



Resideo's Slavery and Human Trafficking Statement - 2019

Resideo is a leading global provider of home comfort and security solutions, present in more than 150 million homes globally, and installations in 15 million homes each year. Resideo is headquartered in Austin, Texas, in the United States and employs approximately 14,500 employees globally.

Resideo's Code of Business Conduct, the Supplier Code of Conduct and the Human Trafficking Policy set forth our expectations regarding slavery and human trafficking.

We have zero tolerance for slavery and human trafficking. We have measures in place to ensure that our employees, agents and suppliers do not engage in these activities and we continually revise those measures to stay current with relevant legislation.

ACTIONS TAKEN TO COMBAT SLAVERY AND HUMAN TRAFFICKING

Adopted Human Trafficking Policy

With our 2018 spin, we fully adopted a global human trafficking policy. This 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 Employees Recruitment Fees



Implemented Supplier Code of Conduct

Resideo also implemented a Supplier Code of Conduct and is shared with all our suppliers.

This Supplier Code of Conduct follows that the Resideo Human Trafficking Policy requirements and sets the expectation that suppliers shall not engage in any form of human trafficking or forced labor.

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

Conduct Audits

Resideo has a program in place to conduct audits of its supply chain to ensure compliance with the Supplier Code of Conduct, including our policies regarding slavery and human trafficking. We reserve the right to terminate a supplier relationship if that supplier does not comply with legal or Resideo requirements.

Internal Accountability

Resideo also requires its employees to follow the Resideo Code of Business Conduct and Human Trafficking Policy. The Code of Business Conduct and the Human Trafficking Policy set forth clear expectations regarding employee behaviors and compliance with laws. An integrity and compliance hotline is always available to all employees, customers, suppliers and other individuals to raise a concern anonymously.

Required Training

Resideo provides employees with training on the Code of Business Conduct and other policies. Managers are also required to read and understand the Code of Business Conduct and report any concerns regarding potential violations annually.