

Modern Slavery Statement

Purpose and Scope

Sierra Wireless upholds human rights as described in the United Nations (UN) Universal Declaration of Human Rights (UDHR) and this statement is made in conjunction with the United Kingdom Modern Slavery Act, and the United States Uyghur Forced Labor Prevention Act. This is not an exhaustive list of modern slavery policies upheld by Sierra Wireless. We recognize that each regional and national jurisdiction may have its own policy related to modern slavery, and we adhere to the requirements set out in such policies and any other emerging and developing policies in places where we operate. This statement sets out the steps that Sierra Wireless has taken and is continuing to take to ensure that modern slavery and human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labor. Sierra Wireless has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery within the business or our supply chain.

Our Risk Areas

Our business risks and uncertainties are detailed in our Annual Information Form published on [our website](#). Our biggest exposure to modern slavery risks is in our product supply chains which are mitigated through due diligence actions taken with respect to our suppliers (see “Our suppliers”).

Our Policies

We have internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. [Sierra Wireless Code of Business Conduct](#). This code outlines rules and principles of ethical behaviour that support our commitment to the highest levels of customer service and a

working environment based on mutual trust and respect. It applies to all of our workforce. Sierra Wireless has established mechanisms to receive reports of suspected or potential violations of our Code of Business Conduct or the [Responsible Business Alliance \(RBA\) Code of Conduct](#). Reports may be received by Sierra Wireless directly via businessconduct@sierrawireless.com or the [Business Conduct Helpline](#), which offers toll-free telephone and web access.

2. **Recruitment and Selection Policy.** Our recruitment policy mandates that we conduct eligibility-to-work checks for all new hires to safeguard against human trafficking or individuals being forced to work against their will.
3. **Supplier Handbook.** The purpose of the Supplier Handbook is to communicate our business environment, policies, objectives, values, and expectations to our suppliers including the expectation that their supply chains be free of slavery, servitude, forced labour and human trafficking.

Our Suppliers

Sierra Wireless' adherence to ethical working practices is demonstrated by its participation in the Responsible Business Alliance (RBA). We expect any suppliers with which we do business to adhere to the same social, environmental, labour, health and safety, and ethical standards that we apply to our business activities and to have in place programs and processes to ensure that our supply chain is free of any form of forced or child labour. Further, we expect our first-tier suppliers and primary contract manufacturers that are not already RBA members to acknowledge compliance with the RBA Code of Conduct which includes specific requirements about Freely-chosen Employment and Wages and Benefits, among others. We require other suppliers to confirm they perform their business activities in accordance with the laws in force in the countries in which they operate, and the standards set out in either the RBA Code of Conduct or Sierra Wireless Code of Business Conduct.

Upon written request, a supplier will complete and share with Sierra Wireless an RBA Self-Assessment Questionnaire (SAQ) which will highlight any issues in the supplier's labor risk and control elements or



labor management system. The assessment of the suppliers with more than 80% of our purchase spending is done using the RBA SAQ. Suppliers that are RBA members are required to have periodic audits following the Validated Audit Program (VAP) to ensure compliance with the RBA Code of Conduct.

Using an independent third-party service provider, Sierra Wireless conducts due diligence campaigns to assess suppliers' slavery and human trafficking risk using Social Responsibility Alliance's Slavery & Trafficking Risk Template (STRT). Based on this data, we assess concerns within our supply chain and take appropriate action, up to and including termination of the supplier, if necessary.

Our Performance Indicators

We measure the effectiveness of our due diligence campaigns by the response rate and the proportion of suppliers that are not high-risk as determined through various metrics from the STRT.

Approval for this Statement

This statement was approved on August 2, 2022

Deborah Nicols

Deborah Nicols
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