



## **Labor & Human Rights Policy**

3D Corporate Solutions respects worker and labor rights throughout our organization. We acknowledge and respect human rights principles, including the principles outlined in:

- The International Labor Organization Declaration on Fundamental Principles and Rights at Work
- The United Nations Guiding Principles on Business and Human Rights
- The United Nations Global Compact

It is our goal to avoid infringing on the human rights of others and avoid causing or contributing to adverse human rights impacts throughout our operations and will promptly remedy such impacts if they occur.

### **Forced Labor**

We prohibit any form of forced, compulsory or involuntary labor, nor will we use slavery or human trafficking in our workforce. We will respect the rights of our employees to change employment and honor their freedom of movement.

### **Equal Employment Opportunity**

We provide equal opportunities to all Associates and applicants for employment and prohibit discrimination or harassment on the basis of race, color, religion, sex/gender (including pregnancy, gender identity, and sexual orientation), national origin, citizenship status, military service, age, disability status, genetic information (as defined by the Genetic Information Nondiscrimination Act), or any other characteristic as protected by applicable law. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, career development, termination, layoff, recall, transfer, leave of absence, compensation and training.

We are committed to providing a work environment where everyone is treated with dignity and respect. Everyone has the right to work in an environment free of unlawful harassment including, but not limited to, sexual harassment.

**Child Labor**

We will not use child labor in any of our operations. We will not employ anyone under the age of 18. If local law is more restrictive than our policy, we will comply with local law.

**Safety and Health**

The health and safety of our employees and visitors is a top priority throughout our organization. We value safety training, hazard analysis and maintaining a safe and healthy work environment, including requiring personal protective equipment when applicable, and complying with occupational safety and health regulations in the locations we operate in.

**Wages & Working Hours**

We will provide competitive compensation to our employees that is compliant with local law in the locations we do business. We will comply with applicable laws that govern working hours in the locations where we operate.