

## **Life360, Inc. (“Life360”) Supplier Code of Conduct**

Life360 is committed to operating its business in compliance with all applicable laws and regulations and maintaining exceptionally high ethical standards. This Life360 Supplier Code of Conduct (the “Code”) sets forth Life360’s expectation that our suppliers operate under high ethical standards and comply with all applicable laws and regulations. References in this Code to “Life360”, “we”, or “our” will also include Life360’s subsidiaries and affiliates, to the extent a supplier does business with them.

### **Who does this Code apply to?**

This Code applies to all suppliers and their subsidiaries, affiliates, and subcontractors (each a “Supplier”) providing goods or services to or on behalf of Life360. These requirements are in addition to any requirements imposed by contract.

### **What is expected of our Suppliers?**

Our Suppliers are expected to adhere to high ethical standards and display honesty and integrity in their operations. Specifically, we expect them to read and understand this Code and how it applies to the performance of their obligations to Life360. Suppliers should comply with both the letter and the spirit of this Code. We also expect Suppliers to remain alert to potential violations of the Code and provide a secure method for individuals to report possible violations of this Code.

Our Suppliers must fully conform with the laws, rules, and regulations applicable in the countries where they operate (“Applicable Laws”), conform to the requirements of this Code, and communicate these requirements in writing to their own suppliers and subcontractors. Suppliers must be able to demonstrate compliance with this Code on request. Life360 will assess conformance to these requirements and will consider a Supplier’s conformance in making sourcing and procurement decisions.

### **Labor & Human Rights**

Our Suppliers must uphold the human rights of workers and treat them with dignity and respect in the workplace and throughout the supply chain.

#### No Forced Labor / Modern Slavery

All work must be voluntary, and all workers must be free to terminate their employment at any time. Suppliers will not use or permit any form of forced, bonded, indentured, or involuntary prison labor. Suppliers will ensure that all workers have access to their personal documentation (e.g., government-issued identification, passports, or work permits), and Supplier will not hold any such documentation longer than reasonably

necessary for its administrative processing. Suppliers are expected not to require workers to pay any agency recruitment/employment fees and expenses.

#### No Child Labor

Suppliers will not use or permit the use of child labor. We consider a “child” to mean any person under the minimum age for employment in the country or, in the absence of an applicable local law, anyone under the age of 15. Additionally, any workers under the age of 18 will not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.

#### Working Hours

Our Suppliers must comply with Applicable Laws relating to work hours and overtime, and set the maximum at 60 hours/week, including overtime (except in emergency or unusual situations). Workers should be allowed at least one full day off every 7 days.

#### Wages & Benefits

Suppliers will comply with all applicable wages and benefits laws, including, but not limited to, those relating to minimum overtime hours and the payment of legally-mandated wages and benefits.

#### Anti-Discrimination

Suppliers will not discriminate against any worker based on race, religion, religious practices, creed, color, national origin, sex, sexual orientation (including gender identity), marital status, age, physical or mental disability, medical condition, genetic information, ancestry, veteran status or any other characteristic protected by Applicable Law, in hiring and other employment practices. Suppliers shall not subject workers or potential workers to unlawful medical tests, including pregnancy tests, or physical exams.

#### Anti-Harassment

Suppliers will comply with all Applicable Laws regarding harassment and abuse of employees. Suppliers must commit to a workplace free of harassment and must not engage in any harsh or inhumane treatment, including but not limited to sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse. Suppliers will have disciplinary policies and procedures in support of these requirements which are clearly defined and communicated to workers.

#### Freedom of Association

Suppliers must respect the right of all workers to associate freely, bargain collectively, and seek representation in accordance with local laws, without fear of interference, discrimination, retaliation or harassment. We expect that Suppliers will permit workers to openly communicate and share grievances with management about working conditions without fear of reprisal or harassment.

## **Health & Safety**

Suppliers will maintain processes and procedures to ensure a safe and healthy work environment which minimizes work-related injury and illness, enhances the quality of products and services, and boosts consistency of production and worker retention and morale. Suppliers will comply with all Applicable Laws relating to health and safety and meet the following requirements.

### Occupational Safety & Health

Suppliers will control worker exposure to safety and health hazards by taking actions such as implementing appropriate controls and procedures, conducting preventative maintenance and providing ongoing safety guidance and training. Suppliers will provide physical guards or other protections where machinery presents a hazard, and will ensure these protections are properly maintained.

### Emergency Preparedness

Suppliers will identify potential emergencies and implement appropriate plans and procedures, including, but not limited to educating workers on emergency response procedures and evacuation plans, conducting drills, utilizing fire detection and suppression equipment, and establishing recovery plans.

### Working & Living Conditions

Suppliers must provide reasonably accessible clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. If Suppliers provide workers with dormitories or housing, they must be maintained in a clean and safe condition, with adequate personal space, entry and exit privileges, emergency exits and fire protection/suppression, hot water for bathing and showering, and adequate heat and ventilation.

### Health and Safety Communication

Suppliers will provide workers with appropriate workplace health and safety information and training in their primary language. Health and safety related information shall also be clearly posted in any facilities.

## **Environment**

### Hazardous Substances

Suppliers will ensure the proper identification and management of chemicals (and other materials that would pose a hazard if released to the environment) to enable their safe handling, transport, storage, use, recycling and reuse, and disposal.

### Materials Restrictions

Suppliers will comply with all Applicable Laws and customer requirements regarding prohibition or restriction of specific substances in their products or manufacturing processes, including any requirements regarding labeling for recycling and disposal.

### Environmental Permits & Reporting

Suppliers will comply with all Applicable Laws regarding hazardous materials, air emissions, waste, and wastewater discharges, including the manufacture, transportation, storage, disposal, and release to the environment of such materials. Suppliers will obtain and keep current on all required environmental permits, approvals, and registrations and will comply with their operational and reporting requirements.

### Waste & Pollution Prevention

Suppliers will work to reduce or eliminate waste of all types. If waste cannot be eliminated, Suppliers will manage and control all waste streams in compliance with Applicable Laws and in an environmentally responsible manner.

## **Ethics**

Suppliers will uphold the highest standards of ethics and integrity in their operations.

### Business Integrity

Suppliers will also accurately reflect their business dealings in their books and records. Suppliers will not offer or accept any form of bribery, corruption, extortion, or embezzlement, and will implement monitoring and enforcement procedures to ensure compliance with anti-corruption and anti-bribery laws.

### Conflicts of Interest

Suppliers will avoid any situations which produce actual or apparent conflicts of interest in their work with us. Suppliers must immediately disclose any known family or other close personal relationships with our employees who have an influence over their

engagements with us. A Supplier must not directly engage with any Life360 employee when such employee or their spouse, domestic partner, relative or other family member is employed by or holds a significant financial interest in the Supplier.

### Gifts

Suppliers should avoid the giving or receiving of gifts to and from our employees, especially when the circumstances create or appear to create a conflict of interest. For example, gifts and entertainment should not be offered in close proximity to major business decisions or in an attempt to gain special treatment or to induce conduct of any kind. Cash and cash equivalents, such as gift cards, are never acceptable. Any gifts, meals, or entertainment must comply with applicable laws, not be extravagant in value, be consistent with local custom and practice and comply with Life360 policies.

### Protection of Intellectual Property & Confidential Information

Suppliers will respect rights to intellectual property and to confidential information and will safeguard the information of Life360 and other third parties. Suppliers must employ stringent information and data protection strategies aligned with industry standards.

### Insider Trading

Suppliers must avoid the disclosure of any nonpublic information acquired about Life360 or any other company which could influence an investor's decision to buy or sell the securities of such company and Suppliers must not buy or sell such securities when in possession of this information.

### Business Records

Suppliers must maintain accurate and honest books and records relating to its operations that comply with all Applicable Laws regarding their completion and accuracy.

### Responsible Sourcing of Minerals

Suppliers are expected to supply conflict-free materials and products. Suppliers must exercise due diligence on the materials in their supply chains to reasonably ensure that their products do not directly or indirectly finance or benefit groups or countries in violation of Applicable Law and do not contribute to serious human rights abuses or severe health and safety risks. Suppliers will make available to us, upon request, records and documentation relating to their diligence efforts.

### Privacy

Suppliers must comply with all Applicable Laws relating to privacy and information security. Suppliers should protect the reasonable privacy expectations of personal information of everyone they do business with.

### **Management Systems**

Suppliers must adopt or establish a system to manage the responsibilities outlined in this Code. The Supplier's system should be structured to comply with this Code as well as all Applicable Laws. Suppliers must identify company representatives responsible for ensuring implementation and periodic review of its management systems. Appropriate documents and records must be maintained by Suppliers in order to ensure regulatory compliance.

### **Reporting Concerns**

Suppliers and their employees should report possible violations of this Code or other questionable behavior using our anonymous AllVoices Hotline: <https://life360.allvoices.co/>.

You can also reach out with questions or concerns to: [legal@life360.com](mailto:legal@life360.com).

Suppliers will provide a mechanism for its employees to anonymously report possible violations of this Code and will protect whistleblower confidentiality and prohibit retaliation.