

ANTI-MODERN SLAVERY POLICY



CONTENTS

1	MODERN SLAVERY	1
2	POLICY STATEMENT	2
3	RESPONSIBILITY FOR THE POLICY.....	2
4	YOUR OBLIGATIONS AND RESPONSIBILITIES.....	3
5	COMMUNICATION, AWARENESS AND MONITORING	4
6	BREACHES OF THIS POLICY	4

1 MODERN SLAVERY

- 1.1 Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, including:

Slavery	Exercising powers of ownership over a person.
Servitude	The obligation to provide services is imposed by the use of coercion.
Forced or compulsory labour	Work or services are not undertaken voluntarily and are exacted from a person under the menace of threat or punishment.
Human trafficking	Arranging or facilitating the travel of another person with a view to their exploitation, including for example, through deceptive recruitment or coercion.
Bonded labour or debt bondage	Work or services are demanded for repayment of a debt, often where the debt and the duration of the services may not have been defined.

- 1.2 The above range of rights abuses affect both adults and children and have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.
- 1.3 It is important to understand that there is no typical victim and some victims do not understand they have been exploited and are entitled to help and support. The following key signs could indicate that someone may be a slavery or trafficking victim, namely:
- 1.3.1 the person is not in possession of their own passport, identification or travel documents;
 - 1.3.2 the person is acting as though they are being instructed or coached by someone else;
 - 1.3.3 they allow others to speak for them when spoken to directly;
 - 1.3.4 they are dropped off and collected from work;
 - 1.3.5 the person is withdrawn or they appear frightened;
 - 1.3.6 the person does not seem to be able to contact friends or family freely; or
 - 1.3.7 the person has limited social interaction or contact with people outside their immediate environment.
- 1.4 This list is not exhaustive. It is an example only. Often you will build up a picture of the person's circumstances which may indicate something is not quite right. If you have a suspicion, report it.

2 POLICY STATEMENT

- 2.1 This policy applies to all persons working for Life360 Inc on its behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.
- 2.2 Life360 Inc is committed to acting ethically and with integrity in all of its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in its own business or in any of its supply chains.
- 2.3 Life360 Inc is also committed to ensuring there is transparency in its own business and in its approach to tackling modern slavery throughout its supply chains. Life360 Inc expects the same high standards from all of its contractors, suppliers and other business partners.
- 2.4 This policy does not form part of an employee's contract of employment and Life360 Inc may amend it any time.

3 RESPONSIBILITY FOR THE POLICY

The board of directors has overall responsibility for ensuring this policy complies with Life360 Inc's legal and ethical obligations, and that all those under our control comply with it. The board of directors is also responsible for approving Life360 Inc's annual modern slavery statement.

- 3.1 The General Counsel (**Anti-Modern Slavery Officer**) will have primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness and dealing with any queries about it. The Anti-Modern Slavery Officer's responsibilities extend to:
 - 3.1.1 monitoring, consulting and auditing internal controls and procedures to identify risks of modern slavery practices in Life360 Inc's operations, including in its subsidiary organisations;
 - 3.1.2 monitoring and consulting with the suppliers, contractors and business partners of Life360 Inc to identify risks of modern slavery practices in our supply chains;
 - 3.1.3 developing measures to assess and address any risks of modern slavery practices, including through due diligence in Life360 Inc's contractual relations;
 - 3.1.4 monitoring the effectiveness of those measures;
 - 3.1.5 developing appropriate training materials and programs for Life360 Inc's employees to comply with this policy; and
 - 3.1.6 preparing Life360 Inc's annual modern slavery statement in accordance with our disclosure obligations under Australian modern slavery legislation.

- 3.2 Life360's management at all levels will:
- 3.2.1 listen and be approachable to others Life360 Inc's business;
 - 3.2.2 respond appropriately if they are told something that might indicate an exploitative situation;
 - 3.2.3 remain alert to indicators of modern slavery;
 - 3.2.4 use their experience and professional judgment to gauge situations; and
 - 3.2.5 ensure those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains, including any areas of Life360 Inc's business and supply chains which are identified as at risk of modern slavery practices.

4 YOUR OBLIGATIONS AND RESPONSIBILITIES

- 4.1 All those working for Life360 Inc (or under its control) have responsibilities under this policy regardless of the level of seniority.
- 4.2 You must read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of Life360 Inc's business or supply chains is the responsibility of all those working for Life360 Inc or under its control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.
- 4.3 You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of Life360 Inc's business or supply chains of any supplier tier at the earliest possible stage.
- 4.4 You can raise your concern by speaking with the Anti-Modern Slavery Officer, or alternatively, you can raise your concern in accordance with Life360 Inc's Whistleblower Policy available at <https://investors.life360.com/investor-relations/?page=corporate-governance>. You may report under the Whistleblower Policy on an anonymous basis.
- 4.5 Life360 Inc aims to encourage openness and will support anyone who raises genuine modern slavery concerns under the Whistleblower Policy, even if they turn out to be mistaken. We are also committed to ensuring no one suffers any detrimental treatment as a result of reporting their concern. Life360 Inc's Whistleblower Policy explains in further detail the protections that are available to anyone who raises a concern under that policy.
- 4.6 The Anti-Modern Slavery Officer is available to answer any questions you might have in respect its Whistleblower and Anti-Modern Slavery policies. We also welcome your feedback on this policy and any suggestions you have about how it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the Anti-Modern Slavery Officer.

5 COMMUNICATION, AWARENESS AND MONITORING

- 5.1 Life360 Inc will provide training to all of its employees on this policy. This will include training on how to identify modern slavery practices and the particular parts of Life360 Inc's business and supply chains which are subject to a greater risk of modern slavery.
- 5.2 Life360 Inc's commitment to addressing the issue of modern slavery in its business and supply chains must be communicated to all suppliers, contractors and business partners at the outset of any business relationship with Life360 Inc and reinforced as appropriate thereafter.
- 5.3 Life360 Inc will review this policy annually. Life360 Inc will provide information and/or training on any changes that may be made.

6 BREACHES OF THIS POLICY

- 6.1 Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- 6.2 Life360 Inc will consider whether it should terminate its relationship with other individuals and organisation working on its behalf if they breach this policy.