

Zebra Technologies Corporation

Supplier Code of Conduct

Introduction

Zebra Technologies Corporation (“Zebra”) takes pride in collaborating with hundreds of global Suppliers from a wide variety of backgrounds and specialties. This Supplier Code of Conduct explains our expectations when doing business with Zebra as a Supplier, including our alignment to pillars of the Responsible Business Alliance Code of Conduct found here <https://www.responsiblebusiness.org/code-of-conduct> (the “Code”). In addition to any additional requirements found in their contracts with Zebra, we expect Suppliers to conform to the principles found in the Code to further demonstrate their value within our supply chain. To accomplish this goal, Suppliers shall comply with the Code and pass through the requirements of the Code in its agreements with its suppliers, service providers, and subcontractors. In some cases, Zebra may request, and Supplier shall provide, any information required to measure the Supplier’s conformance to the Code and this Supplier Code of Conduct.

Ethics and Compliance with Laws.

Zebra Suppliers must conduct business in conformance with uncompromising integrity and respect and in accordance with all applicable laws and regulations.

Zebra will not do business with any Supplier that Zebra believes makes or receives payoffs or is involved in any similar improper or unethical practices. Zebra expects its suppliers to conduct their relationships with other entities and persons in a similar fashion, and not engage in any activity that results or may result in any conflict of interest for the Supplier or Zebra, or harm to Zebra's reputation. Supplier shall: i) maintain integrity, transparency and accuracy in corporate recordkeeping; ii) act lawfully and with integrity in the proper handling of competitive data, confidential and proprietary information and intellectual property rights; iii) comply with legal requirements regarding fair competition and antitrust, and accurate and truthful marketing; and iv) not engage in corrupt practices, including, but not limited to, public or private bribery or kickbacks.

If a Supplier has any ethics concerns relating to business involving Zebra, Supplier shall immediately notify Zebra by email at ccofficer@zebra.com, or file an online report at www.tnwgrc.com/zebra.

Antidiscrimination.

Suppliers shall employ workers based on their ability to do the job and not their personal characteristics or beliefs. Supplier agrees to comply with all anti-discrimination principles in the Code, and, among other actions, shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training.

Humane Treatment of Workers and Fair Labor Practices.

Suppliers must conduct business following all relevant labor and employment laws and regulations. Zebra

will not engage with suppliers engaged in illegal activities such as forced labor, slavery, recruitment fees paid by workers, harassment, inhumane working conditions, human trafficking, and physical and mental abuse. Supplier will assure that Products (including parts) will not be manufactured, mined, or assembled with use of forced, prison, or indentured labor, including debt bondage, or with use of illegal child labor in violation of International Labor Conventions for minimum age (ILO-C138) and child labor (ILO-C182). Supplier will pay workers at least the minimum legal wage, or where no wage laws exist, the local industry standard. Supplier will assure that workers are free to join, or refrain from joining, associations of their own choosing, unless otherwise prohibited by law.

Health and Safety.

Suppliers must ensure that all their employees operate in safe working environments. Suppliers must take measures to detect, avoid and respond to potential risks to the health and safety of their employees. Suppliers must abide by local Health and Safety regulations and adhere to the related requirements within the Code.

Conflict Minerals.

Supplier shall determine the presence of tantalum, tungsten, tin, and gold (the "3TG Metals") in its Products. If any 3TG Metals are present in its Products, Supplier shall exercise due diligence, as recommended by the Organization for Economic Cooperation and Development (e.g., Due Diligence Guidance for Responsible Supply Chains), to determine the country of origin of such 3TG Metals. Upon written request by Zebra, Supplier shall complete and submit a Conflict Minerals Reporting Template obtainable from the website of the Conflict-Free Sourcing Initiative ("CFSI"). Additionally, Supplier shall employ all reasonable efforts to transition its 3TG sourcing to conflict-free smelters certified by CFSI or some other internationally recognized equivalent organization

Environment.

Suppliers are aware that greenhouse gas emissions, waste, and other pollutants damage the environment. Accordingly, we require that Suppliers act to reduce emissions and report on greenhouse gas emissions and other pollution levels in concordance with the appropriate domestic and international guidance, standards, and regulations.

Suppliers should incorporate sustainable practices in their daily operations. This may include increasing dependency on renewable energies, reduction of fossil fuel consumption, use of eco-friendly materials and efficient processes in manufacturing activities to reduce waste, creating eco-friendly, diverse, and inclusive workspaces, and willingness to provide transparent information regarding your company's governance and policies on ethics, human rights, sustainable procurement practices, and environmental protection.

Suppliers currently engaged in sustainability assessments are expected to demonstrate continuous improvement; Suppliers who fail to meet minimum performance criteria will be required to participate in Corrective Action Processes ("CAP"). New suppliers should expect to participate in this program to be evaluated on sustainable practices. Zebra may request suppliers participate in sustainability assessments at any time. Suppliers that refuse to participate in Ecovadis or Zebra's other screening protocols may be terminated. Suppliers that do not pass minimum criteria and fail to remediate such issues identified in the CAP may be terminated.

Management Systems and Documentation.

Suppliers must provide any necessary information that would assist in compliance. This includes, but is not limited to, audit and assessment results, governance policy documents, or other examples of

compliance, including grievance mechanisms. Suppliers shall promptly provide such documentation upon Zebra's written request and comply with any additional compliance and ethics terms found in its contracts or purchase terms with Zebra.

Confidential and Proprietary Information.

Suppliers must use Zebra's confidential information only as permitted and subject to the restriction stated in their agreement with Zebra or in the terms that are referenced in a Zebra purchase order and must always protect all Zebra confidential information.

Suppliers can also find related information at:

Related principles within Zebra's Code of Conduct at:

https://www.zebra.com/content/dam/zebra_new_ia/en-us/corporate-and-brand/corporate-policies/zebra-policy-corporate-code-of-conduct-en-us.pdf; and

Zebra's Purchase Order Terms and Conditions at:

<https://www.zebra.com/us/en/support-downloads/english-po-terms-conditions.html>