**

**Chairman and Chief Executive Officer**

**May 15th, 2025**

**I have the authority to bind Motorola Solutions Inc.**