

Facebook's Anti-Slavery and Human Trafficking Statement

Facebook is opposed to all forms of human trafficking, slavery, servitude, forced or compulsory labor, and all other trafficking-related activities (together, “human trafficking”). We are committed to fully complying with all applicable labor and employment laws, rules, and regulations, and to working to mitigate the risk of human trafficking in our business and supply chains.

Business, structure, and supply chains

Founded in 2004, Facebook's mission is to give people the power to build community and bring the world closer together. People use Facebook's apps and technologies to connect with friends and family, find communities, and grow businesses. We have prepared this annual Statement on the basis of our policies and processes that are implemented in respect of our manufacturing supply chains. Facebook's business, structure, and supply chains are described in more detail in our latest SEC Form 10-Q or Form 10-K filing, which can be accessed [here](#).

Policies and due diligence processes in relation to slavery and human trafficking in our business and supply chains

We are committed to achieving the highest standards of quality and integrity in all our business operations, and we expect suppliers doing business with Facebook and our affiliates to share this commitment. Facebook requires that our personnel are trained on and comply with the [Facebook Code of Conduct](#), which prohibits violations of law, including labor and employment laws.

We have a [Responsible Supply Chain program](#) in place to manage social and environmental risks in our global supply chain. Facebook requires that priority suppliers, which are identified using risk-based methodology, conform with all of the standards on labor, health and safety, the environment, business ethics, and the establishment of management systems in the [Responsible Business Alliance \(“RBA”\) Code of Conduct](#). The RBA Code of Conduct includes labor standards related to freely chosen employment, young workers, working hours, wages and benefits, humane treatment, non-discrimination, and freedom of association. Facebook also requires priority suppliers to hold their suppliers and subcontractors to the same standards in the RBA Code of Conduct.

We verify supplier conformance with these standards through dialogue, independent audits and assessments, worker surveys, and other forms of assurance. Any nonconformances identified are actively addressed through our corrective action and key performance indicator programs. We are committed to engaging meaningfully and proactively with our supply chain partners, building supplier capacity, and responding quickly to challenges as they arise.

We continue to look for ways to collaborate and share ideas with others, developing solutions that promote best practices for a responsible supply chain. We are a member of the [RBA](#) as well as the [Responsible Labor Initiative \(“RLI”\)](#), which is a multi-industry, multi-stakeholder initiative focused on ensuring that the rights of workers vulnerable to forced labor in global supply chains are consistently respected and promoted.

Training and capacity building on slavery and human trafficking available to our staff and suppliers

Training regarding the standards set forth in the RBA Code of Conduct is provided to certain personnel in Facebook's supply chain, sourcing, legal, and compliance teams. Additional training is provided to certain employees

to build capacity in reporting on and addressing nonconformances to the RBA Code. We partner closely with certain suppliers to provide a deeper understanding of the RBA Code where needed.

Reporting concerns or raising issues

Facebook personnel may report any violations of or activity inconsistent with Facebook's policies and compliance procedures pursuant to Facebook's Whistleblower and Complaint Policy.

Additional efforts to combat human trafficking

Beyond our business operations and supply chains, additional efforts we took to combat human trafficking in 2019 included:

- In an effort to disrupt and prevent harm, we remove content on Facebook that facilitates or coordinates the exploitation of humans, including human trafficking. We define human trafficking in our Community Standards as the business of depriving someone of liberty for profit. It is the exploitation of humans in order to force them to engage in commercial sex, labor, or other activities against their will. It relies on deception, force and coercion, and degrades humans by depriving them of their freedom while economically or materially benefiting others. For more detail, see the [Community Standards](#), [Help Center](#), or our most recent [Community Standards Enforcement Report](#).
- We are committed to raising human exploitation awareness globally, including by making our [Safety Policy](#) available in a number of languages and creating robust definitions and operational guidelines for removing such content.
- We encourage anyone who encounters content or photos on Facebook that indicate someone is in immediate physical danger related to human trafficking to contact local law enforcement immediately and report this content to us. We work with the National Trafficking Resource Center, operated by the Polaris Project, to provide resources and assist victims of human trafficking. Finally, we provide links to local resources available at our [Help Center](#) if anyone is a victim of human trafficking or would like resources to share with a potential victim.

The Facebook Audit & Risk Oversight Committee of the Board of Directors has approved this Statement for the fiscal year ended December 31, 2019 and delegated authority to sign it on their behalf to the Corporate Secretary.

By: /s/ David Kling

David Kling

Corporate Secretary

Date: June 30, 2020