



Meta anti-slavery and human trafficking statement 2026

ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT 2026

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

The United Kingdom Modern Slavery Act 2015, the Australia Commonwealth Modern Slavery Act 2018, and Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act require certain businesses to disclose information relating to their steps to prevent and reduce the risks of modern slavery and human trafficking in their operations and supply chains. The following Statement of Meta Platforms, Inc. on behalf of its covered subsidiaries responds to these requirements for the fiscal year ended December 31, 2025.

Business, Structure, and Supply Chains

About Meta. Meta Platforms, Inc. is a publicly traded (NASDAQ: META) multinational social technology company incorporated in Delaware in July 2004 with corporate headquarters located in Menlo Park, California. Meta had a global workforce of 78,865 employees as of December 31, 2025, and has offices in more than 90 cities around the world. Additional information can be found on [this website](#).

Meta’s Business Operations and Activities. Meta’s mission is to build the future of human connection and the technology that makes it possible. Our products enable people to connect and share through mobile devices, personal computers, virtual reality (VR) headsets, and AI glasses. We are innovating in artificial intelligence (AI) technologies to build transformative experiences and capabilities across our Family of Apps and new platforms, and to advance our vision to deliver personal superintelligence for everyone.

Our Family of Apps products include Facebook, Instagram, Messenger, Meta AI, Threads, and WhatsApp. Our current product offerings in VR include our Meta Quest devices, as well as software and content available through the Meta Horizon Store, which enable a range of social experiences that allow people to defy physical distance while engaging in gaming, fitness, entertainment, and more. Our wearables efforts include our AI glasses and long-term AR initiatives.

-
1. Meta Platforms, Inc. provides this statement on behalf of certain subsidiaries covered by a reporting obligation in their respective jurisdictions, which follow Meta’s corporate policies and processes across our group with respect to our business operations and manufacturing supply chains globally. Currently this includes: Facebook U.K. Ltd. and Meta Financial U.K. Ltd., pursuant to the United Kingdom Modern Slavery Act 2015; Meta Australia Pty Ltd (ACN: 134 012 543), pursuant to the Australia Commonwealth Modern Slavery Act 2018; and Facebook Canada Ltd., pursuant to Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act. Meta Australia Pty Ltd and Facebook Canada Ltd do not own or control any other entities.

Our Family of Apps and product offerings are available around the world, including in the UK, Australia, and Canada. We have designed and built our own data centers and key portions of our technical infrastructure through which we serve our product.

Meta's Supply Chain. Meta is part of a complex value chain that touches lives and communities around the globe. As it relates to this Statement, we rely on third parties to manufacture and manage the logistics of transporting and distributing our consumer hardware products. We rely on certain third-party equipment and components for our technical infrastructure that are manufactured by a small number of third parties, often with significant operations in a single region such as Asia.

Key Elements of Meta's Steps to Prevent and Reduce Risks of Modern Slavery and Human Trafficking

In 2025, the steps we have taken to prevent and reduce the risk of modern slavery practices in our operations and prioritized manufacturing suppliers have the main elements listed in the following. More details are captured in the subsequent sections. These steps have been consistently and collectively actioned upon by our group's reporting entities and any controlled entities thereof.²

- Conducting internal and external assessments of risks of forced labor and/or child labor
- Conducting due diligence for identifying, addressing, and prohibiting the use of forced labor and/or child labor
- Requiring suppliers to have in place policies and procedures to reduce the risk of forced labor and/or child labor in their activities and supply chains
- Auditing suppliers and actively engaging with them on issues of addressing forced labor and/or child labor and tracking their performance
- Implementing training and awareness materials on forced labor and/or child labor
- Engaging and collaborating with civil society groups, experts, and industry community on addressing forced labor and/or child labor

Risks of Modern Slavery and Human Trafficking

We regularly evaluate risks linked to modern slavery and human trafficking that could be caused by, contributed to, or directly linked to our business operations or supply chains. We consider the risks of modern slavery and human trafficking to be relatively low as our direct business operations leverage the use of advanced technology and do not involve substantial manual labor processes.

2. See footnote ¹ regarding owned or controlled entities.

We are aware that inherent and potential risks of modern slavery and human trafficking could be present in supply chains. These risks exist in supply chains at various levels depending on factors such as the type of product or service provided and geographic location. For example, contingent workers (whether engaged via vendor partners, independent contractors, consultants, or other staffing suppliers) in certain jurisdictions may be at higher risk than those in other jurisdictions of encountering situations of labor exploitation through force, fraud, or deception, including through a third party labor agent, staffing or recruitment agency, or other intermediaries. Additional risks like those related to the International Labor Organization's ("ILO") [Indicators of Forced Labor](#) may also be present in supply chains including: abuse of vulnerability, deception, restriction of movement, isolation, physical and sexual violence, intimidation and threats, retention of identity documents, withholding of wages, debt bondage, abusive working and living conditions, and excessive overtime.

Meta identifies the inherent and potential modern slavery and human trafficking risks in our supply chains through, e.g., mapping of supply chains, conducting desk-based research, using tools to identify high risk work associated with the type of products or services and geographic locations, supplier surveys, sourcing manager surveys, and continuous supplier and stakeholder engagement. We conduct an annual risk assessment process for suppliers with direct contracts with Meta who provide equipment and components for our consumer hardware products and network infrastructure. We understand that business models and internal KPIs may contribute to modern slavery risk, and we incorporate business spend and sourcing models into our risk assessment. Based on the results of this assessment we prioritize suppliers who are identified with higher risks related to modern slavery and human trafficking and then work to ensure we engage with these prioritized suppliers on deeper risk assessment or engagement. While we seek to increase transparency beyond direct contract suppliers, we may not be able to obtain or maintain the same level of complete and consistent visibility into sub-tier suppliers across all supply chains. We regularly assess opportunities to expand risk screening efforts to our extended supply chain, and we are committed to continuing to improve knowledge of our supply chains using the processes described above. In terms of our understanding or knowledge of the supply chain related to continuous improvement, our annual risk assessment shows only minor changes from last year.

Policies in Relation to Modern Slavery and Human Trafficking in Our Business Operations and Supply Chains

We are committed to achieving the highest standards of quality and integrity in our business operations, and we expect suppliers doing business with Meta and our affiliates to share this commitment. Meta requires that our personnel are trained on and comply with our [Code of Conduct](#), which affirms our commitment to human rights and prohibits violations of law, including labor and employment laws. More specifically, Meta does not tolerate any harassment or mistreatment by or of workers in the workplace or in a work-related situation and is committed to protecting anyone raising such a concern from retaliation. Our personnel play an important and integral part in our effort to support better working conditions and prohibit modern slavery and human trafficking across Meta and Meta supply chains.

Meta is committed to respecting human rights. To this end, our [Corporate Human Rights Policy](#) sets out the standards that we strive to respect under the [United Nations Guiding Principles on Business and Human Rights](#), encompassing the International Bill of Human Rights and International Labor Organization Declaration on Fundamental Principles and Rights at Work. This includes Article 8 of the International Covenant on Civil and Political Rights, which states: “[n]o one shall be held in slavery; slavery and the slave trade in all their forms shall be prohibited. No one shall be held in servitude. No one shall be required to perform forced or compulsory labor.” Our Policy also references the Convention on the Rights of the Child which in Article 32 recognizes the “right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child’s education, or to be harmful to the child’s health or physical, mental, spiritual, moral or social development.” Meta is a member of the [United Nations Global Compact](#) (“UNGC”) and is committed to working towards the ten principles of the UNGC focused on human rights, labor, environment, and anticorruption. The UNGC’s principles include, among others, the elimination of all forms of forced and compulsory labor and the effective abolition of child labor.

Meta engages with priority manufacturing suppliers, which are identified using a risk-based methodology, in the [Responsible Supply Chain](#) (“RSC”) program. As part of the program, these suppliers must conform with the RSC supplier expectations and establish a process to communicate requirements to their suppliers and to monitor supplier compliance. This includes standards on labor, health and safety, the environment, business ethics, and the establishment of management systems in accordance with the Responsible Business Alliance (“RBA”) [Code of Conduct](#). The RBA Code of Conduct explicitly prohibits modern slavery and human trafficking in the supply chain. These standards are far-reaching and help to prevent and mitigate related risks covering areas such as the prohibition of forced

labor, young workers, working hours, wages and benefits, non-discrimination, non-harassment, humane treatment, and freedom of association and collective bargaining. Further, the [RBA Trafficked and Forced Labor - “Definition of Fees”](#) sets expectations for suppliers on responsible recruitment and employment practices. Meta requires priority suppliers to hold their suppliers and subcontractors to the same standards as in the RBA Code of Conduct.

Through the RSC program, we hold all of our priority suppliers to additional policies and standards that support safe, healthy, and fair working conditions and help prevent and mitigate modern slavery and human trafficking risks. For example, our suppliers are expected to follow Meta’s best practices in creating and maintaining [a respectful workplace](#). Additionally, our Electronics Reuse and Recycling Standard applies to suppliers providing recycling and take-back services. This standard requires suppliers’ conformance to the RBA Code of Conduct and explicitly prohibits prison, coerced, forced, bonded, or child labor, either directly or indirectly, in the performance of reuse, recycling and/or takeback services.

We communicate requirements and implementation expectations to priority suppliers through an annual notification process, in-person and virtual meetings, supplier business reviews, and a supplier online portal. We expect these suppliers, in turn, to maintain contract provisions with their suppliers that require conformance to the RBA Code of Conduct, including prohibition of modern slavery and human trafficking in the supply chain.

Due Diligence and Remediation Processes

Business operations Meta generally sources and directly hires our own full-time employees, which allows us control and oversight in managing the risks of modern slavery and human trafficking in our business operations. We use integrated systems and tools in pre-screening and outreach to candidates globally to ensure a consistent and fair process. Our trained and professionally skilled recruiting teams maintain continuous conversation with candidates throughout the recruitment cycle. Meta strives to provide a respectful and safe working environment for all our personnel, regardless of role, position, or employment status, and has zero tolerance for any threats, violence, harassment, coercion, or retaliation. We expect our vendor partners, independent contractors, consultants, and staffing suppliers to commit to the same standards and principles, and they are required to go through the same third party assessment as described below. Meta provides a grievance mechanism, through which an impacted or interested party may report any violations or activities inconsistent with our policies and compliance procedures.

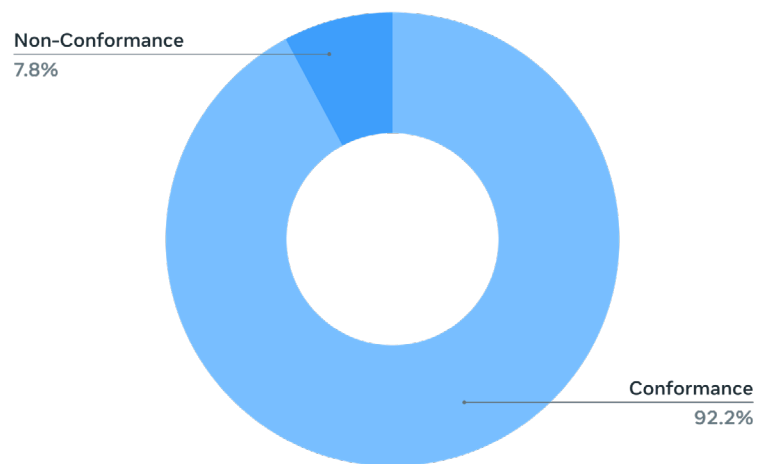
Supply chains All suppliers are required to go through a third party assessment before being onboarded. There is a detailed process in place to ensure that suppliers are assessed prior to engagement, and periodically reassessed thereafter based on the supplier's associated risk. During the assessment, our specialized teams of subject matter experts review the supplier's risk profile and the effectiveness of any control measures already in place for each relevant risk area, including environmental, health and safety and human rights, before making recommendations to proceed with initial or continued engagement, or otherwise. Each supplier is assessed according to the use case, nature of work, geographic location, and other relevant features of the engagement or intended engagement. Depending on the results of the assessment, Meta may introduce additional control measures in the engagement. We routinely perform ongoing third party reassessments on our suppliers depending on the applicable risks. If the risk of forced labor is detected, we activate the mitigation process, and the supplier is disqualified if the risk persists.

Once a supplier is onboarded, Meta manages environmental, health and safety, and human rights risks through our RSC program which focuses on prioritized manufacturing suppliers for infrastructure and consumer hardware products. We use a cross-functional consultative process and data-driven methodology to identify and assess a wide range of labor, human rights, and environmental risks which include modern slavery and human trafficking in our supply chains. For example, risks are assessed through a platform that refers to indices related to Global Slavery and Human Trafficking, Corruption Perceptions, Gender Inequality, Inequality Adjusted Human Development, Female Migration, International Migration, Multidimensional Poverty, National Poverty Line, Population of Concern, and Vulnerable Employment.

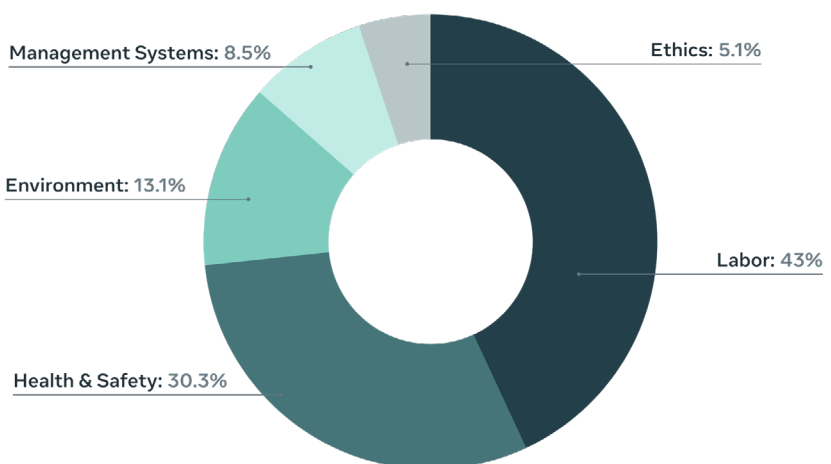
We require our sourcing and procurement teams to certify periodically whether they are aware if Meta has ongoing business relationships with companies identified as being associated with forced labor and investigate any risks of forced labor identified through this process. We verify supplier conformance with RSC policies and standards through continuous dialogue, self-assessment questionnaires, independent audits and assessments, corrective action plans, worker surveys, and other forms of assurance. We have a process in place to investigate and respond to serious incidents or allegations including forced labor related to our suppliers. A rubric detailing the risk and impact areas guides and standardizes our decision-making and communications with internal and external partners.

We are committed to engaging meaningfully and proactively with our supply chain partners, building supplier capacity, and responding quickly to challenges as they arise. As part of the independent audits and assessments conducted, we utilize the [RBA Validated Assessment Program](#) (“VAP”) which is the leading standard for onsite compliance verification and effective, shareable audits. For audits completed in 2025, the most common audit findings were continuously related to working hours. The chart below shows the distribution of audit findings across the RBA Code of Conduct sections.

2025 Supplier Audit Conformance Rate with the RBA Code of Conduct



2025 Supplier Audit Findings By RBA Code of Conduct Sections



To supplement independent audits and assessments, we collect targeted key performance indicator (“KPI”) data to further monitor modern slavery and human trafficking risks. In 2025 we continued to support supply chain worker engagement at select priority suppliers through anonymous mobile and web-based surveys to collect and analyze worker feedback on topics like job satisfaction, working conditions, grievance mechanisms, and training effectiveness across several countries. Depending on the country where the survey is deployed and whether high-risk factors are present, these surveys have targeted questions to screen for forced labor risks such as the withholding or retention of identity documents and payment of recruitment fees. Based on these surveys and worker responses, we implemented tailored factory improvement programs in partnership with suppliers. These programs were focused on building supplier capacity in areas like RBA Code compliance, strengthening worker communications and grievance mechanisms, and health and safety practices. In 2025 we also completed anonymous worker surveys with focus group discussions and grievance mechanism strengthening pilots to further more open and direct engagement.

Any nonconformances identified are actively addressed through our corrective action and KPI programs. We examine nonconformances by reviewing a corrective action plan describing the root cause, proposed remediation actions, and timeline for closure and manage supplier performance improvement through a review process and/or closure audit. We regularly communicate RSC supplier performance management indicators with internal and external partners including senior leadership.

Building upon the foundational engagement of expert third-party sustainability consultants in 2024, our 2025 initiatives integrated advanced labor standards into Meta’s supply chain due diligence. These enhanced protocols have supported our program’s ability to assess child labor risks. We have not identified any instance where the most vulnerable families experienced a loss of income as a result of our due diligence within the hardware supply chain.

We conduct due diligence, supply chain tracing, and implement supply chain management measures consistent with our commitment to respect global standards for human rights due diligence, including with respect to ethnic and religious minorities from the Xinjiang Uyghur Autonomous Region. Our supply chain management measures include a certification process to help ensure no suppliers on the United States Uyghur Forced Labor Prevention Act entity list are part of our supply chain and that our suppliers communicate these requirements to their next tier suppliers.

In anticipation of other forced labor related regulations, we are monitoring the legal and regulatory landscape and ensuring our due diligence processes and procedures take into account new guidance and best practices as they emerge.

Assessing Effectiveness

We regularly assess and track the effectiveness of our actions taken in mitigating the associated risks of modern slavery and human trafficking in our supply chains. We report outcome-focused goals and key performance metrics internally across the business and to leadership teams and conduct year-over-year trend analysis to monitor and track how effective suppliers are in meeting our expectations. We participate with cross-functional partners in the overall supplier performance management system, including providing labor and environmental KPIs assessments during supplier and executive business reviews. In addition, we work with internal teams to define and document controls to confirm our ongoing effectiveness in mitigating supply chain forced labor risks.

Regular updates and communications of work in combating modern slavery and human trafficking in our supply chains are communicated to the company through our internal channels. We actively collaborate with the broader industry and global community to stay current on key risk areas and develop solutions that address changes in industry practice. In 2025 we continued to strengthen our supplier responsibility program through building staff capacity, enhancing robust automated management systems, collaborating with stakeholders, and working with independent and third party experts in reviewing and updating our policies, procedures, and practices.

In addition to the required training for our personnel on Meta's Code of Conduct, recommended training regarding the standards set forth in the RBA Code of Conduct is available to all employees including Meta's sourcing and procurement, supply chain operations and legal, and compliance teams. Additional targeted training is available to relevant staff to build capacity in reporting on and addressing nonconformances to the RBA Code of Conduct. We track participation in RSC virtual courses—part of Meta's learning management system—focused on modern slavery and human trafficking risks awareness for Meta employees. We are committed to improving the reporting of all forms of training participation, including the number of people trained, segmented by internal audiences and suppliers over time.

We continue to request or encourage (as the case may be) supplier participation in forced labor training and outreach events targeted to human resources professionals, recruiters, labor agents, and corporate social responsibility professionals in the supply chain.

We also partner closely with priority suppliers to provide a deeper understanding of the RBA Code of Conduct. For example, in 2025 we continued our partnership with the [Responsible Factory Initiative](#) (“RFI”) to provide support to select suppliers through training and capacity building activities focused on improving health and safety protocols, labor conditions, and environmental practices. Through this initiative, participating suppliers received on-site assessments and ongoing consulting support from industry experts to improve their alignment with the RBA Code of Conduct, enhance their management systems, and continue to advance overall social and environmental performance. We further expanded our impact by developing a Responsible Recruitment Training Program to ensure the ethical treatment of foreign migrant workers. Following these engagements, we track supplier progress as part of Meta’s focus on supplier development and continuous improvement.

Collaboration and Partnerships

We continue to actively look for ways to collaborate and share ideas with the broader industry and global community to update and develop 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. The RLI’s work addresses the root cause of modern slavery and human trafficking, raises awareness about these risks, and provides data and research such as on recruitment corridors and practical guidelines for remediating issues.

Additional Efforts to Combat Modern Slavery and Human Trafficking

Beyond our business operations and supply chains, we strongly oppose the abuse of our products to facilitate any form of human exploitation and have long-standing policies and protocols to combat any such abuse. To address issues related to modern slavery and human trafficking, Meta continues to work to identify and enhance controls to help detect and respond to potential abuse on our platform. Efforts include:

Policies: Meta prohibits content or behaviors that facilitate human exploitation. We developed our policies in consultation with more than twenty organizations and we regularly update them to reflect new insights and enforcement needs. For more detail, see the [Community Standards, Help Center](#), or our most recent [Community Standards Enforcement Report](#).

In 2025, after consulting with 19 global experts, we updated our labor exploitation policy to better protect users. The revised policy distinguishes between legitimate, abusive, and exploitative job offers, and introduces a tiered enforcement system.

Response: We continue to remove content that may be considered facilitating or coordinating the exploitation of humans. We look to enact countermeasures to stop actors and businesses from using our services to commit crimes, and further exploitation. We partner with experts across academia, advocacy, victim services and support, and law enforcement to develop campaigns and pages for our Help Center that address harms such as sex trafficking, organ trafficking, labor exploitation, and human smuggling.

In 2025 we continued to expand our programs and tools beyond policy enforcement to deter bad actors and support potential victims. We expanded Search Interstitials on Facebook to further minimize the risk of users interacting with potentially fraudulent job posts in high risk markets in APAC and AMET. We worked with local partners to collect and translate the top keywords associated with this type of labor exploitation in local languages and introduced warning messages with support resources when users search for these terms.

We are committed to raising human exploitation awareness globally, including by making our [Human Exploitation Policies](#) available in a number of languages. We encourage anyone who encounters content on Meta that indicates someone is in immediate physical danger to contact local law enforcement immediately and report this content to us. Additional resources are available in our [Help Center](#) for those seeking information.

Partnerships: We work with more than 400 safety organizations worldwide including key anti-trafficking experts, such as the National Center for Missing and Exploited Children, International Center for Missing and Exploited Children, Stop The Traffik, International Justice Mission, International Organization for Migration, the United Nations Office on Drugs and Crime (UNODC), and ECPAT International.

In 2025 we continued our work with [Tech Against Trafficking](#) (“TAT”), a coalition of technology companies collaborating with global experts to help eradicate human trafficking using technology. Together we developed free online training [modules](#) to provide NGOs with practical knowledge about leveraging technology in anti-trafficking efforts.

Additionally, Meta provided training and operational support to the INTERPOL Human Trafficking and Smuggling of Migrants Unit. During Operation “Cyberprotect II”, Meta partnered with law enforcement from ten countries in a hackathon targeting human smuggling networks across the Mediterranean. Through this collaboration, Meta removed hundreds of violating posts and, in the process, helped uncover a network engaged in Minor Sex Trafficking. All findings were promptly investigated and reported to the relevant authorities.

On December 12, 2025, Meta, in partnership with UNODC and International Justice Mission, launched the #TrappedInScamCrime campaign. This survivor-informed, multi-platform initiative targets seven countries in Southeast Asia to raise awareness about deceptive job offers and online recruitment traps, prevent forced criminality, and support survivors with trauma-informed care, legal aid, and safe reintegration.

Training: We regularly organize interactive training sessions for staff dedicated to combating human exploitation across our apps and services. Experts from law enforcement, civil society, and nongovernmental organizations provide updates on emerging trends. We also coordinate cross-functional training for content moderators and specialists, and deliver presentations to stakeholders during key business events.

Consultation Process

We have prepared this annual Statement on the basis of our policies and processes that are implemented in respect of our business operations and manufacturing supply chains. A cross-functional team including representatives from our sustainability, supply chain, and legal departments are in charge of preparing this Statement and consulting with relevant stakeholders. Our consultation process includes the sharing and exchanging of modern slavery and human trafficking risk assessments and due diligence policies and covers all of Meta Platforms, Inc.'s reporting entities. When addressing reporting requirements across multiple jurisdictions, our primary challenge lies in tailoring each submission to meet specific legal and regulatory requirements. We are dedicated to fulfilling these requirements with transparency and accountability to our stakeholders.

By: /s/ Katherine R. Kelly
Katherine R. Kelly
Secretary

Date: May 31, 2026