



# Modern Slavery Statement

2023

# Modern Slavery Statement

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## 1 Opening Statement

- 1.1 At Life360, Inc. (“Life360” or “Company”), our mission is to bring families closer together and we recognize the importance of modern slavery as a significant worldwide problem. In staying true to our mission, Life360 is fully committed to preventing acts of modern slavery and human trafficking from occurring within its own business or in its supply chains, and expects the same high standards from all of its contractors, suppliers and other business partners.
  - 1.2 This statement is made for the reporting period 1 January 2023 to 31 December 2023 (“Reporting Period”).
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## 2 Organization

- 2.1 Life360, a Delaware corporation, together with its wholly owned subsidiaries, Tile, Inc. (“Tile”) and Jiobit, Inc. (“Jiobit”), is a leading technology platform connecting millions of people throughout the world to the people, pets and things they care about most. The Company was listed on the Australian Securities Exchange in 2019 and on the Nasdaq Global Select Market in June 2024.
  - 2.2 The Company employs 383 full time employees with an office in San Mateo, California. The Company has created a new category at the intersection of family, technology, and safety to help keep families connected and safe. The Company’s core offering, the Life360 mobile application, includes features like communications, driving safety, digital safety and location sharing. Beyond the everyday, Life360 also provides much-needed protection and saves lives, which is crucial for families in emergency situations such as natural disasters, vehicle collisions, physical property theft, and digital identity theft. The Life360 mobile application operates under a “freemium” model where its core offering is available to members at no charge, with three membership subscription options that are available but not required.
  - 2.3 The Company acquired Jiobit and Tile in September 2021 and January 2022, respectively, to create a comprehensive platform-agnostic location tracking solution for people, pets and things. Jiobit is a leading wearable location device for young children, pets and seniors and Tile is a leading product suite of location trackers for finding objects.
  - 2.4 The Company currently relies on a single technology partner for its cloud platform and outsources the manufacturing of the Jiobit and Tile hardware devices to a single contract manufacturer located in Asia. The Company also sources some components from various countries across the world, primarily in Asia, with the next largest vendors being distributors located in the U.S.
  - 2.5 To find out more about the nature of Life360’s business, please visit our website at <https://www.life360.com>.
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## 3 Anti-Modern Slavery Policy

- 3.1 Life360 has developed an Anti-Modern Slavery Policy to reflect its commitment to acting ethically and with integrity in all of its business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in its supply chains.
- 3.2 During the course of the next reporting period, Life360 will continue to engage with its:
  - 3.2.1 employees and contractors; and
  - 3.2.2 suppliers and other third party business partners,to ensure that they are aware of our approach to combating modern slavery risk and our corresponding expectations of them.

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## 4 Due Diligence Processes for Combating Modern Slavery Risks

- 4.1 Life360 has in place systems to:
  - 4.1.1 establish and assess areas of potential risk in our business and supply chains;
  - 4.1.2 monitor potential risk areas in our business and supply chains;
  - 4.1.3 reduce or mitigate the risk of slavery and human trafficking occurring in our business and supply chains; and
  - 4.1.4 provide adequate protection for whistleblowers.
- 4.2 As part of our initiative to identify modern slavery and mitigate associated risks in our business and supply chain we have adopted the following due diligence procedures outlined in sections 6 and 7 below.

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## 5 Risk Analysis of our Business Operations

- 5.1 Our revenue is primarily generated from the sale of subscriptions and hardware tracking devices used to access our services across our three major brands, Life360, Jiobit and Tile. In addition, a portion of our revenue is generated indirectly from the sale of aggregated data (non-personally identifiable information) for the purposes of data insights from our member base to our partners and from the sale of third-party products and services, including through the placement of ads within our platform. The Life360 mobile application is intended for families with features that include communications, driving safety, digital safety, and location sharing. The Jiobit and Tile hardware tracking devices are intended for all age groups and pets with features that range from real-time pet tracking to bluetooth tracking and location history for lost items.
- 5.2 Having completed a risk analysis of our business operations, Life360 considers that its operations continue to present low levels of modern slavery risk. In particular:
  - 5.2.1 The Life360 mobile application has a subscription-based Software-as-a-Service (SaaS) business model and its suppliers primarily include technology hosting services, and contractors and other outsourced service providers that support the mobile application.
  - 5.2.2 The Jiobit and Tile hardware tracking devices have a subscription attached hardware business model and its suppliers primarily include technology and hosting services, contract manufacturer, IT and hardware service providers, and logistics partners.

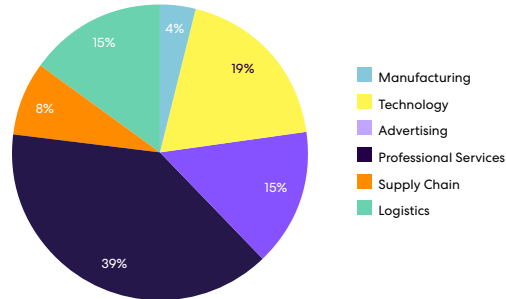
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## 6 Risk Analysis of our Supply Chains and Third Party Business Partners

- 6.1 Life360, together with its wholly owned subsidiaries, Jiobit and Tile, completed a modern slavery risk assessment of its supply chain and third party business partners for the reporting period. As part of the development of this statement, a working group engaged and consulted with teams supporting all three entities. We discussed details of the Australian Modern Slavery Act 2018 (Cth)'s reporting requirements, information regarding the actions we intend to take to address these requirements and provided the group with relevant materials and updates.
- 6.2 The focus of this risk assessment has been on suppliers providing services to our companies in excess of \$1,280,000 over the relevant reporting period (which represents our top 26 suppliers and 70% of our overall spend for the year) and the geographical risk profile of our supplier base. Based on data derived from the Walk Free Foundation, 77% of the countries we do business in are low risk, 20% are medium risk, and 3% are high risk<sup>1</sup>. This risk assessment was undertaken in line with the Global Slavery Index 2023 and also by reference to industry, country, product and services risk profile. Refer to the chart below for a visual presentation of our risk profile by industry:

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**Our Top 26 Suppliers by Industry**  
(Representing 70% of Overall Spend)



- 6.3 The Company has taken additional steps to combat a higher perceived risk of modern slavery related to industry, jurisdictional, and product risk of our suppliers. We have reviewed our primary manufacturer's Slavery and Human Trafficking Avoidance Policy Statement available on their website and their FY23 ESG Report. The Company has also reviewed the Modern Slavery Statements from other large vendors such as those related to technology hosting services, electronics, and raw materials suppliers. As a result of our review of these supplier's policies and procedures in place, the Company notes no findings that would indicate a higher perceived risk to modern slavery and further assessment required.
- 6.4 Life360 does not believe we have any material exposure to modern slavery arising in connection with our relationship with these suppliers given the nature of the services these suppliers provide to us, and based on our due diligence and our understanding of their employment practices and conditions. Life360 has determined that the risk of modern slavery practices occurring in our operations and supply is low.

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## 7 Monitoring our Modern Slavery Program

- 7.1 During the Reporting Period, we have monitored the effectiveness of the measures that we have implemented to mitigate modern slavery risks in our business operations and supply chain. Our monitoring efforts have led to some of the following improvements to the Program:
- 7.1.1 we have delivered modern slavery training and awareness for employees who are more likely to require an enhanced awareness of modern slavery or human trafficking risks due to the nature of their roles. This included staff in areas such as Procurement, the People team, recruitment specialists, Facilities staff as well as anyone who is involved in purchasing component products or IT hardware; and
  - 7.1.2 we have maintained a 'supplier code of conduct' which sets out Life360's expectations with respect to compliance and modern slavery laws and which requires our suppliers to maintain accountability within their own supply chains; and
  - 7.1.3 we have maintained contractual obligations reinforcing our business partners' commitment to compliance with modern slavery laws in all new contracts in excess of \$200,000 in value.

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## 8 8. Further Steps

- 8.1 Life360 is committed to continuous improvement to address the challenging and complex issue that is modern slavery.
- 8.2 During the course of the next reporting period, Life360 will:
  - 8.2.1 continue to review its modern slavery risk assessment in order to understand whether its modern slavery risk profile has changed;
  - 8.2.2 continue to determine appropriate additional steps to combat modern slavery risk depending on the business partners' responses to the surveys;
  - 8.2.3 implement a modern slavery questionnaire to be provided to our primary manufacturer in which they must acknowledge their compliance with modern slavery laws and maintain accountability within their own practices<sup>2</sup>; and
  - 8.2.4 continue to deliver an annual modern slavery awareness training to employees based on the latest practices and standards.

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## 9 Consultation and Approval

- 9.1 This statement is made in accordance with the Australian Modern Slavery Act 2018 (Cth) and constitutes Life360's modern slavery statement for the financial year commencing 1 January 2023 and ending 31 December 2023.
- 9.2 This statement was approved by the Board of Directors of Life360 on 26 June 2024.



**John Philip Coghlan**  
Chairman

Date: 26 June 2024

<sup>1</sup> We used data from the Walk Free Foundation to develop our risk profile, based on the risk assessments of the countries in which we operate - see [www.globalslaveryindex.org](http://www.globalslaveryindex.org).

<sup>2</sup> In our 2022 statement we said we would implement a modern slavery questionnaire to be provided to our primary manufacturer in which they must acknowledge their compliance with modern slavery laws and maintain accountability within their own practices. This has not yet been fully completed because of other ongoing corporate initiatives that took precedent. We will make it a priority for completion in the coming year.

