

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. These tenets include:

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 in 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.

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.

No harsh treatment and non-discrimination. The safety and security of employees are key priorities. We maintain and enforce an Anti-Discrimination and Anti-Harassment policy, as well as a zero-tolerance approach to bullying.

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. We maintain an [Environmental, Health, Safety and Sustainability Policy](#). We are committed to providing a safe, healthy and respectful work environment for employees.

Privacy: We maintain and enforce a [Privacy Policy](#). BlackBerry is a global leader in secure and privacy-enhanced mobile communications. The commitment to privacy and fair information principles are core company values. BlackBerry also incorporates principles of Privacy by Design into BlackBerry products and services from concept to execution and supports the universal right to privacy.

Reporting, transparency and remedy: Each employee is responsible for complying with this policy. Employees are expected to report violations or suspected violations. We offer employees and third parties a confidential means of reporting violations of our policies through [EthicsLink](#), a third-party vendor that maintains a 24-hour hotline. We investigate reports and take appropriate corrective action. Retaliation against anyone who reports in good faith a concern to BlackBerry about actual or suspected violations of this policy is not tolerated.

(signed) John Chen

Executive Chairman and Chief Executive Officer, BlackBerry