

# UK MODERN SLAVERY ACT OF 2015 STATEMENT

Our goal at Garmin (Europe) Ltd. is to ensure that human rights are upheld for all workers involved in our supply chain, and that individuals experience safe, fair and nondiscriminatory working conditions. Garmin supports suppliers who share our belief that fair labour practices and safe working environments are an inherent part of human rights.

The Modern Slavery Act 2015 seeks to increase transparency in supply chains by requiring certain commercial organisations to provide information to the public regarding their efforts to address the issue of modern slavery and human trafficking. Specifically, the Act 2015 requires certain businesses to prepare “a statement of the steps the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place.”

## **GARMIN BUSINESS AND SUPPLY CHAIN STRUCTURE**

Garmin is a provider of navigation, communications and information devices, most of which are enabled by Global Positioning System, or GPS, technology. Our products serve the fitness, outdoor, aviation, marine, and auto markets. Our supply chain relies on sources of materials and labour from all around the world. The raw materials used in our products are produced globally, and our products are manufactured internationally. Garmin has a cross-functional team of associates who are responsible for supply chain management.

## **GARMIN POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

The Garmin group of companies (collectively, “Garmin”), including Garmin (Europe) Ltd., have a zero tolerance policy with regard to slavery and human trafficking. Garmin’s internal Code of Conduct forbids acts constituting human trafficking and slavery, and Garmin has established internal procedures to facilitate the reporting of human rights abuses and violations of our Code of Conduct. Associates responsible for management of Garmin’s supply chain receive supplemental training to help ensure that modern slavery, human trafficking and other human rights abuses have no place in our supply chain.

## **SUPPLIER ADHERENCE TO GARMIN POLICIES**

Garmin has taken a number of measures aimed at eradicating slavery and human trafficking from our direct supply chain. First, Garmin and its affiliates have adopted a Supplier Code of Conduct, which is incorporated as part of our Terms and Conditions of Purchase. The Supplier Code of Conduct addresses issues such as maximum working hours, basic wage, respect, equality and restriction of forced labour, and prohibits suppliers from engaging in involuntary, forced, prison, indentured or slave labour, human trafficking, or the hiring of trafficking and debt bondage victims. Secondly, Garmin requires its suppliers and entities throughout its supply chain to comply with all applicable laws, regulations, and international labour and human rights standards. A supplier’s failure to comply with Garmin’s policies may result in disqualification from doing business with Garmin. Finally, our factories are subject to periodic compliance audits by many of our distributors and other resellers to confirm our compliance with applicable laws, regulations, and international labour and human rights standards.

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and constitutes Garmin (Europe) Ltd.’s slavery and human trafficking statement for the financial year ending 25 December 2021.



Garmin (Europe) Ltd.  
Date: 1 April 2022



**GARMIN**