

GARMIN.

# 2023 CANADA MODERN SLAVERY REPORT

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GARMIN INTERNATIONAL, INC.



This report has been prepared pursuant to the requirements of section 11 of Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) for the fiscal year ended December 30, 2023. This is a joint report for Garmin International, Inc. (“Garmin International”) and its subsidiaries Garmin USA, Inc. and Garmin Services, Inc. (the “Subsidiaries”, collectively the “Companies”, “we”, or “our”).

## OUR STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

Garmin International and the Subsidiaries are incorporated under the laws of the State of Kansas and are domiciled in the United States. The Companies’ ultimate parent is Garmin Ltd. (“Garmin”), a company registered in Switzerland. The principal business activities of Garmin and its subsidiaries are the design, manufacturing, importation, distribution, marketing and sale of navigation, communication, and information devices, applications, and services, many of which feature location technology such as the Global Positioning System. As of December 30, 2023, Garmin International and the Subsidiaries had approximately 5,800 employees, all of which were located outside of Canada.

The majority of the products the Companies sell in Canada are supplied from Garmin Corporation, a Taiwanese company, and other related parties within the Garmin group. Garmin-owned manufacturing operations are located in Taiwan, People’s Republic of China, the United States, Poland and the Netherlands.

Garmin and its subsidiaries purchase components from third-party suppliers from around the globe.

## RISKS OF FORCED LABOUR OR CHILD LABOUR IN OUR BUSINESS AND SUPPLY CHAINS

Human rights observers have identified the potential for forced labour and child labour in the production of electronic products and in the production of components of electronic products. Because Garmin employees manufacture the vast majority of Garmin products, the Companies believe that there is a very low risk of forced labour or child labour in the production of Garmin products.

Individuals employed by all Garmin companies, including the Companies and the Garmin affiliates that manufacture products, are subject to Garmin’s [Code of Conduct](#) and [Modern Slavery Policy](#). These documents and policies set forth Garmin’s position related to human rights issues and are enforceable at all levels of the organization.

Among other clauses, Garmin’s Code of Conduct:

- explicitly condemns and prohibits any act of human trafficking or modern slavery, which includes forced labour and child labour, within our own operations and throughout our supply chain; and
- establishes our policy on respecting all employees’ rights to freedom of association and freedom of movement.

With respect to the production of components of Garmin’s products, the Companies mitigate the risk of forced labour and child labour by requiring upstream suppliers to comply with Garmin’s [Supplier Code of Conduct](#), which sets forth expectations on human rights and labour practices of suppliers.



Among other requirements, Garmin's Supplier Code of Conduct:

- prohibits use of child labour, involuntary, forced, prison, indentured or slave labour, human trafficking or the hiring of trafficking and debt bondage victims;
- requires that upstream suppliers guarantee employees freedom of movement and freedom of association; and
- mandates that upstream suppliers conduct due diligence to identify and prevent forced labour and human trafficking within their own supply chains.

Instances of noncompliance are subject to action, which may include termination of relationship with the upstream supplier.

## MEASURES TAKEN TO ASSESS AND ADDRESS RISKS OF FORCED LABOUR OR CHILD LABOUR, INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES



The Companies follow the Garmin [Code of Conduct](#) and [Modern Slavery Policy](#). These principles and policies are established and enforced on a global scale and are reviewed on a regular basis by the highest levels of the organization. All Garmin employees must read and acknowledge the Code of Conduct annually. The Code of Conduct includes guidelines and policies covering human rights, freedom of association, and freedom of movement. We are committed to educating our workforce about modern slavery and human trafficking and ensuring compliance with applicable laws. Additionally, Garmin's 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 labor and human rights standards. Garmin's whistleblower policy also provides confidentiality and protection to any individuals who raise concerns.

Upstream suppliers to the Companies and Garmin group's other manufacturing companies are required to follow the Garmin [Supplier Code of Conduct](#). Additionally, our standard supply agreements require suppliers to assure us that products they supply are not produced, manufactured or packaged by forced, prison or child labour. Garmin conducts periodic assessments of our suppliers to assess and verify compliance with our Supplier Code of Conduct and other supply chain requirements. These assessments include evaluations of compliance with policies implemented to prevent forced labour, child labour, and other human rights issues. If any form of forced labour or child labour is discovered in our own operations or in our supply chain, corrective action and remediation is performed.

Based on our assessment of our activities and supply chain, there were no instances of forced labour or child labour found within or reported to the Companies, nor any found or reported loss of income to families as a result of any measures we took to prevent the use of modern slavery in our activities and supply chains, in the fiscal year ended December 30, 2023.

## ASSESSING THE EFFECTIVENESS OF THESE MEASURES



The Companies have confidence that controls and processes are in place to ensure compliance with global policies relating to forced labour and child labour. Garmin's global group conducts a top-down governance model on corporate responsibility matters, including those pertaining to forced labour and child labour, and evaluates the effectiveness of actions on a regular basis and implements remediation plans when necessary.



**BOARD OF DIRECTORS APPROVAL AND ATTESTATION**



This report was approved pursuant to subparagraph 11(4)(b)(ii) of the Act by the Board of Directors of Garmin International, Inc.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed above. I attest that to my knowledge the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Patrick Desbois  
Executive Vice President, Operations  
Garmin International, Inc.

May 28, 2024

I have the authority to bind Garmin International, Inc.