

**ARLO's Statement Regarding the
California Transparency in Supply Chains Act of 2010
and the
UK Modern Slavery Act of 2015**

BACKGROUND

Arlo Technologies, Inc. ("Arlo") was incorporated in Delaware in July 2018. Arlo combines an intelligent cloud infrastructure and mobile app with a variety of smart connected devices that transform the way people experience the connected lifestyle. Arlo's deep expertise in product design, wireless connectivity, cloud infrastructure and cutting-edge AI capabilities focuses on delivering a seamless, smart home experience for Arlo users that is easy to setup and interact with every day. Its cloud-based platform provides users with visibility, insight and a powerful means to help protect and connect in real-time with the people and things that matter most, from any location with a Wi-Fi or a cellular connection. To date, Arlo has launched several categories of award-winning smart connected devices, including wired and wire-free smart Wi-Fi and LTE-enabled cameras, audio and video doorbells, and floodlight cameras. In addition, Arlo's broad compatibility allows the platform to seamlessly integrate with third-party internet-of-things products and protocols, such as Amazon Alexa, Apple HomeKit, Apple TV, Google Assistant, IFTTT, Stringify and Samsung SmartThings

Arlo takes its corporate responsibilities seriously and, as such, is committed to combating all forms of forced labor and human trafficking. To do this, Arlo takes several steps in order to verify the absence of such practices in our supply chain and operations.

As a part of doing business in the State of California as a manufacturer of goods, Arlo is required to comply with SB 657 – The California Transparency in Supply Chains Act of 2010. This law was designed to increase the amount of information available to consumers regarding companies' efforts to eradicate forced labor and human trafficking.

Similarly, the UK Modern Slavery Act of 2015 requires certain organizations (and related guidance published by the UK government encourages all organizations to) publish a statement setting out the steps the organization has taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains or in any part of its own business and we have prepared this Statement with that in mind.

This Statement also applies to the following of Arlo's subsidiaries, and is made by Arlo on their behalf -- Arlo Technologies Australia Pty Ltd, Arlo Technologies Canada Limited, Arlo France SAS, Arlo Germany GmbH, Arlo Hong Kong Limited, Arlo Asia Limited, Arlo Technologies International Ltd, Arlo Technologies B.V., Arlo Sweden AB, Arlo Taiwan Co. Ltd, Arlo Technologies UK Limited, Arlo Italy Srl, Arlo Technologies Services India Private Limited, Arlo Avaak China Representative Office, Avaak, Placemeter Inc., and Placemeter France SAS.

ARLO'S STATEMENT AND COMMITMENT

Core principles

Arlo is committed to respecting the labor and human rights of our suppliers' workforce and being an advocate for continuous improvement of working conditions. Arlo seeks to achieve this goal through the following principles:

- Freely chosen employment
- No child labor
- Respect for working hours and rest days
- Fair compensation, wages, and benefits
- No harassment and/or abuse
- Equal opportunity and no discrimination
- Freedom of association
- Health and safety standards

Membership of relevant organizations and platforms

Arlo is committed to supporting the Responsible Business Alliance (“RBA”) Code of Conduct and conducting verification audits of its supply chain.

Arlo is also a member of the Supplier Ethical Data Exchange (commonly referred to as “SEDEX”), which is one of the world’s leading ethical trade service providers, working to improve working conditions in global supply chains. SEDEX is home to one of the world's largest collaborative platforms for sharing responsible sourcing data on supply chains. Arlo supports the SMETA audit (SEDEX Members Ethical Trade Audits) protocols which covers SEDEX’s four pillars of: labor, health and safety, environment, and business ethics.

Internal policies and procedures

Arlo maintains a Supplier Code of Conduct, which is modeled after the RBA Code of Conduct and specifically prohibits involuntary, bonded, exploitative labor, slavery, or trafficking by its members.

Arlo further maintains a Corporate Social Responsibility (“CSR”) Committee comprised of members from Operations, Supply Chain, Legal, Finance and Internal Audit to monitor various initiatives associated with CSR efforts. The CSR Committee is responsible for monitoring compliance with various laws and regulations associated with Arlo products and supply chain, including slavery and human trafficking laws.

Due diligence and training


Arlo has taken following steps to combat forced labor and human trafficking:

- 1) **Supplier Chain Verification:** Arlo assesses the risk related to its supply chain through various means, including obtaining information on the factory policies and procedures, business practices and other publicly available information for its direct commercial suppliers. The assessment is conducted by Arlo employees under the oversight of the CSR Committee.

- 2) **Independent Supply Chain Audits:** Arlo conducts independent audits of its major manufacturers to assess the risks of human trafficking and slavery. The CSR Committee provides oversight of these audits through 1) reviewing the results, 2) monitoring progress to remediating any findings and 3) ensuring sufficient coverage of Arlo's manufacturing footprint.
- 3) **Supplier Assurances and Management Systems:** Arlo maintains regular communication with its suppliers to ensure our expectations are clear with regard to responsible legal, social, ethical and environmental conduct. In addition, Arlo requests suppliers acknowledge Arlo's Supplier Code of Conduct which requires suppliers': a) compliance with applicable laws, regulations, and customer requirements related to supplier operations and products (including trafficking and slavery); and b) conformance with the Arlo Supplier Code of Conduct. Arlo also requests certain suppliers to sign a certification acknowledging they make efforts to combat slavery and human trafficking in their supply chain.
- 4) **Monitoring:** Arlo conducts independent third-party onsite audits of major suppliers which require corrective action plans should any exceptions be found. Arlo reviews the results of the audits with factory senior management, the Arlo CSR Committee, and monitors the progress towards correcting the deficiencies. Suppliers for onsite audits are selected using a risk-based approach to ensure Arlo is focusing on the most significant areas in its supply chain for review.
- 5) **Training and Awareness:** Arlo employees who manage supply chain activities are offered training related to slavery and human trafficking. Employees are encouraged to complete this training at least annually to ensure they are knowledgeable and aware of issues and concerns surrounding supply chain risks of human trafficking and slavery. Annually, suppliers are provided with the Arlo Supplier Code of Conduct, which includes prohibitions against human trafficking and slavery.

This Statement constitutes Arlo's (and its specified subsidiaries') slavery and human trafficking statement for the financial year ending December 31st, 2020.

It was approved by Arlo's Board of Directors on June 26, 2021.

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Matthew McRae, Chief Executive Officer

ARLO TECHNOLOGIES, INC.