



Resideo's Slavery and Human Trafficking Statement – 2024

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 manufacturer and distributor of technology-driven products and solutions that provide comfort, security, energy efficiency and control to customers worldwide. Building on a 130-year heritage, Resideo has a presence in more than 150 million homes, with 15 million systems installed in homes each year. We continue to serve more than 110,000 professionals through leading distributors, including our ADI Global Distribution business, which exports to more than 100 countries from nearly 200 stocking locations around the world.

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, Forced Labor and Child Labor Policy set forth our expectations of our employees, agents, suppliers, and vendors regarding slavery and human trafficking.

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

- Engage in forced labor, human trafficking or child labor
- Use forced or child labor in the performance of work done by Resideo or on behalf of Resideo
- Destroy, conceal, confiscate, or otherwise deny an employee access to their identity or immigration documents
- Make material misrepresentations during the recruitment of employees regarding: (1) the key terms and conditions of employment, including wages and fringe benefits, (2) the location of work, (3) living conditions, (4) housing and associated costs (if employer or agent provided or arranged), (5) any significant cost to be charged to the employee, and, (6) if applicable, the hazardous nature of the work;
- Use recruiters who do not comply with local labor laws of the country in which the recruiting takes place
- Charge employees, applicants, or candidates recruitment fees
- Fail to provide or pay for the cost of legally-required return transportation for employees upon the end of employment (If the employee is a victim of trafficking in persons who is seeking victim services or legal redress in the country of employment, or is a witness in an enforcement action related to trafficking in persons, then Resideo and its agents will



provide legally- required return transportation or pay the cost of return transportation in a way that does not obstruct victim services, legal redress, or witness activity)

- Provide or arrange employee housing that falls below host country housing and safety standards
- Fail to provide an employment contract, recruitment agreement or any other required work document in writing, if required by law

Supply Chain

As part of its commitment to combat forced labor and human trafficking, Resideo's Supplier Code of Conduct (the "Supplier Code") strictly prohibits its suppliers from trafficking in persons or from using any form of slave, forced, bonded, indentured, or involuntary prison labor.

In addition, as part of its commitment to combat child labor, Resideo requires that its suppliers' minimum age for employment be 16 years of age, the minimum age for employment in that country, or the age for completing compulsory education in that country, whichever is higher.

Resideo's Supplier Code also requires that any workers supplied by subcontractors to work at the Supplier's facilities be treated in a manner consistent with the principles set forth in the Supplier Code.

Resideo may conduct audits of its supply chain to ensure suppliers comply with the principles of the Supplier Code.

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, Forced Labor and Child Labor 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 available 24 hours/day, 365 days/year to raise a concern, anonymously, if they choose. Resideo promotes 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

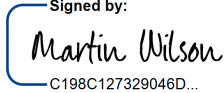


suppliers to confirm contractual adherence to our Supplier Code of Conduct which addresses forced labor/human trafficking/child labor/fair wage and treatment.

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:  Signed by:
C198C127329046D... Martin wilson
Title: Regional Director
Date: october 15, 2024

Resideo's Slavery and Human Trafficking Statement was approved by the Board on:

Date: october 15, 2024