

Human Rights Policy

As described in our [BlackBerry Code of Business Standards and Principles \("BS&P"\)](#), we are committed to conducting business in a manner that respects the rights and dignity of all people, complies with the applicable laws and regulations of the countries in which BlackBerry operates, and is consistent with internationally recognized industry standards of business ethics and social and environmental responsibility, including core tenets of the International Labour Organization's ("ILO") Declaration on Fundamental Principles and Rights at Work, and the United Nations Universal Declaration of Human Rights.

The key BlackBerry Human Rights tenants, supported by the BS&P, the BlackBerry Equal Employment Opportunity Policy and the BlackBerry Anti-Discrimination and Anti-Harassment Policy, include:

The Right to Freely Chosen Employment: We do not use forced labor or participate in human trafficking. Our expectations meet or exceed those established by such laws as the UK Modern Slavery Act of 2015 and the U.S. Government's policy prohibiting trafficking of persons, described in FAR 52.222-50. We ensure that terms of employment of our employees and contract workers are voluntary. If we recruit workers using a third party, we pay recruitment fees and ensure there are no unreasonable employment, relocation, or end-of-service expenses. We do not require workers to lodge "deposits" or hand over government-issued identification, passports or work permits as a condition of employment, nor do we use deceptive, misleading, or fraudulent practices during recruitment of employees. As part of the hiring process, we provide written agreements to prospective employees containing a description of terms and conditions of employment.

Diversity, Equity and Inclusion: We are committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Discrimination, Harassment and Bullying: BlackBerry maintains and enforces an Anti-Discrimination and Anti-Harassment Policy, as well as a zero-tolerance approach to bullying. Employees and people leaders are expected to comply with and support the goal of equal employment and respectful treatment of all individuals without regard to any "protected characteristics," which include race, color, religion, gender, national origin, ancestry, age, marital status, pregnancy, citizenship, veteran or military status, disability status of qualified individuals, sexual orientation, gender expressions, gender identity, genetic information, or any other factor protected by law in the countries in which we do business. BlackBerry acts affirmatively to ensure that all our employees have equal access to employment opportunities and a work environment that is free from unlawful discrimination. BlackBerry will not condone actions contrary to this Policy, investigates all allegations of non-compliance, and makes available to all employees ways to raise concerns about potential violations of this Policy. It is a requirement that all instances of discrimination and/or harassment be reported in order for the company to address the inappropriate conduct.

Rights of Minorities and Indigenous Peoples: BlackBerry affirms and respects the rights and dignity of all people. We respect the rights of local communities to decent living conditions, education, employment, social activities, and the right to Free, Prior and Informed Consent (FPIC) to developments that affect them

and the lands on which they live, with consideration for the presence of vulnerable groups. BlackBerry affirms the avoidance of forced eviction and the deprivation of land, forests and waters in the acquisition, development or other use of land, forests, and waters.

Women's Rights: BlackBerry affirms that women are entitled to political, economic, and social equality. We offer equal opportunity in employment and equal pay for equal work. BlackBerry supports the Convention on the Elimination of All Forms of Discrimination Against Women.

No Child Labor: Our hiring practices conform to the ILO conventions for minimum age and child labor.

Working Hours: We manage operations to ensure that overtime does not exceed levels that create inhumane working conditions.

Wages and Benefits: Our employees are paid at least the minimum legal wage or, where no wage law exists, the local industry standard. We do not make deductions from wages as a disciplinary measure.

Freedom of Association and Collective Bargaining. We recognize the right of our employees to join associations of their own choosing or to refrain from joining, and the right to collective bargaining.

Safe, Healthy and Respectful Working Conditions. BlackBerry is committed to providing a safe, healthy, and respectful work environment for employees. Our goals and requirements are fully stated in the BlackBerry Health and Safety Policy.

Privacy: BlackBerry is a global leader in secure and privacy-enhanced communications. Our commitment to privacy and fair information practice principles are fundamental to our company values. BlackBerry also incorporates principles of Privacy by Design into BlackBerry products and services throughout the software development lifecycle. Additional details can be found in our Privacy Policy and our Transparency Report.

Reporting, Transparency, and Remedy: Each BlackBerry employee is responsible for complying with this policy. Employees are expected to report violations or suspected violations. We offer employees and third parties an anonymous means of reporting violations of our policies through [EthicsLink](#), an interactive voice and on-line portal managed by a third-party vendor that maintains 24-hour hour, 365-day per year connectivity. We investigate reports and take appropriate corrective action. Retaliation against anyone who reports a concern to BlackBerry about actual or suspected violations of this policy in good faith is not tolerated.

Use of Public and Private Security Personnel: All security personnel employed by BlackBerry will operate, at all times, and without fail, under the direction of this Policy, including respecting all internationally recognized human rights.

John Giamatteo
Chief Executive Officer
BlackBerry Limited