Poly Modern Slavery and Supply Chain Transparency Statement (“Policy”)

This Policy applies to Plantronics, Inc. (and its subsidiaries worldwide (hereinafter collectively “Poly” or “Company” [NYSE: PLT]). Poly is a global communications company that powers meaningful human connection and collaboration. Poly combines legendary audio expertise and powerful video and conferencing capabilities to overcome the distractions, complexity and distance that make communication in and out of the workplace challenging. We believe in solutions that make life easier when they work together and with our partners’ services. Our headsets, software, desk phones, audio and video conferencing, analytics, and services are used worldwide and are a leading choice for every kind of workspace. For more information, please visit our website: www.poly.com.

Modern slavery manifests in different ways, including through forced labor, human trafficking, and slavery. Poly is a socially responsible company, respects human rights and freely chosen employment, and does not support the use of slave labor in any form either in our Company or in our supply chain. Pursuant to the California Transparency in Supply Chains Act 2010 and the United Kingdom Modern Slavery Act 2015, we make the following annual statement to describe the efforts taken by Poly to address modern slavery and transparency in our Company and in our supply chain for the period covering Poly Fiscal Year 2019 to the present.

Policies on modern slavery

Poly expects its employees and supply chain to reflect Poly’s values and respect for human rights. Poly’s efforts to eliminate slavery and human trafficking in its supply chain include the following:

1. **Written Policies and Procedures**: In 2019, Poly updated its employee Code of Conduct and its Supplier Code of Conduct. The Supplier Code of Conduct prohibits the use of slavery or human trafficking in its direct supply chain. Poly also maintains procedures related to the selection, onboarding, audit and retention of suppliers, more fully described below. These Codes are reviewed at least annually and updated to comply with any new applicable laws and regulations.

2. **Verification of Supply Chain**: Poly’s purchasing and supplier management team verifies surveys and performs due diligence on our suppliers before they are approved by Poly. These surveys and other information are reviewed by Poly personnel and include a written acknowledgement by our suppliers that they shall comply with our Supplier Code of Conduct which includes requirements of compliance with all labor laws, including laws banning slavery and human trafficking.

3. **Conduct Audits of Suppliers**: Through its affiliate membership with the Responsible Business Alliance (“RBA”), Poly reviews those suppliers that have been audited through RBA. Poly continues to review and assess supplier audit programs to determine how to further develop and ensure our suppliers meet Poly’s requirements.

4. **Requirement for Suppliers to Certify Compliance**: Poly requires its suppliers to certify their compliance with the Poly Supplier Code of Conduct in order to conduct business with Poly. The Supplier Code of Conduct provides important requirements concerning the standards of employment, including compliance with all local laws and regulations on labor practices. This includes the prohibitions against the use by suppliers of any forced labor, whether in the form of human trafficking, slavery, prison labor, indentured labor, bonded
labor, or otherwise. Furthermore, Suppliers are prohibited from incorporating into their products materials which were produced using forced labor.

5. **Accountability Standards and Monitoring:** Poly’s agreements with its suppliers and the Poly Supplier Code of Conduct permit the termination of any supplier found in violation of the laws banning forced labor, slavery and human trafficking. Poly monitors compliance with the Supplier Code of Conduct in multiple ways, including through its standard contract language which reserves the right to conduct onsite inspections. Poly also maintains an ethics and compliance hotline where we encourage and allow employees, suppliers, and customers to report any issues with and deviations from Poly’s principles and policies.

6. **Conduct Training:** Poly conducts training for all employees on the Code of Conduct, as well as for employees in the supply chain to ensure that they are knowledgeable and aware of issues and concerns surrounding the supply chain, including human trafficking and slavery.

It is vitally important to Poly that all persons involved with our products, including Poly employees and all members of its supply chain, are treated with dignity and respect. Poly will continue to review its policies, procedures and practices to safeguard against any mistreatment of persons involved in its supply chain.

Applicable Approvals

This statement has been reviewed and approved by the Board of Directors of Plantronics Limited (UK).