



## **TRANSPARENCY IN SUPPLY CHAINS ACT OF 2010 (CALIFORNIA)**

### **TOMTOM COMPANY STATEMENT**

The California Transparency in Supply Chains Act (the Act) of 2010 came into effect as of 1 January 2012 in the State of California, United States of America.

The Act requires companies to disclose what efforts, if any, they are taking to address and eliminate slave labor and human trafficking in their direct supply chains for tangible goods. The objective of the Act is to provide information that allows consumers to make better, more informed choices regarding the products they buy and the companies they choose to support.

TomTom N.V. and its affiliates (collectively "TomTom") recognize the importance of fair labour and human rights practices within our company and our product supply chain. TomTom condemns any practices of human trafficking and slavery and recognizes the importance of eradicating such practices worldwide.

For TomToms' approach to supply chain management reference is made to our Ethical Trading Code of Practice, which has been in place since 2006 and other information on our supply chain management practices to be found on the Supply Chain tab of the Corporate Social Responsibility pages of our corporate website.

It is our goal that third party suppliers within our electronics supply chain comply with all applicable laws regarding human trafficking and slavery. To this end:

1. Supplier assessment. We require our partners throughout the supply chain to comply with our Ethical Trading Code of Practice. This Code is part of our procurement process and is embedded in our vendor selection process. Our policy is to work only with suppliers that do not use forced labor of any kind. TomTom will not work with any supplier who it determines engages in human trafficking, slavery, or other forced labor.

2. Audits. TomTom conducts annual quality audits of suppliers of portable navigation devices, in-dash units and accessories. These audits include consideration of conditions of work including the use of forced labor. These audits are conducted by internal staff. Further external audits on suppliers of portable navigation devices and in-dash navigation systems are regularly conducted on behalf of our customers. These audits are based on our own internal standards as well as customer standards for supply chain management and performance.
  
3. Accountability. Senior leadership at TomTom has direct involvement in supporting our commitment to fair employment practices in our supply chain. In the event of a potential violation of our Ethical Trading Code of Practice we would take appropriate remedial action based on the circumstances, including, but not limited to, promptly addressing the issue with the supplier directly, requiring follow up audits to prevent recurrence of the original violation, and/or terminating our business relationship with the supplier.

TomTom is strongly committed to fair employment practices and to the upholding of human rights in its electronics supply chain and will take appropriate or necessary steps to prevent human rights violations (including slavery and human trafficking).