

**Sonos, Inc.**  
**UK Modern Slavery Act/California Transparency in Supply Chains Act**  
**Transparency Statement**

The UK Modern Slavery Act 2015 and The California Transparency in Supply Chain Act of 2010 require that certain businesses provide disclose regarding their efforts to address and eradicate modern slavery and human trafficking in their businesses and supply chain. This Transparency Statement is provided to address these statutes and regulations and covers all of Sonos' operations worldwide.

Sonos is opposed to all forms of human trafficking, slavery, servitude, forced or compulsory labor and all other trafficking-related activities. We are committed to (i) fully complying with all applicable labor and employment laws, rules and regulations, and (ii) working to mitigate the risk of human trafficking in our business and supply chains.

### **Our Business and Supply Chain**

Sonos designs, develops, manufactures and sells multiroom home audio products. Sonos is headquartered in the United States and its products are sold domestically as well as distributed internationally through its wholly-owned subsidiaries. Sonos uses third-party manufacturers and parts and materials suppliers, most of whom are located outside the United States.

### **Our Policies and Trainings**

Sonos wants the workers that build its products to work in fair and safe environments and we expect our suppliers to share this commitment. Sonos requires its suppliers to sign standard agreements that require compliance with applicable laws, including laws prohibiting the use of forced labor and child labor. Sonos also requires all of its suppliers to sign a Supplier Code of Conduct which spells out our expectations for fair and safe factories. Sonos reserves the right to request corrective action for any non-compliance with these commitments, including termination of the relationship with the supplier.

Sonos' global corporate policies, including its Code of Business Conduct and Ethics, require compliance by its employees, officers, directors, agents, contractors and consultants with applicable laws, rules and regulations. These policies include reporting procedures for possible violations of law or policy, including procedures for anonymous reporting, as well as accountability provisions and protection against retaliation for those making a report. Sonos provides ethics and legal compliance training to all employees on a regular basis.

If Sonos becomes aware of a violation of its policies or applicable laws, rules or regulations, Sonos will reasonably investigate the matter and take appropriate action, up to and including termination and/or reporting such violation to the appropriate authorities.

### **Supplier Due Diligence and Audits**

Sonos audits its key suppliers on a regular basis, using the well-respected Responsible Business Alliance protocol, to check for compliance to the Supplier Code of Conduct through a combination of internal Sonos employees and third-party auditors. Part of this audit protocol is looking for signs of slavery forced labor and human trafficking. Our main focus is on our key suppliers, representing 80% of our supply chain spend.

In the event that any issues are identified in the audit, we push suppliers to make improvements on a target timeline. Our aim is to maintain relationships with suppliers that will lead to long-term

improvements in their practices. In rare cases, when a supplier does not correct a noncompliance, we will terminate our business with them. We intend to review and enhance our efforts to prevent human trafficking and forced labor on an on-going basis, including through continuous improvement of our supplier audit program.

For more details on our expectations of our suppliers and our supplier audits, including information on our fiscal year 2020 audits, please see our annual Listen Better Report as well as our Supplier Code of Conduct.

This Statement was approved by the Board of Directors of Sonos, Inc.



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Patrick Spence

Chief Executive Officer and Director

Date: January 20, 2021