

# 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. To that end, Facebook has adopted the policies and procedures described below.

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.

In 2018, Facebook became a member of the Responsible Business Alliance. 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 \(“RBA”\) \(formerly the Electronics Industry Citizenship Coalition\) 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. We verify supplier conformance with these standards through the RBA Validated Audit Program, other third-party audits, and other forms of assurance. Based on this information, we partner with suppliers to understand and resolve nonconformances to our standards and implement supplier capacity building. Facebook also requires its priority suppliers to hold their suppliers and subcontractors to the same standards in the RBA Code of Conduct. 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.

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.

The Facebook Audit & Risk Oversight Committee has approved this Statement and delegated authority to sign it on their behalf to the Corporate Secretary.

By: /s/ David Kling

David Kling

Corporate Secretary

Date: June 28, 2019