



ETHICS CANADA LTD.

Research in Motion Ltd.

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Web Address:	www.rim.net	Address:	295 Phillip Street Waterloo, ON N2L 3W8 Canada
E-mail:	investor_relations@rim.net		
Phone:	(519) 888- 7465		
Fax:	(519) 888- 7835		
Industry Sector Primary:	technology: hardware		
Industry Sector Secondary:	business communications		
Revenues (in \$ mil.):	\$294.10	Database ID #:	9880
Name of Company President:	Mike Lazaridis	Issue in Monitor:	81
Year This Update:	2002	Ticker Symbol:	RIM
Year Founded in Canada:	1984	Exchange:	FTSE, TSX
Provinces of Operation:	ON		
Banners:	Handheld, Blackberry		
Candor Essay:	The company's 20% candor quotient is second lowest among 13 companies in its sector.		

Description:

Waterloo, ON-based Research in Motion Ltd. develops, makes and sells original wireless data communication devices, such as handheld devices to send and receive e-mail and a high speed, movie film bar-code reader that picks up the pace of film editing. Founded in 1984 by Michael Lazaridis and Douglas Fregin, the company moved from its origins as a University of Waterloo-related LAN technology, industrial automation organization to explore, develop and commercialize a range of new technology products. The company has three plants (one each in Waterloo, Kanata and Toronto) as well as offices in Canada, the U.S. and the U.K. RIM's Blackberry device won Time Magazine's award as one of the top ten inventions in the year 2000. The number of companies using Blackberry has grown from 2,900 to over 7,800 in 2001, and the device now has a userbase of over 165,000 users. Revenues are \$294.1 million in 2001, up from \$221.3 million in 2000.

Canadian Content

Board Composition and Policy

Research in Motion Ltd. is

Name of major shareholder(s) or parent:

Percent of Ownership:

Notes: The company trades on the TSE and NASDAQ. Nortel is a shareholder. RIM's IPO was in 1997.

Corporate Governance



Research in Motion Ltd.

Board Composition and Policy

Total number of directors:	6	Directors are nominated individually not by slate:	No Info
Number of independent directors:	3		
Existence of CSR committee of the board:	No	Limit on director tenure:	No
Independent compensation committee:	Yes	Full disclosure tenure:	No Info
Independent nominating committee:	No	Board assurance procedures for monitoring ethical policies:	No

Notes: The company does not have a social responsibility committee of its Board. As a lean company with only six directors, the company does not have a corporate governance committee as recommended by the TSE's Corporate Governance Committee Guidelines. The committees of the board are the Audit Committee and the Compensation Committee, both of which are made up wholly of non-management, independent directors.

Executive and Shareholder Policies

President/CEO compensation based on of multiple average or lowest employee pay level:	No	Minority shareholder resolutions tabled at AGM:	No
Executive performance evaluation includes non-financial factors:	No Info	Report of company failing to circulate CSR related minority shareholder resolution:	No
Separation of Chairman and CEO:	Yes	Resolutions left uncirculated:	
CSR report in annual report or at AGM:	No	Existence of poison pill:	No

Notes: There have been ___ minority shareholder proposals tabled or proposed at annual shareholder meetings in the last three years. Some financial analysts are critical of the company's use of the pro-forma method of accounting that excludes investment losses from the balance sheet.

Ethical Management Practices & Consumer Relations

Written Code of Ethics

Code of Ethics:	No Info	Employee sign-off:	No
Written/Modified for Canadian operations:	No Info	Integrated with Corporate Code of Conduct:	No Info
Human rights provision (non-discrimination):	No Info	Translated into languages spoken in operations:	No Info
Year Code was Initiated:	No Info		
Year of last code update reported:	No Info		

Notes: There is no mention of a formal written corporate code of ethics at the company.

Ethics Policies (in code or separate)

Whistleblower protection:	No Info	Privacy of employee records is assured:	No Info
Guidelines for exchange of business gifts:	No Info	Other:	No Info

Research in Motion Ltd.

Ethics Code Support

Ethics training:	No Info	Audit results are publicly reported:	No
Ethics hotline / Independent ombudsperson:	No	Formal employee input into code's creation and/or evaluation of code:	No Info
Independent social / ethics audit:	No	Compliance with code is part of employee and manager evaluation:	No Info

Notes: The company, like others in its sector, has yet to commission an independent social or ethics audit.

Consumer Protection Policies

Toll-free consumer phone line:	No	Advertising guidelines:	No Info
Product recall system:	No Info	Consumer safety process assurance (beyond regulation):	No Info

Cases and Convictions

Company reports 0 cases or convictions for:			
False Advertising:	No Info	Competition Act:	Yes
# of Cases:		# of Cases:	
# of Convictions:		# of Convictions:	
Product recall / safety	No Info	Bribes:	No Info
# of Cases:		# of Cases:	
# of Convictions:		# of Convictions:	
Kickbacks:	No Info	Other:	No Info
# of Cases:		# of Cases:	
# of Convictions:		# of Convictions:	

Notes: In 2002, Good Technology Inc. filed suit asking the court to declare a RIM patent invalid or state that Good Technology is not infringing upon it; RIM has filed suit against Good Technology for infringing its patent.

In 2000, RIM initiated a patent and trademark infringement lawsuit against competitor Glenayre Electronics. In turn, a year earlier, RIM was sued by an not-named competitor, believed to be Glenayre, for patent infringement. RIM and Glenayre eventually entered into a business partnership.

Employee Relations

Employment Information

Employment This Year Canada:	1,440	Employment This Year Worldwide:	1,400
Last Year Canada:		Last year Worldwide:	
Five Years Ago Canada:	200	Five Year Ago Worldwide:	
Employment One Year Change:		Employment One Year Change (Worldwide):	
Employment Five Year Change:	620.00%	Employment Five Year Change (Worldwide):	

Notes: The company had 1,400 staff in mid 2001, up from 200 in 1998. Of the 1,300 employed at the beginning of 2001, 331 were in research & development, 202 were in sales and marketing, 213 were in finance and administration, and 483 were in manufacturing. A European office opened in September 2000, and there are independent sales offices in the US.



Research in Motion Ltd.

Union Representation

Unionized Staff:	No	Unionized Percentage:	0
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Layoffs

Any layoffs in last 5 years:	No	Company reports:	
Number of layoffs in last 5 years:		% of production contracted out:	
Locations:		Formal policies to mitigate effects of downsizing:	
		Redeployment:	No Info
Any layoffs in previous 5 years:	No	Retraining:	No Info
Number of layoffs in previous 5 years		Severance packages beyond government minimum:	No Info

Work Stoppages

Company reports:	
Total strikes/lockouts last 5 years:	Total strikes/lockouts in previous 5 years:

Notes: There have been no strikes or walkouts since the company's founding.

State of Relations Indicators

Company reports:			
Number of union decertification cases:	No Info	Employee turnover rate reported:	No
Number of unjust dismissal cases:	No Info	Employee turnover rate:	
Number of unjust dismissal convictions:		Average annual grievances reported: (Reaching arbitration stage)	No
		Average annual grievances:	

Notes: All employees enter into intellectual property rights assignments and non-disclosure agreements with the company.

Health and Safety

Injuries Last Year:		Fatalities Last Year:	
Injuries Year Before Last:		Fatalities Year Before Last:	
Disclose Health and Safety Statistics:	No	Health and Safety training:	No Info
Joint health and safety committee:	No Info	Ergonomic workplace assessments for employees:	No Info

Notes: There is no mention of health and safety committees or accident statistics in the company's literature.

Training

Training Dollars Per Employee Last Year:		External course tuition and book compensation:	Yes
Some training for all levels of employees:	No Info	Formal employee input into training program:	No Info

Research in Motion Ltd.

Gainsharing Programs

Employee Share Ownership Plan (ESOP):	No Info	ESOP Percentage Company Contribute:	
Profit Sharing:	No Info	Profit Sharing Who:	
Stock Options:	Yes	Stock Options Who:	all staff, officers, directors

Notes: Incentive stock options exist for all directors, officers and employees at Research In Motion. To de-emphasize a preoccupation with stock evaluations, any employee found discussing the company's stock price has to buy doughnuts for his or her co-workers.

Equity and Family Issues

Women In Management

Women In Management:		Women On Board of Directors:	0
Total staff In Management:		Total Number On Board of Directors:	6
Women In Senior Management:	0		
Total staff In Senior Management:	9		

Notes: RIM has no women on its 6 person board or among its nine person senior managers.

Visible Minorities/Disabled in Management

Does company track data: No Info

Formal Employment Equity Program

Employment Equity Program: No

Family Support

Extended Maternity Leave:	No Info	Daycare Provision:	No Info
Paternal Leave:	No Info	Paid days off for child/elder care:	No Info
Adoption Leave:	No Info		

Support for Disabled

Access to all buildings and facilities: No Info Accommodation policy including training: No Info

Anti-Harassment Protection

Policy Exists: No Info Annual review or audit: No Info
 Sign-off on Policy: No Info Training on policy: No Info

Policy Covers:

Sexual Issues: No Info Race: No Info
 Sexual orientation: No Info Disability: No Info

Protection and training included in collective agreement language: No Info

Research in Motion Ltd.

Accommodation of Diverse Groups

Paid days off for cultural and religious observances:	No Info	Same sex couples benefits:	No Info
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Advancement of Diverse Groups

Advisory committee on diversity issues:	No Info	Management responsible for progress:	No Info
Gender guidelines for Board nominating committee:	No Info	Public report:	No Info
Goals set for advancement targets:	No Info	Formal mentoring or counselling:	No Info
Support for scholarships and networks:	No Info	Audit of performance:	No Info

Human Rights Cases

Does company report cases or convictions involving:

Sexual Issues:	No Info	Religion:	No Info
Sexual orientation:	No Info	Family status, marital status:	No Info
Disability / Handicap:	No Info	# of total cases:	0
Age:	No Info	# of dismissals:	
Ancestry, national or ethnic origin, race, colour:	No Info	# of convictions:	
		Use external investigator for allegations:	No Info

Progressive Staff Policies

Formal Employee Assistance Plan

Employee Assistance Plan (Y/N):	No	Retirement Planning:	No Info
Employee Assistance Plan (#):		Eldercare:	No Info
Alcohol Abuse Counselling:	No Info	Services for children with special needs:	No Info
Drug Abuse Counselling:	No Info	Other:	No Info

Health Promotion Plan

Health Promotion Plan (Y/N):	No	Smoking cessation program:	No Info
Health Promotion Plan (#):		Workplace Wellness Training:	No Info
Fitness Club Subsidy:	Yes	Drug coverage as part of health benefits:	No Info
Head Office Only for Fitness Facilities:	No Info	Enhanced Wellness Program:	No Info
Fitness Facilities on Site:	No Info	Other:	No Info

Notes: The company provides benefits to all full time staff, which include health, dental, and disability benefits.

Research in Motion Ltd.

Communications

Employee Newsletter:	No Info	Formal employee feedback on internal practices:	No Info
Orientation program for new employees:	No Info	Feedback sessions/surveys conducted by external verifiers:	No Info
Reward Incentives:	No Info	Other - Please Specify:	No Info
Open Door To Managers:	No Info	Enhanced Internal Communications Program:	No Info
Communications Program(s) (#):			

Human Development

Refund Tuition/Books > 75%:	No Info	Scholarship for children of employees:	No Info
Tuition Refund & Book Compensation:		Other Staff Policies (#):	No Info
Employee scholarship for external degree/diploma programs:	No Info		

Notes: RIM _____ reimburses tuition and book expenses of employees. It was listed as one of Canada's Top 100 employees in 2002. It supports employee training and development in related areas.

Worklife Policies

Flexible scheduling:	Yes	% of employees job-sharing:	
% of employees on flexible schedules:		Guarantee of compensation for time worked beyond 40 hour week:	No Info
Telecommuting programs:	Yes	% of employees working beyond 40 hour week:	
% of employees telecommuting:		Other:	No Info
Job-sharing program:	No Info		

Sensitive Business Activity Ranking

Does the company produce, sell, distribute or invest in any of these sensitive products:

	Direct	Indirect		Direct	Indirect
Tobacco:	No	No Info	Alcohol:	No	No Info
Percentage of Revenues (%):			Percentage of Revenues (%):		
Pornography:	No	No Info	Weapons and Strategic Devices:	No	No Info
Percentage of Revenues (%):			Percentage of Revenues (%):		
Gambling Products:	No	No Info	Nuclear Energy Related:	No	No Info
Percentage of Revenues (%):			Percentage of Revenues (%):		
Defence Sales:	No Info	No Info	Animal Testing		
Percentage of Revenues (%):			In - house:	No Info	No Info
			Contracted:	No Info	No Info
			On market (Within 5 years):	No Info	No Info

Sourcing and Trading Practices



Research in Motion Ltd.

Canadian Sourcing

Disclosure of percentage of Canadian sourcing:	No Info
Policy on preferential Canadian sourcing:	No Info
Percentage of sourcing from Canada:	

Disclosure of Foreign Activity

Country List:

Management ensures company does not source from:

Repressive Regimes:	No Info	Slave labour/child labour/suppliers contractors:	No Info
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Notes: Research in Motion has no production facilities outside Canada, although there are offices in the U.S. and England.

Sales are to Canada and the US, with 8% of sales to customers outside the United States. The company has assets in the UK, the US, and Canada. The company has reached a deal in Hong Kong with Hutchison Telecommunications Ltd. to make Blackberry available to corporate clients there.

Foreign Sourcing Code

Code:	No	Translated into local languages:	No
Applied to contractors, licensees:	No		
Worker protections guaranteed in all plants:			
Child labour standards:	No Info	Maximum work hours:	No Info
Exploitation of women, forced labour:	No Info	Living or sustainable wages:	No Info
Health and safety standards:	No Info	Support apprenticeship/education programs:	No Info
Disciplinary practices:	No Info	Company confirms no breach of above list:	No Info
Freedom of association & collective bargaining:	No Info	Number of breaches:	

Audit Verification

Applied to operations, contractors, licensees:	No Info	Publicly report results:	No Info
Independent auditors included:	No Info	Surprise visits:	No Info
Rectification procedure:	No Info	Follow international labour standards:	No Info
Employee recourse:	No Info	# of standards followed:	

Environmental Management



Research in Motion Ltd.

Corporate Policy

Written formal Environmental Code:	No Info	Employee sign-off:	No Info
Applicable to all subsidiaries:	No Info	Train employees on code and environmental management:	No Info
Last update (year):			

Monitoring Results

Council:		Certified by an independent standards council:	No Info
Performance audited:			

Notes: Environmental responsibilities worth reporting on could include audits when buildings are acquired or sold, office recycling initiatives, waste reduction and energy conservation programs, telecommunications substitution for travel, repair and reuse of computer equipment, and use of fibre optic networks.

Environmental Reporting

Performance results reported by:			
Reports set:			
Principles / Standards	No Info	Separate EHS Report:	No Info
Targets:	No Info	Environment section in annual report:	No Info
Progress to Date:	No Info	Frequency of environmental reports to board:	

Notes: The company does not have an environmental section in its annual report, which itself isn't reprinted on recycled stock.

Environmental Organization

Highest ranking full time environmental officer:		# of full-time environment staff:	
Environmental committee of Board:	No	Environment officer at each business unit:	No Info
Outside environmentalist on Board:	No	Community stakeholders included on environmental panels:	No
Staff environmental health & safety committee	No Info		

Environmental Waste/Energy Investments

Capital expenditures for waste management / energy efficiency:	No Info
Number of investments:	\$ Value of Investments:

Notes: Investments by companies in this information technology sector typically are in areas like energy conservation, waste reduction, and pollution monitoring equipment. RIM notes that it spends _____.

Environmental Performance

Waste Reduction Targets

Emission reduction targets are included in process development and product design:	No	Signator to voluntary government or multi-lateral protocols:	No Info
Life cycle environmental systems:	No	Voluntary environmental systems:	No Info
# of protocols:		Other voluntary environmental systems:	No Info



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Notes: Research in Motion did not provide the National Pollutant Release Inventory with information on chemical releases and transfers at any of its three Ontario plants for 1999. This information was therefore not available for analysis on www.pollutionwatch.org.

Recycling and Restoration

Energy resource conservation program:	No Info	Packaging and process materials recycling:	No
Quantities conserved:		Quantities recycled:	
Waste reduction program:	No	Workplace recycling programs:	No Info
Quantities reduced:		Number of recycling programs:	
Commodity recycling program:	No Info	Quantities recycled reported by company:	No
Quantities recycled:		Environmental restoration program:	No Info

Notes: There is no mention of recycling at the company's three plants or at its head office.

Violations, Fines and Awards

Zero EH&S violations or convictions reported:	No Info	Total value of EH&S fines:	0
Total number of EH&S violations:	0	Total EH&S awards:	0
Name awards:		Total number of EH&S convictions:	0

Notes: RIM has \$_____ in fines and non-compliance violations in the last five years. There is no mention of any independent health and safety awards.

Stakeholder Relations

Product attributes called "environment friendly" are verified by independent third party:	No Info	Demands made of suppliers are monitored for compliance:	No
Reductions/environmental improvements to packaging:	No Info	Charitable giving to environmental causes:	No Info
Environmental demands made of suppliers' packaging or production:			No

Genetically Modified Organisms

Use of Genetically Modified components in products:	Not Applicable	Demands are made of suppliers regarding use of GMOs:	Not Applicable
Policy on use of GM ingredients:	Not Applicable	Labels inform consumers of any products containing GM ingredients:	Not Applicable
Research is conducted/supported into the effects of GMOs:	Not Applicable		

Eco-Efficiency

Core Energy Intensity Ratio:		Life Cycle Energy Intensity:	No Info
Core Waste Intensity:	No Info	Total Excess Energy Generated:	No Info
Core Water Intensity Indicator:	No Info	Waste Utilization:	No Info
		Water Discharge Intensity:	No Info

Community Responsibilities



Research in Motion Ltd.

Community Giving

Imagine campaign commitment:	No	Staff donations last year (\$):	
Pre-tax earnings given to charity (%):		Staff donations as % of corporate (%):	
Corporate donations last year (\$):		Total corp. & staff donations last year (\$):	
Corporate donations previous year (\$):		Total corp. & staff donations previous year (\$):	

Notes:

Donations Policy and Support

Cash donations as a percent of total:		Publish itemized list of recipients and amounts:	No
In-kind donations as a percent of total:		Employees help set corporate citizenship program:	No Info
Publish donation guidelines:	No	Donations committee: # of members:	
Publish report on community giving:	No		
Discretion for donations given to individual business units:	No Info		

Charitable Community Activities

Formal corporate citizenship program targets less than 4 areas:	No	In-kind donation of products/services:	No Info
Loan of corporate facilities to community groups:	No Info	Paid-time loan of staff:	No
		Gift matching program:	No

Notes: In March of 2000, two former RIM programmers who had retired in 1998 used part of their stock options to fund a Kitchener and Waterloo Community Foundation (\$12 million) and a Childrens' Museum (\$1 million).

In 2001, four Waterloo high tech companies held a food drive competition to raise money for the Food Bank of Waterloo Region. The participants were Descartes Systems Group Inc., Mitra Imaging Inc., Open Text Corporation, and Research in Motion; Descartes won the "Soup Can Trophy."

Areas of Giving

Health / medical:	No Info	Civic / welfare:	Yes
Education:	Yes	Culture / arts:	No Info
External scholarship program:	No Info	Athletic / sports:	No Info
Economically disadvantaged:	Yes	Other:	Yes

Notes: In 2000, RIM founder Dr. Mike Lazardis announced a \$100 million grant to build a Canadian physics research centre in Waterloo; Doug Fregin and Jim Balsaille contributed an additional \$10 million each.

RIM donated \$2 million to Waterloo's Millennium Park, now known as RIM Park. It has also contributed to the Laurier School of Business and Economics and the University of Toronto.

RIM was a silver sponsor of the University of Waterloo's Midnight Sun Solar Race Team in 1998. It supports the United Way and CanadaHelps.org, and is a participant in the Shad Valley program.



Research in Motion Ltd.

Community Engagement

Involvement in multi-stakeholder dialogues:	No Info	Operating in areas of unsettled aboriginal land claims without aboriginal involvement:	No
Funds to monitor company impact on community:	No Info	Community consultation during plant closing:	No Info
Agreements and preferred contracts with aboriginal groups:	No	Community development investments:	No Info

Notes: The company has received two major federal government Technology Partnerships Canada grants-- one in 1998 (\$6 million) and the other in 2000 (\$34 million).

Contact Information

EthicScan Researcher: Jane Dryden

Phone: (416) 783-6776

Fax: (416) 783-7386

Email: ethic@look.ca

Corporate Spokesperson: Andrea Craig

Phone: (519) 888-7465 5098

Fax: (519) 888-2712

Email: acraig@rim.net

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