

Government and Leadership

We comply with all regulatory standards for accountability, transparency, environmental protection and human rights, and we monitor our manufacturing partners to ensure they also meet or exceed requirements.

Ethics and Accountability

Consistent with our Code of Conduct & Business Ethics (the “Code”), CalAmp follows all laws and regulations, on a global basis, governing corporate social responsibility. The Code guides all employees, officers and directors to recognize and respond to ethical issues and conflicts of interest, and establishes channels to report unethical conduct and support the company’s core values.

Environment Responsibility

As a matter of policy, we work diligently to ensure this compliance, both for our corporation and for the contractors and suppliers who make up our value chain. We responsibly manage the use of hazardous materials throughout our operations and products, and strive to reduce waste for ourselves and our customers. For the welfare of our employees and surrounding communities, we have established a culture of continuous improvement for our environmental, health and safety management systems.

CalAmp holds our suppliers and manufacturing partners to the same high standards; we encourage them to adopt sound environmental management practices and assess them to confirm their compliance with local regulations and standards.

California Electronic Waste Recycling Act of 2003 (SB20) Compliance

Under this act, retailers, resellers and CalAmp partners that ship to, sell or lease certain electronic products in California must collect a fee from the consumer at the time of purchase. The fees are collected by the State, and are used to reimburse registered collectors and recyclers for the electronic devices that they collect and recycle in California.

California Proposition 65

Proposition 65, officially the Safe Drinking Water and Toxic Enforcement Act of 1986, is a law that requires warnings be provided to California consumers when they might be exposed to chemicals identified by the State of California as causing cancer or reproductive toxicity. The warnings are intended to help California consumers make informed decisions about their exposures to these chemicals from the products they use. The California Office of Environmental Health Hazard Assessment (OEHHA) administers the Proposition 65 program and publishes the listed chemicals, which includes more than 850 chemicals. In August 2016, OEHHA adopted new regulations, effective on August 30, 2018, which changes the information required in Proposition 65 warnings. CalAmp provides a warning label for products affected by Proposition 65 identified chemicals.

Toxic Substance Control Act (TSCA) Compliance

CalAmp has invested in hosted monitoring of our components and manufacturing base to ensure compliance with EPA regulations under the Toxic Substance Control Act of January 2021. Our customers can be assured of compliance with this law.

Human Rights Protection

Conflict Minerals

In 2013, we began a conflict minerals program that includes due diligence measures which are consistent with the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Since 2014, we have filed a Conflict Minerals Report annually with the U.S. Securities and Exchange Commission.

CalAmp strongly disapproves of the violence in the Democratic Republic of Congo (“DRC”) and adjoining countries (collectively and with DRC, the “Covered Countries”), and is committed to supporting responsible sourcing of the subject minerals (cassiterite, columbite-tantalite, wolframite, their derivatives tin, tantalum and tungsten, and gold (collectively “3TG”) to help ensure that they do not fund armed conflict in the Covered Countries.



In furtherance of the goal of Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, CalAmp expects its suppliers to supply us with components and materials that are “DRC conflict-free.” This means: (1) any 3TG materials necessary to the functionality and production of supplied components and materials do not directly or indirectly finance armed groups through mining or mineral trading in the Covered Countries, or (2) any 3TG materials in supplied components and materials are from recycled or scrap sources. CalAmp’s Supply Chain Management disclosure is available at this link on our website: [Supply Chain Management](#)

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT (SB657) COMPLIANCE

CalAmp has a verification process in place to evaluate and address the risks of human trafficking and slavery in its direct supply chain. At the present time we accomplish this verification using internal resources.

SUPPLIER AUDITS

CalAmp has implemented a supplier audit program to evaluate the risk of human trafficking and slavery in the company's direct supply chain. These audits may be announced or unannounced depending on the circumstances.

DIRECT SUPPLIERS' CERTIFICATION OF MATERIALS

We require our direct suppliers to certify that materials incorporated into the products they sell to us comply with laws regarding slavery and human trafficking of the countries in which they are conducting business.

INTERNAL ACCOUNTABILITY STANDARDS

If a supplier or one of our employees is found to violate laws or our company standards, they will be held responsible for improving performance in compliance with a remediation plan. If the supplier or employee fails to make progress against that plan, they will be subject to review and sanctions, including potential termination.

TRAINING

CalAmp provides training on identifying and mitigating supply chain risks, including human trafficking and forced labor, to its managers and employees with direct responsibility for supply chain management.

UK Modern Slavery Act Compliance

CalAmp and its subsidiaries are dedicated to complying with the UK Modern Slavery Act of 2015. This statement summarizes CalAmp's initiatives to eliminate the risk of slavery and human trafficking in our global supply chain. This statement serves as the disclosure for CalAmp and its subsidiaries for the fiscal year ended February 28, 2020, and has been approved by our Board of Directors.

ORGANIZATION

CalAmp is a leading SaaS solutions provider in the global connected economy. Our operations in the UK are carried out through our wholly-owned subsidiary, CalAmp UK Limited.

POLICIES

CalAmp maintains internal policies for managing its supply chain business partners. All employees, directors, officers and consultants adhere to the Code of Business Conduct and Ethics ("Code"), available at this link on our website: [CalAmp Code of Business Conduct and Ethics](#)

DUE DILIGENCE AND VERIFICATION

CalAmp prohibits any form of forced labor, including slavery and human trafficking in its supply chain. We evaluate suppliers through questionnaires, supplier audits, and risk-based assessments. Verification is not conducted by a third party.

CERTIFICATION

CalAmp's supplier agreements and purchase order terms and conditions require suppliers to comply with all applicable laws and regulations.

INTERNAL ACCOUNTABILITY

CalAmp requires all employees, directors, officers, and consultants to comply with our Code which prohibits any form of forced labor, including slavery and human trafficking in the supply chain. CalAmp maintains a compliance program and periodically requires employees to certify compliance with the Code, investigates potential violations of the Code and other company policies, and takes disciplinary action when necessary.

TRAINING

CalAmp's supply chain management and staff receive training on applicable company procedures designed to eliminate the risk of human trafficking and slavery in the supply chain.

