



Modern Slavery Policy

Garmin values the human rights of our associates and individuals throughout our supply chain. We condemn modern slavery in all forms.

Garmin prohibits acts that constitute modern slavery, including human trafficking, slavery, child labor, forced labor, forced marriage, debt bondage, involuntary servitude and sexual exploitation.

Garmin's Supplier Code of Conduct (FRM-0560) requires that our suppliers recognize and uphold the human rights of their employees. Suppliers must not engage in modern slavery of any kind, and are expected to conduct due diligence to prevent the recruitment/hiring of victims of modern slavery or other types of exploitation by third parties, such as labor brokers or contractors.

Garmin associates **must** report all suspected instances of modern slavery. To report concerns, you can:

1. Talk with your immediate supervisor or with any other member of the management team;
2. Discuss your concerns with the internal groups that handle such ethical issues at Garmin: the legal department, HR or the audit committee of the board of directors; or
3. Contact the Compliance Hotline at www.garmin.ethicspoint.com.

If you believe you are in immediate danger, contact your local police.

Engaging in modern slavery in any form constitutes a violation of Garmin's Code of Conduct (FRM-0436). Garmin associates who engage in modern slavery are subject to disciplinary action, **up to and including immediate termination**.