

## **HUMAN TRAFFICKING PREVENTION POLICY**

This company is committed to doing its part to eradicate human trafficking and forced labor in the Commonwealth. M.G.L. c. 265, § 50 [Human Trafficking and Sexual Servitude] prohibits human trafficking and forced labor. For the purposes of this policy, the term “human trafficking and forced labor” shall mean any activity prohibited by M.G.L. c. 265, § 50, 51 or any related state or federal law.

Employees are prohibited from:

- Engaging in any form of trafficking in persons in the performance of any work;
  - Soliciting or procuring commercial sex, as defined by M.G.L. c. 265, § 49, regardless of whether such conduct is during work hours and regardless of whether such conduct occurs within Massachusetts;
  - Viewing/searching online advertisements for commercial sex, either during work hours or using company equipment (including computers, cellphones, tablets);
  - Visiting any venue that provides erotic entertainment during work hours or while traveling for work purposes;
  - Using forced labor in the performance of any work; and
  - Destroying, concealing, confiscating, or otherwise denying access by an employee to the employee’s identification or immigration documents, such as passports or drivers’ licenses, regardless of their issuing authority.
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- This company will not:
  - Use recruiters who do not comply with state and federal law or the laws of the country in which the recruitment takes place;
  - Charge applicants for positions any recruitment fees;
  - Retaliate against any employee who reports activity inconsistent with this policy to company management; or
  - In relation to contract employees, refuse to provide a copy of the employment contract to the contract employee.

### Employee Responsibilities

All employees are expected to:

- Ensure that they do not participate in any form of human trafficking, including sex and labor trafficking, or paying for sexual activity in violation of M.G.L. c. 272 § 53A(b), either within or outside the workplace;
- Report behavior in the workplace which they believe to be human trafficking conduct that constitutes the solicitation or purchase of commercial sexual activity to their immediate supervisor;
- Cooperate in the investigation of alleged human trafficking or forced labor by providing information they possess concerning such matters, in the event they witness, or have

information about human trafficking or forced labor, by or against anyone other than themselves.

Any employee who violates M.G.L. c. 265, § 50, 51 or any related state or federal laws, including M.G.L. c. 272, § 53A(b), will be subject to discipline, up to and including discharge. This company may also bring the matter to the attention of appropriate law enforcement authorities.

Exceptions: Employees performing legitimate work related functions may be excluded from these prohibitions for work related reasons with prior approval.