

SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE TOMTOM GROUP

TomTom's Slavery and Human Trafficking Statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015. This Statement sets out how TomTom addressed the risk of slavery and human trafficking within its own operations and supply chain.

Our business

TomTom is committed to conducting business responsibly, while aiming to generate the most impact for all stakeholders as we create a safer, cleaner, congestion-free world. Through our growth strategy and core technologies, we aim to create impact for all our stakeholders: our people, customers, investors, society, and the environment. To do so, we allocate capital to the businesses we think offer the best prospects for growth and returns; our product offerings are aimed at reducing environmental impact and improving road safety; our business practices reduce our own environmental impact where we can; and we contribute to society through investments in local communities.

Our ethical business practices reflect our commitment to transparency and accountability, allowing us to build a relationship of trust with our stakeholders.

Our policies

TomTom views modern slavery as a criminal offense and a violation of fundamental human rights. Hence, it adopts a zero-tolerance approach to modern slavery in all its forms. TomTom's commitment to human rights is further outlined in the TomTom Code of Conduct and Supplier Code of Conduct. We also have an Open Ears Procedure in place, which encourages the reporting of concerns including in this area and safeguards the protection of reporters.

Our suppliers

As a global business, we are committed to continuously improving our supply chain management practices by following a risk-based approach. To this end, we have adopted our Supplier Code of Conduct that governs suppliers' business processes and operations. We ask our suppliers to sign and comply with this Code, to acknowledge our environmental policy and to support our plans and efforts to reduce the environmental footprint of our business activities and improve social, environmental, and ethical practices.

Looking at our supply chain, we work with two main outsourcing streams: IT software and cloud services; and hardware assembly services. IT/software sourcing and cloud services generally present a minor, negligible risk of slavery and human trafficking violations.

Therefore, our efforts in reducing slavery and human trafficking risk have been directed at the assembly of PNDs and accessories, their logistics and reverse logistics management, which are all entirely outsourced. Customer care and content production thereof could be partly outsourced..

For more information about our corporate social responsibility activities in the field of supplier risk management, please refer to TomTom's most recent Annual Report.

Training

We continuously assess the training needs of our work force and provide awareness training on the Code of Conduct periodically, including on human rights topics such as discrimination, harassment, and bullying, so that everyone working for our organization understands how to live these principles in their daily work, works with suppliers upholding these standards and is aware of the process to file an (anonymous) whistleblower report via the Open Ears, in case of concern.