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## Combating Human Trafficking

### Policy

Precision Die and Stamping complies with the requirements of the Federal Anti-Trafficking Laws Acquisition Regulation Subpart 22.17 and 52.222-50 to combat trafficking in persons, especially into the sex trade, slavery, and involuntary servitude to prevent violence against women and children. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.

Labor trafficking is the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purposes of subjection to involuntary servitude, peonage, debt bondage, or slavery, (22 USC § 7102).

Sex trafficking is the recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purposes of a commercial sex act, in which the commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such an act has not attained 18 years of age (22 USC § 7102).

Precision Die and Stamping strictly prohibits its employees and all subcontractors and agents from engaging in any form of trafficking in persons:

- Procuring commercial sex acts.
- Using trafficked labor or force labor in the performance of any work.
- Destroying, concealing, confiscating or otherwise denying an employee access to the employee's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority.
- Using misleading or fraudulent practices during the recruitment of candidates or offering of employment/contract positions; such as failing to disclose, in a format and language accessible to the potential candidate, basic information or making material misrepresentation during the recruitment of candidates regarding the key terms and conditions, including wages and fringe benefits, the location of work, the living conditions, housing and associated cost and the hazardous nature of the work.
- Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place.
- Charging the applicants/candidates recruitment fees.
- If required by law or contract, failing to provide return transportation or failing to pay for the cost of return transportation upon the end of employment.
- If required by law or contract, failing to provide or arrange housing that meets the host country housing and safety standards or Combating Human Trafficking
- If required by law or contract, failing to provide in writing an employment contract, recruiting agreement, or other required work document.

This policy is consistent with Precision Die and Stamping's Code of Ethics and Business Conduct and our core values to protect human dignity and human rights in our business practices.