



## Loc Performance Products, LLC

# Policy on Human Trafficking

Loc Performance Products (Loc) is committed to ethical business practices and maintaining a socially responsible work environment. Loc strictly prohibits its employees, suppliers, subcontractors, subcontractor employees and consultants from engaging in any human trafficking related activities. This document outlines the company's policy with regard to Human Trafficking, the requirement to report any suspected violations and the disciplinary actions that will be taken for noncompliance. Loc's Human Trafficking Policy complies with the requirements of Federal Acquisition Regulation 52.222-50 and other applicable laws and regulations.

### **Policy Implementation:**

- Employee, subcontractor, supplier and consultant awareness
- Confidential system for incident reporting and follow-up
- Disciplinary actions for policy violations
- Reporting requirements

### **Prohibited Activities:**

Loc's Policy on Human Trafficking prohibits employees, suppliers, subcontractors, subcontractor employees, and agents from engaging in practices relating to trafficking in persons, including:

- Engaging in sex trafficking
- Procuring commercial sex acts (even if this practice is legal in the jurisdiction where it transpires)
- Using force, fraud, or coercion to subject a person to involuntary servitude, or obtaining labor from a person by threats of serious harm to that person or another person
- 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 basic information or misrepresenting key terms and conditions of employment, i.e. wage and fringe benefits
- Using recruiters that do not comply with local labor laws
- Charging employees recruitment fees
- Failing to provide return transportation to certain employees who are brought to a country for the purpose of working on a U.S. Government contract, or providing housing that fails to meet host country standards
- Failing to provide an employment contract, recruitment agreement or work document where required by law

Any credible, actual or potential violations must be immediately reported through the Loc Human Resource Department's confidential reporting system. Due to the urgency of reporting, employees may report directly to the [National Human Trafficking Resource Center](#) at: 888-3737-888.

### **Disciplinary Actions:**

Employees who are determined to have violated this policy will be subject to disciplinary action up to and including termination. All credible violations will be reported to the appropriate government authorities.

Loc prohibits retaliation against any employee who reports any violation of this policy or who cooperates with any investigation of such reports. Employees who engage in any retaliation or other violation will be subject to corrective action up to and including termination of employment. Any subcontractor, supplier or their employees who engage in any prohibited activities, fail to report suspicious activities, or engage in retaliatory actions will be subject to action including termination of the business relationship and reporting to the appropriate authorities.