



## **Resideo's Slavery and Human Trafficking Statement – 2023**

The statement below covers Resideo Technologies, Inc. (Resideo) and its subsidiaries.

### Organization and Supply Chain Structure

Resideo is committed to integrity and compliance in everything we do. Resideo is a leading global provider of home comfort and security solutions. We are present in more than 150 million homes globally and approximately 15 million new systems are installed each year. Resideo is headquartered in the United States in Scottsdale, Arizona and employs over 13,000 employees globally. We work with more than 110,000 professional contractors, more than 3,000 distributors, and 1,200 original equipment manufacturers, major retailers, and online merchants.

### Policies on Modern Slavery and Human Trafficking

Resideo has a zero tolerance for slavery and human trafficking.

We strive to operate responsibly and ethically in all aspects of our business. Resideo's Code of Business Conduct, the Supplier Code of Conduct, and the Combatting Human Trafficking Policy set forth our expectations of our employees, agents, suppliers, and vendors regarding slavery and human trafficking.

Our global Combatting Human Trafficking Policy states, among other things, that Resideo employees, agents and suppliers shall not:

- Engage in human trafficking
- Use forced labor
- Destroy, conceal, confiscate or otherwise deny an employee access to their identity or immigration documents
- Misrepresent important information during the recruiting process, such as the key terms and conditions of employment like wages and fringe benefits, the location of work or any significant cost to be charged to the employee
- Use recruiters who do not comply with local labor laws of the country in which the recruiting takes place
- Charge employee's recruitment fees

Resideo's Supplier Code of Conduct requires suppliers to, among other things, commit to no involuntary labor, human trafficking, or child labor, as well as to fair treatment and payment of at least minimum wage and legally required benefits. We also require suppliers to treat subcontractors at their facilities in line with our Supplier Code, and to have policies in place to avoid the use of conflict minerals.

We share the Supplier Code of Conduct with all of our suppliers. Meeting the requirements set forth in our Supplier Code is standard in all our procurement contracts. Any breach by the supplier allows Resideo to terminate the contract.



### Due Diligence Processes

Resideo also requires its employees to follow Resideo's Code of Business Conduct and Combatting Human Trafficking Policy which set forth clear expectations regarding employee behaviors and compliance with laws in those countries where we operate. We provide multiple avenues for employees, customers, suppliers, vendors, etc. to report any concerns they have, including modern slavery. An integrity and compliance Helpline is always available to raise a concern anonymously, if they choose. We promote these many reporting avenues via our internal policies, communications and trainings. Resideo also has a policy of strictly prohibiting retaliation for raising concerns.


### Risk Assessment and Management

We are aware of the heightened risk of forced labor and trafficking in certain regions and industries where we conduct business or source materials/services through our supply chain. To assist with mitigation of potential breaches of the relevant legislation, we require our suppliers to confirm contractual adherence to our Supplier Code of Conduct which addresses forced labor/human trafficking/child labor/fair wage and treatment.

### Training

Resideo provides employees with training on the Code of Business Conduct and other policies. Employees in managerial, professional and decision making roles as appropriate, on an annual basis, are required to read and acknowledge their understanding of the Code of Business Conduct and report any concerns regarding potential violations.

The statement was signed off by:

Name  ELIZABETH EARLE  
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Director Ademco 1 Ltd

Date October 11, 2023

It was approved by the board on:

Date 5 October 2023