



## **ALL NATION SECURITY & INVESTIGATION SERVICES INC.**

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### **POLICY ON INVOLUNTARY LABOR**

The purpose of this policy is to describe All Nation Security & Investigation Services, Inc., commitments to comply with, and respect individuals' rights under, Human Trafficking, Forced Labor and Child Labor laws.

#### **POLICY STATEMENT**

All Nation Security & Investigation Services, Inc. and its employees do not tolerate, engage in or support Human Trafficking, Forced Labor or Child Labor of any kind through All Nation Security & Investigation Services, Inc. activities. All Nation Security & Investigation Services, Inc. respects its employees' rights to agree to terms and conditions of employment voluntarily without coercion, and freely terminate their employment on appropriate notice. The company will ensure that its employees are of legal working age for their position.

#### **DEFINITIONS**

**Human Trafficking** means the act of recruiting, harboring, transporting, providing or obtaining a person for forced labor or commercial sex acts through the use of fraud, coercion (e.g., threats of serious harm or physical restraint or abuse or threatened abuse of the legal system) or deception.

**Forced Labor** means all work or service exacted from a person under threat or penalty (including slavery, servitude and forced recruitment), which includes penal sanctions and the loss of rights and privileges where the person has not offered himself or herself voluntarily.

**Child Labor** means labor that deprives children (generally all people under 18 years of age, subject to certain exceptions) of their childhood, their potential and their dignity, and that is harmful to physical or mental development. It includes work that (i) is mentally, physically, socially or morally dangerous and harmful to children, and (ii) interferes with their schooling. Whether certain work constitutes harmful or illegal child labor varies from country to country and depends on, among other things, the child's age, the type of work performed, the number of hours worked and the conditions under which the child works.

#### **VIOLATIONS OF THIS POLICY**

All Nation Security & Investigation Services, Inc. takes this policy very seriously and violations may lead to disciplinary action up to, and including, termination of employment. While All Nation Security & Investigation Services, Inc. retains discretion as to how to respond to any violation of this policy, any disciplinary process will be undertaken in accordance with all applicable local laws and other legal requirements.