

Iteris, Inc.**Human Rights Policy Statement**

Iteris, Inc. has always believed human rights are fundamental rights, freedoms, and standards of treatment to which all people are entitled. Respect for human rights is rooted in our Company values. We are committed to being a responsible member of the communities in which we live and work in promoting and respecting human rights and avoiding complicity in any human rights abuse. This Human Rights Policy Statement (the “Policy”) formalizes our commitment to respect and support human rights and embodied principles reflected in the United Nations (UN) Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, core International Labour Organization Conventions, and the laws of the countries in which we operate.

Our Board of Directors formally adopted this Policy in July 2020. Senior executives of the Company maintain oversight and engagement with various teams and committees within the Company regarding corporate priorities in connection with this Policy, including our practices and approach. As established from time to time by our senior executives, employees from multiple teams across the Company are responsible for implementing, improving and continuously supporting the furtherance of the purpose and compliance of this Policy. We report on our human rights activities to our Board of Directors if we encounter any issues in this area, and otherwise as requested by the Board of Directors or appropriate in management’s discretion. From time to time, we may elect to actively engage with external third parties to further identify, review and manage our human rights strategies.

Among the aims of this Policy are to:

- respect the cultures, customs and values of the people in communities in which we operate;
- contribute, within the scope of our capabilities, to the promotion of the fulfillment of human rights through improving economic, environmental and social conditions;
- serve as a positive influence in communities in which we operate;
- seek to participate or otherwise be involved where appropriate in public and multilateral affairs in a non-partisan and responsible way to promote internationally recognized human rights; and
- play a positive role, within our spheres of influence, in capacity building for the realization of, and to promote corporate responsibility to respect, human rights within the countries where we have operation.

As part of this Policy, Iteris is committed to promoting awareness, and to preventing acts of modern slavery and human trafficking from occurring within its businesses. In addition, Iteris supports disclosure of efforts to eradicate slavery and human trafficking pursuant to the California Transparency in Supply Chains Act of 2010. Our slavery and human trafficking strategy is to prevent any and all forms of modern slavery human trafficking within our business operations. (Refer to [Iteris Policy Statement Against Trafficking in Persons and Slavery](#))

To that end, Iteris has implemented a mandatory employee training program on human rights issues as part of our training (bi-annually)/onboarding program. We are also implementing awareness education and initiatives, including how to identify signs of violations of human rights, such as slavery and human trafficking.

In addition, Iteris is committed to compliance with all applicable laws providing equal employment opportunities and has policies that, among other things, prohibit unlawful discrimination based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic predisposition or genetic information, marital status, sex, gender, gender identity, gender expression, age, military status, veteran status, uniformed service member status, sexual orientation, transgender identity, citizenship status, pregnancy, or any other consideration made unlawful by federal, state, or local laws. Embedded in this Policy is respect for the rights

of all people, with a careful focus on marginalized or underrepresented groups including women, people with disabilities, and racial or ethnic minorities. Iteris remains cognizant of power imbalances, and work to remove barriers to participation. This Policy provides a vision of the understanding that Iteris will respect human rights across its operations and business practices. Iteris' solutions and technologies should not be beneficial to some while negatively impacting the human rights of others.

Iteris is committed to fairly and competitively compensate its employees relative to the industry and local labor market. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

Iteris recognizes that in many of the locations where Iteris operates, employees have the right to freely associate or not associate with third party organizations, such as labor organizations, along with the right to bargain or not to bargain collectively and to engage in peaceful assembly in conformance with local laws, as well as the right of employees to refrain from such activities. Iteris respects those rights and is further committed to treating our employees with dignity and respect and creating an environment of open communication where employees can speak with their managers about their ideas, concerns or problems, and team together to address workplace issues. We encourage our employees to share their ideas, concerns or suggestions through an environment of cooperation and teamwork.

At Iteris, we believe in the power of people and technology and that innovation can catalyze social change for the better. We intend to continue to monitor developments in this area and seek to improve our business for all stakeholders using these principles.

For more information please contact:

Iteris, Inc.

Douglas L. Groves

Phone: 949-270-9400

E-mail: dgroves@iteris.com