



## Anti-Slavery forced Labor Clauses for Sub Contractors

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Subject: Human Trafficking FAR 52.222-50.

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National Wire & Cable Corporation strictly prohibits its employees and contractors from engaging in any activity related to forced labor and human trafficking, including:

- Using misleading or fraudulent practices to recruit employees;
- Charging an employee or applicant a recruitment or employment fee;
- Arranging travel or facilities for a person for purposes of exploiting him or her;
- Obtaining labor from a person by threats of serious harm to that person or another person;
- Using a recruiter that does not comply with local labor laws;
- Denying a person access to his or her identification or immigration documents;
- Engaging in child labor;
- Procuring commercial sex acts;
- Failing to provide at least host-country minimum wage, or if no legally required minimum wage, wages aligned with host-country prevailing wage;
- Failing to allow workers to cancel their work contracts without financial penalty, except for requiring reasonable notice;
- Failing to provide return transportation to employees who are brought to a country outside their home country for the purpose of working on a U.S. government contract;
- Failing to provide or arrange housing that meets host-country housing and safety standards; *or*
- If required by law or contract, failing to provide an employment contract, recruitment agreement, or other required work document in writing.

Employees should report any suspected violation of this policy to management or to the Human Resources department. If an employee suspects someone is being controlled or forced to work or provide services, the employee should report the suspected policy violation. Managers are expected to listen and respond appropriately when an employee reports a suspected violation.

Our company prohibits retaliation against any employee who reports suspected trafficking or assists with an internal or governmental audit or investigation. Any employee who fails to report a violation of this policy or engages in prohibited retaliation will be subject to disciplinary action, up to and including termination of employment.