

January 1, 2012

Disclosure:

The California Transparency in Supply Chains Act (SB 657)

Under the “California Transparency in Supply Chains Act of 2010 (SB 657)”, many companies manufacturing or selling products in the State of California are required to report on the company’s website its efforts to address the issue of forced labor and human trafficking in their supply chains. This law is designed to increase the amount of information made available by companies in order to allow consumers to make more informed choices regarding the products they buy and the companies they choose to support.

Zebra Technologies Corporation (“Zebra”) has always had a strong commitment to high ethical standards and its continued success depends upon all Zebra employees conducting their activities with integrity and in compliance with the law. Zebra does not condone human trafficking or the use of either forced or child labor in the manufacture of Zebra products, and Zebra expects its suppliers to conduct themselves consistent with this belief.

Zebra has implemented various policies and procedures that aid in mitigating the risk of human trafficking and slavery in its supply chain. All primary suppliers that provide products to Zebra are subject to the “Zebra Supplier Performance Guide (the “Guide”)", which provides in part that Zebra’s suppliers must be “committed to ethical conduct and respect human rights” in the manufacture of the products that we sell. Our standard supply agreements also expressly set forth that “Zebra does not wish to do business with suppliers who manufacture or assemble items for sale anywhere in the world using prohibited labor.” If any violation of this provision in Zebra’s supply agreement is observed, the agreement provides Zebra with the ability to immediately terminate the supply agreement and pursue various penalties and damages against that supplier. While Zebra does not formally conduct audits of its supply chain with respect to forced labor and human trafficking, Zebra employees responsible for the supplier relationship do conduct on-site audits where they are able to observe the supplier’s labor conditions in the context of these quality audits.

Zebra encourages the involvement of all employees in the detection and prevention of potential misconduct by employees or third-party suppliers. Zebra has reserved the right to cease doing business with any supplier that violates their contractual obligations to comply with applicable laws and regulations, including standards related to forced labor and human trafficking. While

Zebra does not contract with third-parties to conduct independent audits of its supply chain, Zebra employees regularly engage suppliers and conduct on-site quality audits to evaluate supplier compliance with our Guide and supply agreements. To the extent a Zebra employee has any compliance concerns when visiting our suppliers, employees may report concerns to his/her manager or through “Zebra’s Right Call Program”, which provides employees with a process to report allegations of misconduct on a confidential and anonymous basis either through the web-based reporting system or through the Zebra compliance hotline numbers. Employees found in violation of Zebra policies or relevant laws and regulations applicable to Zebra’s global operations are also subject to disciplinary action, up to and including termination.

Zebra does not currently provide specific training on forced labor and human trafficking for employees. Zebra is in the process of developing formal training of employees with direct responsibility for supply chain management (as well as, other employees who are indirectly involved in sourcing), and this training will include awareness of forced labor and human trafficking risks in our supply chain.