

# SONOS

## SUPPLIER CODE OF CONDUCT

Version 1.1, March 2017

*The SONOS Supplier Code of Conduct (Code) is based on the International Labor Organization (ILO) conventions, local laws, universally accepted fundamental principles, and Responsible Business Alliance (RBA) industry standards. The Code establishes the expectations of Corporate Social Responsibility (CSR) that all suppliers need to adhere to, at a minimum. Where local laws or national regulations are more stringent in the location that the business operates in, suppliers shall meet the highest requirement.*

### CSR COMMITMENT

SONOS and its affiliates are committed to corporate social responsibility and responsible sourcing to ensure safe working conditions, respect of worker rights, and environmentally conscious business operations. We strive to uphold the highest level of honesty and integrity in our business and expect these shared values from our partners.

All SONOS suppliers shall comply with the Supplier Code and other applicable local laws not explicit in the Code. We encourage our suppliers to adhere to the highest level of compliance and adopt a proactive approach to continuous improvement. Suppliers shall also communicate and share this Code with their next tier suppliers, agents, and third party partners to ensure alignment of CSR expectations throughout the supply chain. In the event that a supplier has a code of conduct specific to their business, and that code of conduct is based upon the RBA industry standard, supplier may petition SONOS for supplier's code of conduct to apply to the SONOS relationship, which SONOS may consent to in its sole discretion.

SONOS understands the challenges in the space we and our business partners operate in. We value transparency and partnership, and will continuously work to support our suppliers in overcoming challenges and share industry best practices.

#### Freely Chosen Employment

All workers shall have the right to enter into and terminate employment freely. There shall not be any use of forced, bonded or involuntary labor.

#### Child Labor

There shall not be recruitment of any child labor under 16. Young workers under the age of 18 shall not perform hazardous work that is likely to jeopardize their health and safety.

#### Working Hours

Suppliers shall ensure that working hours comply with national laws and collective agreements. All workers should have at least one rest day after six days of continuous work and all overtime work must be voluntary.

#### Freedom of Association

Workers shall have the right to join or form trade unions of their own choice and be allowed to bargain collectively, without penalty or interference.

#### Non-Discrimination

There shall not be any discrimination in recruitment and employment practices, such as compensation, promotion, termination or retirement based on race, caste, social or ethnic origin, religion, disability, age, marital status, sexual orientation, gender, or political affiliation.

#### Wages and Benefits

Wages and benefits shall be paid in a timely manner for a standard working week to meet, at a minimum, legal requirements and the basic living needs of workers. Wage deduction as a disciplinary measure shall be

prohibited. Overtime hours shall be compensated in accordance to local laws.

### Humane Treatment

Workers shall be treated with respect and dignity. Suppliers shall not use corporal punishment, threats or physical abuse on workers. Sexual or other harassment and intimidation are also prohibited.

### Subcontracting

Suppliers shall request a written consent from SONOS on any subcontracting work and may only work with a new subcontractor after they have agreed to comply with this Code. Unauthorized subcontractors are strictly prohibited.

### Management Systems

Suppliers shall take proactive approach to creating and implementing effective systems to ensure compliance with the Code of Conduct and encourage ownership of internal CSR program.

### Business Integrity & Ethics

Suppliers shall adhere to the highest standards of ethical requirements to business integrity to prohibit corruption and bribery.

### Health & Safety

Suppliers shall provide a safe and hygienic working and living environment to all workers with access to potable water and sanitary facilities. Appropriate training shall be conducted to exercise emergency precaution and promote workplace safety.

### Environment

Suppliers shall comply with all applicable environmental policies and local regulations. Suppliers shall continuously monitor and manage all production processes including raw materials procurement, chemicals handling, emissions, effluent discharges, and disposal of hazardous waste to minimize negative impacts on the environment.

*A supplemental guidance document is also provided by SONOS to support suppliers on Code implementation.*

With my signature below, I affirm that I have read and understand the SONOS Supplier Code of Conduct and I agree to comply with the above Code and other applicable local laws not explicit in the Code.

Each person signing this Agreement represents and warrants that he or she is duly authorized and has legal capacity to execute and deliver this Agreement.

Supplier:

Sonos:

**Sonos, Inc.**

By: \_\_\_\_\_

By: \_\_\_\_\_

Name:

Name:

Title:

Title:

Address:

Phone:

Email:

Date: