

Motorola Solutions Inc. (Motorola)

TICKER
MSI

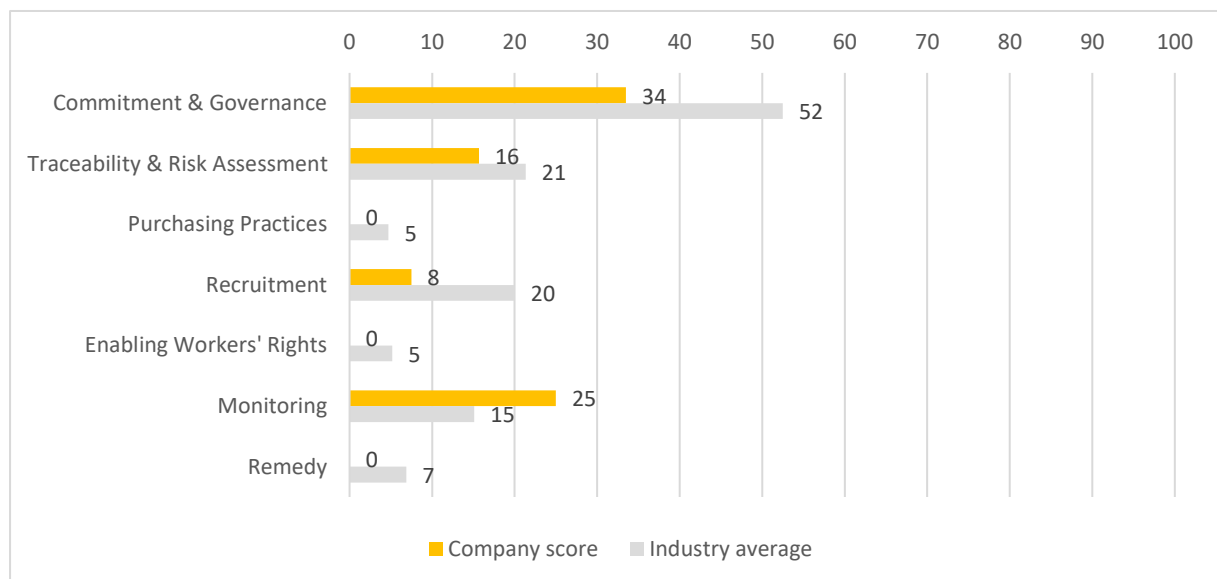
MARKET CAPITALISATION
US\$43 billion

HEADQUARTERS
United States

DISCLOSURES

UK Modern Slavery Act: [Yes](#)

Australia Modern
Slavery Act: [Yes](#)

California Transparency in Supply Chains Act: [Yes](#)
OVERALL RANKING
27 out of 45
[2022 Rank](#): 28 out of 60¹
OVERALL SCORE
13 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST
 No

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN²
 No

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS
 No

HIGH-RISK SOURCING COUNTRIES³
 Not disclosed

SUMMARY

Motorola Solutions Inc. (Motorola), a communications equipment company, ranks joint 27th out of 45 companies. Since 2022, the company improved on the themes of Commitment & Governance, Traceability & Risk Assessment and Monitoring, adopting version 8 of the RBA Code of Conduct, which removes limitations on the right to freedom of association and collective bargaining, and disclosing a risk assessment process covering 100% of its direct material spend with greater detail on sources used, as well as some findings from its monitoring process. However, the company did not improve across other themes. The company performed particularly poorly on the themes of Purchasing Practices, Enabling Workers' Rights, and Remedy. As such, the company's score has dropped by 1 point. The company scores higher than average on the theme of Monitoring but lower than average across other themes. KnowTheChain identified one allegation of forced labour in the company's supply chains, related to Uyghur forced labour. The company does not disclose the steps it has taken to address the risks of alleged Uyghur forced labour across raw materials and supply chain tiers.

The company has an opportunity to improve its performance and disclosure on the themes of Purchasing Practices, Enabling Workers' Rights, and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: To address forced labour risks in its supply chains, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment, and disclose quantitative data evidencing the implementation of responsible purchasing practices. The company is further encouraged to take steps to ensure that pricing includes the full cost of production, including a living wage/income, and may consider ring-fencing labour costs such that they are not impacted during pricing negotiations. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

Enabling Workers' Rights: While the company operates an "EthicsLine" that can be accessed externally, it is unclear whether this mechanism is available to suppliers' workers to raise labour-related grievances. To prevent and address forced labour risks in its supply chains, the company should ensure that a formal and effective mechanism to report grievances regarding labour conditions is available and communicated to its suppliers' workers and relevant stakeholders, such as worker organisations or labour NGOs. Further, the company is encouraged to take steps to ensure that workers in its supply chains are able to exercise their rights to freedom of association and collective bargaining.

Remedy: The company may consider establishing a process to ensure that remedy is provided to workers in its supply chains in cases of forced labour and disclosing details on this process, such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. To demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of

remedy provided to its suppliers' workers, including with respect to specific allegations in its supply chains

¹ The number of companies assessed in the ranking has decreased from 60 in 2022 to 45 in 2025.

² Research conducted through September 2024 or through December 2024, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#)

³ For further details on high-risk raw materials and sourcing countries, see KnowTheChain's [2025 ICT benchmark findings report](#).