

# SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE TOMTOM GROUP

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## For the year ended 31 December 2017

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 addresses the risk of slavery and human trafficking within its own operations and supply chain.

### Our business

TomTom empowers movement. Every day millions of people around the world depend on TomTom to make smarter decisions. We design and develop innovative products that make it easy for people to keep moving towards their goals. Our map-based components include map content, online map-based services, traffic, and navigation software. Our consumer products include PNDs, navigation apps, and sports watches. Our main business products are custom in-dash navigation systems and a fleet management system, which is offered to fleet owners as an online service with integrated in-vehicle cellular devices. Our business consists of four customer facing business units: Automotive, Enterprise, Telematics and Consumer.

### Our policies

TomTom's commitment to human rights is outlined in the TomTom Code of Conduct and Global Labor Principles. We also have an Open Ears Procedure in place which encourages the reporting of concerns and the protection of reporters. As a full member of the Responsible Business Alliance ("RBA") we are committed to upholding the RBA standards as set out in our RBA Code of Conduct which contains specific requirements covering slavery and human trafficking.



**Our suppliers**

Outsourcing is a key element of our business model – the assembly of PNDs, sports products, accessories, logistics and reverse logistics is entirely outsourced. Customer care and content production are partly outsourced.

As a global business, we are committed to continuously improving our supply chain management practices. We have adopted and implemented the RBA Code of Conduct in our business processes and operations. This code sets out the electronic supply chain standards and practices for business conduct that we expect from our employees and our suppliers. It is embedded in our vendor selection process and is signed by all our major Tier1 suppliers.

We believe that a risk management approach enables us to spend our resources efficiently by identifying areas of high risk. The risk profile, self-assessments and audits we perform at our suppliers are all based on RBA developed tools and practices which we believe are the most appropriate and relevant to our business and our supply chain.

For more information about our corporate social responsibility activities during 2017, please refer to page 39 and further of our 2017 Annual Report.

**Training**

TomTom has a continuous compliance training and awareness program in place to ensure that all employees are aware of our Code of Conduct, including human rights, and understand how to live these principles in their daily work.

