



Adopted March 26, 2018

As a global company, iRobot has employees, customers, shareholders and suppliers, all over the world. Fostering inclusion and a respect for basic human rights is a fundamental value of iRobot. We are committed to ensuring our employees, customers and suppliers are treated with dignity and respect.

Our Approach

Human rights are the fundamental rights, freedoms and standards of treatment to which all people are entitled. Respect for human rights is one of our core values and applies wherever we do business. We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees, manufacturers and distributors. iRobot's Human Rights Policy formalizes this commitment, and applies to our company, employees, contractors and business relationships.

Diversity and Inclusion

iRobot values the diversity and inclusion of the people in our workforce, as well as in our manufacturers and distributors. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or

expression, political opinion or any other status protected by applicable law. We encourage the exchange of unique ideas and perspectives; we believe that both employees and business results benefit from valuing diverse experience, backgrounds and ideas.

The basis for recruitment, hiring, placement, development, training, compensation and advancement at iRobot is qualifications, performance, skills and experience. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

Workplace Health and Safety

The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and

remediating identified risks of accidents, injury and health impacts.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. We strive to comply with all applicable regulatory requirements as a minimum, and implement programs and processes to achieve greater protection, where appropriate.

Work Hours, Wages and Benefits

We compensate employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. Furthermore, we respect our employees' right to join or not join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives and we are committed to bargaining in good faith with such representatives. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

Privacy and Security

We are committed to the right of privacy and freedom of expression and we seek to protect against unauthorized access, use, destruction, modification or disclosure of personal information and data. We strive to foster trust in the use of smart home technologies by helping to enable responsible information privacy and data security practices. We incorporate privacy and security considerations into our robots in the earliest stages of design so that our customers can use our robotic technologies with confidence.

Anti-Corruption

We are committed to complying with applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA), other U.S. laws and the anti-corruption laws and regulations of the countries where we do business.

Prevention of Human Trafficking, Forced labor and Child Labor

We will not use or tolerate the use of forced, debt bonded, indentured labor, involuntary prison labor, slavery or human trafficking in our business, and we expect our manufacturers and distributors to uphold the same standards.