

# Consolidated Modern Slavery Statement

## FY23

### Zebra Technologies Corporation

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## Introduction

The Australia Modern Slavery Act (2018), the California Transparency in Supply Chains Act of 2010, the UK Modern Slavery Act of 2015, and the Canada Fighting Against Forced Labour in Supply Chains Act (S.C. 2023, c.9) require certain businesses to outline the steps they have taken to address that slavery and human trafficking are 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 to allow consumers to make more informed choices regarding the products they buy and the companies they choose to support.

This statement is designed to meet the expectations and reporting obligations under the acts for the Reporting Entities noted in this statement and sets forth the steps taken by the Reporting Entities for the financial year ending 31 December 2023.

Zebra Technologies Corporation (“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.

## Reporting Entities

The below wholly owned subsidiaries of Zebra are providing this statement in accordance with the acts noted and is effective on the dates set forth in the respective signature pages or if no signature page is provided on May 31, 2024.

- Zebra Technologies Australia Pty Ltd (ABN 14 153 920 462) (“ZTAPL”) is the operational business in Australia. As the entity carrying on business in Australia, ZTAPL is providing this statement pursuant to the Australia Modern Slavery Act of 2018.
  - Zebra Technologies (New Zealand) Limited (“ZTNZL”) is a wholly owned subsidiary of ZTAPL operating in New Zealand. As ZTNZL forms part of the Zebra group of companies where the processes are aligned across the group, this statement would similarly apply to ZTNZL. ZTAPL consulted ZTNZL in the development of this statement.
- Zebra Technologies Corporation (“ZTC”) is the operational business in the United States. As the entity carrying on business in the United States, ZTC is providing this statement pursuant to the California Transparency in Supply Chains Act of 2010.

- Zebra Technologies Europe Limited (“ZTEL”) is the operational business in the United Kingdom. As the entity carrying on business in the United Kingdom, ZTEL is providing this statement pursuant to the UK Modern Slavery Act of 2015.
- Zebra Technologies Canada, ULC (“ZULC”) is the operational business in Canada. As the entity carrying on business in Canada, ZULC is providing this statement pursuant to the Canada Fighting Against Forced Labour in Supply Chains Act (S.C. 2023, c.9)
  - Matrox Electronic Systems Ltd. (“MES”) is a wholly owned subsidiary of ZULC operating in Canada. As MES forms part of the Zebra group of companies where the processes are aligned across the group, this statement would similarly apply to MES. ZULC consulted MES in the development of this statement.

## About Us and Our Supply Chain Practices

Zebra is a global leader 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. We design, manufacture, and sell 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. We also provide machine vision and robotics automation solutions; a full range of services, including maintenance, technical support, repair, managed and professional services; as well as cloud-based software subscriptions. End-users of our products, solutions and services include those in the retail and e-commerce, manufacturing, transportation and logistics, healthcare, public sector, and other industries. We operate in 122 facilities with approximately 9,750 employees worldwide. We provide our products, solutions, and services globally through a direct sales force and extensive network of over 10,000 channel partners, operating in approximately 185 countries.

Final assembly of our hardware products is performed by third parties, including electronics manufacturing services companies (“EMSs”) and joint design manufacturers (“JDMs”). Our products are currently produced in facilities primarily located in the Asia-Pacific region, including China, Taiwan, Vietnam, and Malaysia, as well as Mexico and Brazil. The EMSs and JDMs produce our products to our design specifications. We maintain control over portions of the supply chain, including supplier selection and price negotiations for key components.

The manufacturers generally purchase all the components and subassemblies used in the production of our products. Our products are shipped to regional distribution centers, operated by third party logistics providers or the Company. A portion of products are reconfigured at the distribution centers through firmware downloads, packaging, and customer specific customization before they are shipped to customers. In addition, certain products are manufactured in accordance with procurement regulations and various international trade agreements and remain

eligible for sale to the U.S. government. Production facilities for our supplies products are located in the U.S. and Western Europe. We also supplement our in-house supplies production capabilities with third party manufacturers, principally located in Asia-Pacific. Repair services for our products are performed by either our own operations or through third parties, with repair service hubs located in each of the regions in which we serve our customers.

## Zebra's Policies

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.

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'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, where permitted by law, 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 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.

Zebra's Compliance Committee leads the organizational design, implementation, and oversight of Zebra's Compliance and Ethics Program. Through the Compliance and 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. The Zebra 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.

## Risks and Supplier Audits

Zebra takes into consideration the risks associated with operating a vast supply network consisting of numerous suppliers and manufacturers around the world. The use of bonded, short-term, or outsourced, workers is a key risk which must be monitored by Zebra. 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, 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.

## Training

Zebra provides annual mandatory training on Zebra's Code of Conduct and requires all existing and new employees to certify and acknowledge that they have read, understand, and agree to comply with Zebra's Code of Conduct. In addition, all new and existing employees are also required to take training in specialized areas as part of Zebra's Core Compliance Training Program. This training also provides designated employees on what constitutes slavery and human trafficking in the supply chain, how to identify, and ways to address suspected violations.

## Statement Approval

For the purpose of the UK Modern Slavery Act 2015, this Statement has been approved by the board of Zebra Technologies Europe Limited and signed by a director (signature attached).

For the purpose of the Australian Modern Slavery Act 2018, this Statement has been approved by the board of Zebra Technologies Australia Pty Ltd and signed by a director (signature attached).

For the purpose of the Canada Fighting Against Forced Labour in Supply Chains Act (S.C. 2023, c.9), this Statement has been approved by the board of Zebra Technologies Australia Pty Ltd signed by a director (signature attached).


Statement Signatures:

Signed by Derek Sychalski, Vice President and Secretary on behalf of Zebra Technologies  
Canada, ULC

By: Derek Sychalski on 30 May 2024



Signed by Loke Weng Hong Adrian on behalf of Zebra Technologies Australia Pty Ltd.

By:  \_\_\_\_\_ on \_\_\_\_\_ Jun 19, 2024

Signed by Tim Stoddard on behalf of Zebra Technologies Europe Limited

By: TS on Jun 19, 2024