

Anti-Human Trafficking Policy

The Perryman Company, and its subsidiaries and affiliates (collectively, “TPC”) prohibits human trafficking in all company operations and endeavors. Employees and contractors, suppliers and agents of TPC shall comply with all applicable U.S. laws and regulations governing the prevention of human trafficking. The policy affirms TPC’s zero tolerance for human trafficking in any form.

In furtherance thereof, TPC requires its contractors, suppliers and agents to:

- Operate in accordance with all applicable U.S. laws and regulations governing the prevention of human trafficking (*including, Federal Acquisition Regulation 52.222-50 Combating Trafficking in Persons, as applicable*).
- Implement and maintain a clear reporting process for any suspected violations of this policy (*e.g. an Ethics Hotline, or route to HR for example*). Reports also may be made to the Global Human Trafficking Hotline at 1-844-888-3733 or help@humantraffickinghotline.org.
- Prohibit retaliation against any employee who makes a good faith report of a suspected violation of this policy and provide protection against retribution for whistleblowing on trafficking in persons violations.
- In addition to compliance with this policy and applicable U.S. laws and regulations - contractors, suppliers and agents located outside of the United States shall follow local in-country laws and regulations.