



resideo

Human Rights Policy

At Resideo, we understand the importance of supporting human rights in the workplace and in our global operations. Resideo is opposed to and strictly prohibits activities that disregard the dignity and respect of our employees. We are committed to providing a safe work environment for our employees and strive to ensure the same for workers in our supply chain.

In line with the values of the United Nations Universal Declaration of Human Rights, we are committed to respecting internationally recognized human rights and domestic laws in the locations where we operate.

We also recognize the diversity of laws in the locations where we operate. When faced with a conflict between such laws and our human rights commitments, we seek to honor the principles of internationally recognized human rights to the greatest extent possible.

Ethical Business Conduct

- As stated in our Code of Business Conduct, acting with the highest standards of ethical conduct is essential to creating and maintaining trust between the company and its employees, customers, shareholders, and suppliers. We recognize that in order to achieve our business objectives, demonstrate our commitment to our employees, and continue to be invited into customer homes, we must operate from an unwavering foundation of integrity and compliance.

Culture & Inclusion

- At Resideo we believe our diverse, talented global workforce is the key to our success. Thus, we seek to nurture a culture where inclusiveness is inherent, not an initiative. We strive to create a workplace where people are empowered to speak up, where people feel they belong and are valued, and where there is a sense of pride and belonging and a shared commitment to innovation and excellence.

Anti-Harassment and Anti-Discrimination

- At Resideo no form of unlawful harassment or discrimination will be tolerated. This includes harassment or discrimination against any employee, applicant or anyone doing business with Resideo based on any characteristic protected by law, including but not limited to a person's race, color, gender, religion, national origin, age, marital status, citizenship status, political belief, disability, pregnancy, military service, veteran status, sexual orientation, gender identity, genetic information or medical condition. Further, harassment by suppliers, subcontractors, customers or other third parties while on Resideo property or at Resideo events will not be tolerated.

Freedom of Association

- At Resideo we respect our employees' freedom of association. We understand that some employees may choose to be represented by unions, and in these cases, we will work with the bodies that our employees have chosen to represent them to have a positive, business relationship with their representatives while upholding the values of Resideo. We adhere to all local laws relating to freedom of association and reserve the right to discuss with employees the benefits and drawbacks of joining a union.

Social Dialogue

- Resideo is committed to obtaining feedback from our entire workforce through our employee voice survey conducted on an annual basis. Based on the results of the survey, specific action items are developed and implemented to address employee concerns. This survey helps us to ensure that all employees have a voice in the workplace and that their interests are represented.
- In addition, work councils play an important role in Resideo operations, facilitating dialogue between management and employees across Europe. The European Works Council (EWC) is regularly informed regarding our business and strategy in Europe. We also inform and consult with local works councils on a variety of topics.

Safe and Healthy Workplace

- At Resideo, we prioritize a safe workplace by integrating safety into our daily operations and proactively eliminating hazards. Our established procedures aim to create a healthier and safer environment for all employees.
- We are also dedicated to fostering a culture where every employee feels secure; threats of violence are not tolerated, and any reported concerns will be taken seriously. We ensure that employees who report threats in good faith will be protected from retaliation.

Work Hour and Wages

- Resideo follows all applicable laws and regulations related to employment conditions and wages. Resideo pays all workers at least the minimum wage established by local laws and regulations, and provides all benefits required by law. Resideo also follows local law regarding compensation for overtime work.

Forced Labor and Human Trafficking

- At Resideo we have zero tolerance for slavery and human trafficking, and we seek to ensure that our employees, agents and suppliers do not engage in any of these activities. We prohibit any Resideo employee, agent, and supplier from engaging in any human trafficking or forced labor, and from engaging in any activity that would aid such practices, including destroying, concealing, or confiscating any employee's identity or immigration documents, misrepresenting important information regarding employment during the recruiting process, and charging employees recruitment fees.

Child Labor

- Resideo strongly prohibits child labor. All Resideo employees must be at least 16 years of age or the minimum age for employment in that country whichever is higher. Resideo suppliers are required to adhere to these same requirements.

Supplier Commitments

- At Resideo we strive to build long-term relationships with our suppliers upon a strong foundation of trust and respect. When we select the suppliers with whom we will partner, we evaluate the quality of their products and services as well as their commitment to acting with integrity and complying with the law.
- We expect our suppliers to adhere to global principles of human rights. These include, but are not limited to, freedom of association, abolition of forced labor, elimination of child labor, equality and anti-discrimination rights, compliance with applicable minimum wage and overtime laws, and provision of legally mandated employee benefits.
- Supplier due diligence is an ongoing part of our supply chain program, which helps us to verify supplier compliance with our standards through dialogue, independent audits and assessments, and other forms of assurance. Any nonconformances identified are actively addressed through our corrective action plan and key performance indicator programs. We are committed to engaging meaningfully and proactively with our supply chain partners, building supplier capacity, and responding quickly to challenges as they arise.

Violations

- Violations of this human rights policy will not be tolerated. Further, Resideo may cease to engage in business with any third party who violates this policy.

This Policy applies to all Resideo employees, subsidiaries, and affiliates worldwide. We expect all of our Resideo employees and contingent workers placed at our sites to operate and abide by this Policy in order to protect human rights.