

US Regulation FAR 52.222-50 Human Trafficking Compliance Plan

1. Purpose:

In support of US Federal Acquisition Regulation 52.222-50 Combating Trafficking in Persons (hereafter referred to as FAR 52.222-50), Rackmount Solutions opposes human trafficking in all forms, and will perform due diligence to ensure the risk of such practices is mitigated within the business.

FAR 52.222-50 prohibits US Government contractors and their agents from engaging in any form of trafficking in persons, defined to mean the recruitment, harboring, transportation, provision or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, debt bondage or slavery and sex trafficking. To comply with FAR 52.222-50 all applicable businesses engaged in contract with the US Government must develop a Compliance Plan to ensure such mitigation of risks.

2. Applicability:

Rackmount Solutions' Human Trafficking Compliance Plan applies within the business to contracts or subcontracts with the US Government for supplies (other than commercially available off-the-shelf items) or services, acquired or performed outside of the US with an estimated value that exceeds \$500,000. The plan is to be followed by employees, suppliers, contractors, subcontractors, subcontractor employees and agents of Rackmount Solutions performing work under a US federal government contract.

3. Plan Constraints:

FAR 52.222-50 dictates that a compliance plan must be appropriately tailored to the size and complexity of the US Government contract, and to the nature and scope of the activities to be performed. Rackmount Solutions' Human Trafficking Compliance Plan outlines compliance with FAR 52.222-50. Rackmount Solutions reserves the right to review and further develop its Human Trafficking Compliance Plan should the nature and complexity of its contracts with the US Government change.

4. Plan:

a. Awareness Training:

Human Trafficking Awareness Training shall be conducted during the employee onboarding process and on an as-needed basis thereafter.

US Regulation FAR 52.222-50
Human Trafficking Compliance Plan (con't)

b. **Risk Assessment:**

An overall risk assessment is conducted as part of Rackmount Solutions' vendor onboarding process in relation to FAR 52.222-50. If it is identified that a supplier falls within the requirements, a risk assessment on the supplier may be conducted.

c. **Recruitment, Wages, and Housing:**

- i. Rackmount Solutions prohibits fraudulent or misleading recruitment practices during domestic recruitment. Rackmount Solutions does not recruit internationally. Rackmount Solutions will only utilize recruitment companies who do not charge recruitment fees to the employee and, upon engagement, will review the terms of business of the recruitment company to ensure compliance.
- ii. Rackmount Solutions will take measures to ensure that all employee wages meet all legal requirements.
- iii. The nature and scope of Rackmount Solutions' products, services and offerings does not require Rackmount Solutions to provide or arrange for housing to perform/complete work on any government project. Should these requirements change in the future, appropriate modifications to the Human Trafficking Compliance Plan shall be made.

d. **Procedure for Contractors and Suppliers:**

Rackmount Solutions requires its suppliers to comply with all applicable laws, regulations and standards in every country in which they operate, and to conduct business in a manner that respects human rights and complies with applicable laws and internationally recognized human rights standards, including not engaging in human trafficking, or using forced, involuntary or child labor in any form. Rackmount Solutions expects its suppliers to promptly notify it of any violation or suspected violation by reporting the matter to the supplier's business contact at Rackmount Solutions.

To the extent applicable, Rackmount Solutions will include the substance of FAR 52.222-50 in all subcontracts and in all contracts with suppliers. If any subcontractor is required by FAR 52.222-50 to submit a certification, Rackmount Solutions will require submission of the required certification prior to the award of the subcontract and annually thereafter.

e. **Process for Reporting Violations:**

All Employees are required to report any activity inconsistent with this policy, with the assurance that there will be no retaliation or other negative consequences

**US Regulation FAR 52.222-50
Human Trafficking Compliance Plan (con't)**

for persons acting in good faith. Any credible information received from any source that any Rackmount Solutions' personnel has violated FAR 52.222-50 must be reported immediately to Rackmount Solutions' leadership team, or alternatively by contacting one of the following hotlines:

- The Global Human Trafficking Hotline at 1-844-888-FREE, help@befree.org
- The US National Human Trafficking Hotline at 1-888-373-7888, or text 233733.

f. **Display of Information:**

A copy of this plan will be placed on Rackmount Solutions' external website www.rackmountsolutions.net and will be provided to contractors and suppliers if deemed necessary.

g. **Certification:**

If applicable, after receiving an award and annually thereafter, Rackmount Solutions will certify that it has a compliance plan in place, has conducted due diligence and has acted on any violations found. Certification for contractors and suppliers that meet the threshold will also be requested at this time.

Rackmount Solutions will periodically review and assess this Plan. Modifications will be implemented as required.