



SPECIAL REPORT

arm

Modern Slavery Statement



For financial year ending 31 March 2025

As a company whose mission is to create transformational technology as a force for good, Arm welcomes the requirements of Section 54 of the UK Modern Slavery Act 2015. The transparency that the Act seeks to encourage is in line with the way we operate at Arm as reflected by our Code of Conduct and our company culture.

ABOUT ARM

Arm is the industry's highest-performing and most power-efficient compute platform with unmatched scale that touches 100 percent of the connected global population. To meet the insatiable demand for compute, Arm is delivering advanced solutions that allow the world's leading technology companies to unleash the unprecedented experiences and capabilities of AI. Together with the world's largest computing ecosystem and 22 million software developers, we are building the future of AI on Arm.

OUR VALUES AND POLICIES

Arm does not tolerate any form of modern slavery or human trafficking in its business or in its supply chain, supports both the letter and the spirit of the Modern Slavery Act 2015, and is committed to respecting the human rights of all people. At Arm, Corporate Responsibility is underpinned by:

– **Our Code of Conduct**

The Arm Code of Conduct supports how we manage our business in a responsible way. It translates legal and regulatory requirements into the behaviors that we expect of all Arm people, directors and agents and guides us to make ethical decisions that promote trust. All our people are given training on the Company's Code of Conduct annually and are required to demonstrate on an annual basis that they have read and understand the Code of Conduct.

– **Our Sustainability Strategy**

At Arm, we believe technology should empower everyone, everywhere. Our sustainability strategy focuses on decarbonizing our business, and on closing the digital divide. As we invest in the power-efficient technologies of the future, we're also committed to reducing our own environmental footprint and investing in partnerships and research that will help to ensure that no one is excluded from the benefits our technologies can provide. We hold a deep sense of responsibility for helping to create a brighter future for everyone.

Arm is committed to respecting and promoting internally recognized human rights, in line with the Universal Declaration of Human Rights and our Code of Conduct sets out this commitment.

Arm is a participant member of the UN Global Compact (UNGC), which asks companies to operate in ways that, at a minimum, meet fundamental

responsibilities for governance, human rights, labour, environment, and anti-corruption. UNGC companies commit to incorporating [Ten Principles](#) into their strategies, policies, and procedures to demonstrate their commitment and integrity. We submit an annual Communication on Progress against the United Nations Global Compact Principles, which can be found [online](#).

Arm has been a supporter of the UK Living Wage Campaign since 2015. The Living Wage is a voluntary higher rate of base pay (based on the cost of living) which we, as an accredited Living Wage Employer, have committed to paying all our direct employees as a minimum.

Arm reports annually ‘with reference to’ the Global Reporting Initiative (GRI) 2021 Universal Standards. The GRI Standards cover our environmental, social and governance disclosures and progress. For details of our reporting on these areas, please see our Sustainability reports here: <https://www.arm.com/company/sustainability/read-our-reports>.

OUR SUPPLY BASE: ASSESSING AND MANAGING RISK

As an IP company, we do not have an extensive tiered supply base for the provision of raw materials coming into the business. Our suppliers provide products and services to Arm’s revenue generating components and its enabling functions. Our suppliers help our people to innovate and operate successfully. We attach great importance to the supply side of our value chain and we use the EcoVadis tool to help monitor and manage any risks in relation to Modern Slavery amongst other sustainability risks.

– **Our Supplier Code of Conduct**

During FYE25 91% of all new suppliers registered on Arm’s procure-to-pay platform accepted Arm’s Supplier Code of Conduct, which sets out Arm’s key expectations of their Suppliers and includes the following:

– **Child labour**

Arm is opposed to the use of any form of child labour or practices that inhibit

the development of children. Suppliers must comply with all child labour laws and should not employ anyone under the age of 15, or where it is higher, the mandatory school leaving age in the local country.

– **Forced or involuntary labour**

Suppliers must not participate in human trafficking; use forced, involuntary, or slave labour; or purchase materials or services from companies using forced, involuntary, or slave labour. They must be able to certify that materials included in their products comply with the slavery and human trafficking laws of the country or countries in which they do business.

– **Compensation and working hours**

Suppliers must comply with the applicable wage and hour labour laws and regulations governing employee compensation and working hours. Suppliers should conduct operations in ways that limit overtime to a level that ensures a humane and productive work environment.

– **Diversity and equality**

Suppliers should aim to provide equality of opportunity and treatment regardless of race, colour, gender, religion, nationality, sexual orientation, age, or disability. Suppliers are expected to support equal pay for work of equal value. Suppliers must oppose discrimination or intimidation towards employees, including all forms or threats of physical and psychological abuse.

Arm requires suppliers who provide products or services to Arm and its subsidiaries and their employees to commit to the principles in this Code as a condition of doing business.

For more information on our Supplier Code of Conduct, please go to <https://www.arm.com/company/policies/suppliers>.

Further, we expect our suppliers to:

- monitor their compliance with the Supplier Code of Conduct and with the

law and identify and mitigate related operational risks in addition to facilitating continuous improvement.

- have a process to communicate the Supplier Code of Conduct requirements to next-tier suppliers and to monitor their compliance to the Supplier Code of Conduct and all applicable laws and regulations.
- assist us in enforcing the Supplier Code of Conduct by communicating its principles to their supervisors, employees, and suppliers.

The Supplier Code of Conduct includes the details of a whistle-blower hotline for confidential reporting of violations of it. Non-compliance within our Supplier Code of Conduct will be reviewed on a case-by-case basis by our Procurement and/or Legal Compliance team, with action to be taken as appropriate.

The Supplier Code of Conduct sets out Arm's key expectations of their Suppliers which include:

Our Responsible Procurement Strategy

Arm has developed a Responsible Procurement strategy which supports our UN Sustainable Development Goals (SDGs) and harnesses the potential of diversity, equity and inclusion through working with our supplier base. This includes a focus on Supplier Diversity, Equity and Inclusion and uses EcoVadis to monitor and drive improvements with our suppliers in this area within their own business and supply chains by increasing visibility, facilitating due-diligence, and allowing monitoring of supplier performance.

In 2014, we added requirements relating to responsible labour practices into our standard supplier Terms of Business. These referred to the requirement that suppliers respect and promote the rights set out in the International Labour Organisation's International (ILO) Labour Standards and the provisions of the United Nations' Universal Declaration of Human Rights in relation to both its personnel and its suppliers. In 2018, we

strengthened these requirements by reference to the UK Modern Slavery Act 2015 specifically, i.e. suppliers are required to conduct proper checks on any agency person and Arm reserves the right to require the supplier to remove from performance of the work any of the supplier's officers, employees, agents or subcontractors whom Arm believes to be engaging in any Modern Slavery Practice, and take such action as Arm considers necessary to ensure Arm and the supplier fully comply with all applicable laws relating to modern slavery.

NEXT STEPS

We continue our focus on maturing our centre-led procurement organisation, and embedding these processes, controls, performance, risk management and general practices, including Responsible Procurement, across the business. This includes ensuring the business continues to evolve its supplier performance and relationship management capabilities, which enable us to be vigilant and actively consider steps that we can take to mitigate key risks such as modern slavery and human trafficking.

The Arm Board of Directors approved this statement on 8 August 2025.

Please direct any questions on this statement to Spencer Collins, Chief Legal Officer at legalethics@arm.com



Rene Haas, Chief Executive Officer

[Arm Modern Slavery Statement FY2017](#)

[Arm Modern Slavery Statement FY2018](#)

[Arm Modern Slavery Statement FY2019](#)

[Arm Modern Slavery Statement FY2020](#)

[Arm Modern Slavery Statement FY2021](#)

[Arm Modern Slavery Statement FY2022](#)

[Arm Modern Slavery Statement FY2023](#)

[Arm Modern Slavery Statement FY2024](#)

¹Arm's 10x Mindset outlines how we act as part of a global community:

10x mindset

One Arm	Accelerate impact
<p>1. Passion for the mission Internalize the strategy. Care deeply about our technology, products, customers, and impact.</p>	<p>6. Relentlessly push boundaries Always ask, "How can this be better?" "How will we win?" Know when to balance delivery with perfection.</p>
<p>2. Deliver as One Arm Understand the connections and complexities beyond your function. Collaboration isn't always consensus.</p>	<p>7. Move at pace and find a way Be comfortable with speed, uncertainty, and the unexpected. Have a strong bias for action.</p>
<p>3. Build extraordinary teams Hold a high bar – give and seek candid feedback. Build connected, supportive, diverse and inclusive teams that are greater than the sum of their parts.</p>	<p>8. Own it Be accountable for the outcome; don't wait for instructions. Bring solutions, not problems.</p>
<p>4. Challenge skillfully Challenge respectfully when things don't make sense and back yourself. Value independent thinking. Discuss openly, listen, then drive the decision quickly.</p>	<p>9. Be decisive in ambiguity and change Find the common threads and translate vague ideas into concrete execution plans to create focus.</p>
<p>5. Root out inefficiencies Actively eliminate inefficiencies, simplify, and stay laser-focused on what really matters whilst respecting any unmoveable constraints</p>	<p>10. Optimize for endurance and resilience Navigate continuous pace and intensity, optimizing your own energy levels to sustain momentum for the long-term.</p>

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