



Modern Slavery and Human Trafficking Policy

The Prince & Izant Company (“P&I”) is committed to a work environment and supply chain that is free from human trafficking and slavery. As such, P&I strictly prohibits employees, suppliers, subcontractors, subcontractor employees, and agents from engaging in human trafficking-related activities. Such activities include, without limitation, engaging in sex trafficking, procuring commercial sex acts (even if the practice is legal in the jurisdiction in which it transpires), using force, fraud, or coercion to subject a person to involuntary servitude, using or promoting the use of child labor, or obtaining labor from a person by threats of serious harm to that person or another person.

P&I also prohibits employees, suppliers, subcontractors, subcontractor employees, and agents from engaging in practices relating to trafficking in persons, including:

- Destroying or otherwise denying access to an employee’s identity or immigration documents;
- Using misleading or fraudulent practices to recruit employees, such as failing to disclose key terms and conditions of employment;
- Using recruiters that do not comply with local labor laws;
- Charging employees recruitment fees;
- Failing to provide return transportation to certain employees who are transported to a different country for the purpose of working on or facilitating a U.S. Government contract;
- Providing housing that fails to meet host country standards; and
- Failing to provide an employment contract or work document where required by law.

P&I is committed to take, and will take, appropriate disciplinary action for violation of these rules. For employees, such discipline shall include discharge for cause. For suppliers, subcontractors, and agents, such discipline shall include discharge and a ban on any future transaction or engagement.

Employees who come into possession of credible information concerning actual, potential, or threatened violations of this policy must report them immediately to the Human Resources Manager, the General Counsel, or your Manager. Failure to report any such violations may subject employees to disciplinary action, up to and including termination.

P&I does not tolerate retaliation or threats of retaliation against anyone who raises a concern under this policy or who assist with an internal or governmental audit or investigation. Any employee who engages in or threatens retaliation will face disciplinary action, up to and including termination.



John Greg,
Director of Compliance