



# Anti-Human Trafficking Policy

## PURPOSE

3D Systems Corporation's ("3D Systems") Anti-Human Trafficking Policy is pursuant to Executive Order 13627 issued 9/25/2012, "*Strengthening Protections Against Trafficking in Persons in Federal Contracts*" and the Federal Acquisition Regulation, Ending Trafficking in Persons (48 CFR Parts 1, 2, 9, 12, 22, 42, and 52) (the "FAR"). These legal requirements address the crime of human trafficking by setting forth the U.S. Government's zero-tolerance policy regarding trafficking in persons and forced labor and require 3D Systems employees, agents and subcontractors to comply with these regulations.

3D Systems personnel are required to comply with this policy, as set forth below, and with the FAR provisions cited above.

## DEFINITIONS

- "Affiliates" means any legal entity controlled by 3D Systems.
- "Company" means 3D Systems Corporation and its Affiliates.
- "Employees" means all employees of 3D Systems and its Affiliates, including all regular and temporary full- and part-time employees, consultants, and (for purposes of this policy) independent contractors.
- "Forced labor" means knowingly providing or obtaining the labor or services of a person by threats of serious harm to, or physical restraint against, that person or another person; by means of any scheme, plan, or pattern intended to cause the person to believe that, if the person did not perform such labor or services, that person or another person would suffer serious harm or physical restraint; or by means of the abuse or threatened abuse of law or the legal process. FAR 22.1702.
- "Policy Owner" means the Employee primarily responsible for implementing a Policy throughout the Company.
- "Severe forms of trafficking in persons" means the recruitment, harboring, transportation, provision or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage or slavery and sex trafficking. FAR 22.1702.

Terms not specifically defined herein shall have the meanings prescribed in the above referenced FAR.

## SCOPE

This Policy, the applicable provisions of the FAR, and Executive Order 13627 apply to the Company and all Employees, subcontractors, subcontractor employees, and their agents.

## POLICY TERMS

- 1.0 3D Systems opposes all forms of human trafficking and forced labor. 3D Systems is committed to working to mitigate the risk of human trafficking and forced labor in all aspects of our business.
- 2.0 The U.S. Government has a zero-tolerance policy against its employees and contractor personnel engaging in any severe form of trafficking in persons.
- 3.0 Pursuant to the FAR, government contractors, contractor employees, subcontractors, subcontractor employees, and their agents are prohibited from:
  - 3.1 Engaging in trafficking in persons during the period of performance of a U.S. Government contract;
  - 3.2 Using forced labor in the performance of a U.S. Government contract;
  - 3.3 Destroying, concealing, confiscating, or otherwise denying access by an employee to the employee's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority;
  - 3.4 Using misleading or fraudulent recruiting practices during the recruitment of employees or offering of employment, such as failing to disclose, in a format and language accessible to the worker, basic information or making material misrepresentations during the recruitment of employees regarding the key terms and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if employer or agent provided or arranged), any significant costs to be charged to the employee, and, if applicable, the hazardous nature of the work;
  - 3.5 Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
  - 3.6 Charging employees recruitment fees;
  - 3.7 Failing to provide return transportation or pay for the cost of return transportation upon the end of employment, for an employee who was not a national of the country in which the work is taking place and who was brought into that country for the purposes of working on a U.S. Government contract, subcontract or portion(s) of contracts or subcontracts performed outside the United States;
  - 3.8 Failing to provide return transportation or pay for the costs of return transportation upon the end of employment, for an employee who is not a United States national and who was brought into the United States for the purpose of working on a U.S. Government contract or subcontract, if the payment of such costs is required under existing temporary worker programs or pursuant to a written agreement with the employee for portions of contracts and subcontracts performed inside the United States;
  - 3.9 Providing or arranging housing that fails to meet the host country housing and safety standards; or
  - 3.10 If required by law or contract, failing to provide an employment contract, recruitment agreement or other required work document in writing in a language the employee understands. If the employee must relocate to perform the work, the work document shall be provided to the employee at least five days prior to the employee relocating.
- 4.0 Any violations of the FAR, Executive Order 13627 and/or this Policy could result in disciplinary action which may include, but is not limited to, an employee's removal from the contract, reduction in benefits or termination of employment.

- 5.0 Additional information about Trafficking in Persons can be found at the website for the Department of State's Office to Monitor and Combat Trafficking in Persons at <http://www.state.gov/j/tip/>.
- 6.0 Employee Roles and Responsibilities
- 6.1 Employees are responsible for reading, understanding and complying with this Policy.
- 6.2 Employees should consult with the Company's Legal Department if they are uncertain whether a specific action would be in violation of the FAR, Executive Order 13627 and/or this Policy.
- 6.3 Employees may, and have a responsibility to, report, in good faith, without fear of retaliation and subject to protection under 10 U.S.C. 2409 from reprisal for whistle blowing, any trafficking in person activity or forced labor that violates the FAR, Executive Order 13627 or this Policy to their management, the 3D Systems Ethics Hotline at 1-833-880-0002 or [www.lighthouse-services.com/3DSystems](http://www.lighthouse-services.com/3DSystems), the Legal Department, the Global Human Trafficking Hotline at 1-844-888-FREE and its email address at [help@befree.org](mailto:help@befree.org), or the Department of Defense at [www.dodig.mil/hotline/](http://www.dodig.mil/hotline/) or toll free at 800-424-9098.

## REFERENCES

- Exec. Order No. 13627, 77 Fed. Reg. 60029 (Sept. 25, 2012).
- Federal Acquisition Regulation, "Ending Trafficking in Persons," 80 Fed. Reg. 4967 (Jan. 29, 2015) (codified at 48 C.F.R. pts 1, 2, 9, 12, 22, 42, and 52).
- 10 U.S.C. § 2409 (2012).

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*Jeff*

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