

## ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT 2021

Facebook is opposed to all forms of human trafficking, slavery, servitude, forced or compulsory 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. This commitment is set forth in the [Facebook Corporate Human Rights Policy](#) which sets out the human rights standards that we strive to respect under the United Nations Guiding Principles on Business and Human Rights and the International Bill of Human Rights, which includes Article 8 of the International Covenant on Civil and Political Rights: “No 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 labour.”

### 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. We build useful and engaging products that enable people to connect and share with friends and family through mobile devices, personal computers, virtual reality headsets, and in-home devices. We also promote economic opportunities by helping business grow, help people discover and learn about what is going on in the world around them, enable people to share their opinions, ideas, photos and videos, and other activities with audiences ranging from their closest family members and friends to the public at large, and stay connected everywhere by accessing our products. Our workforce and infrastructure are present in over 80+ cities globally serving users and customers all around the world. Our suppliers primarily support us in our business operations and infrastructure, and the remaining are generally involved in our sales and operations related to consumer hardware devices and administration. We have prepared this annual Statement on the basis of our policies and processes that

are implemented generally across our group with respect to our business operations and manufacturing supply chains globally. Additional information about Facebook's business operations and structure is described in our latest SEC Form 10-Q or Form 10-K filing which can be accessed [here](#).

### **Risks of Modern Slavery and Human Trafficking**

We consider the risks of modern slavery and human trafficking to be relatively low in our direct business operations as our direct workforce is largely comprised of professionally qualified or skilled personnel. However, we are aware that inherent and potential risks of modern slavery and human trafficking could be present in our supply chains. These risks exist in our 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, debt bondage or other coercion such as through a third-party labor agent, staffing or recruitment agency, or other intermediaries. Other potential risks that could exist in our supply chains include forms of excessive or unpaid working hours, lack of rest days, personal identification or passport retention, child or underaged labor, lack of adequate health and safety protection, and discrimination. Facebook uses processes to identify these risks of modern slavery and human trafficking such as mapping of supply chains, conducting desk-based research, using tools to identify high-risk work associated with the type products or services and geographic locations, supplier surveys, and stakeholder engagement.

### **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 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 affirms our commitment to human rights and prohibits violations of law, including labor and employment laws. More specifically, Facebook does not tolerate any harassment or mistreatment by or of workers in the workplace or in a work-related situation and is committed to protect anyone raising

such a concern from retaliation. Our personnel plays an important and integral part in our effort to support better working conditions and prohibiting modern slavery and human trafficking across Facebook and Facebook supply chains.

Facebook requires that priority suppliers, which are identified using a 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 accordance with the [Responsible Business Alliance \(“RBA”\) Code of Conduct](#). The RBA Code of Conduct explicitly prohibits modern slavery and human trafficking and includes standards related to indicators of modern slavery and human trafficking such as freely chosen employment, young workers, working hours, wages and benefits, humane treatment, non-discrimination/non-harassment, and freedom of association. Further, the [RBA Trafficked and Forced Labor - Definition of Fees](#) sets expectations on responsible recruitment and employment practices. We communicate requirements and implementation expectations to priority suppliers through in-person and virtual meetings, supplier business reviews, and supplier online portals. Facebook requires priority suppliers to hold their suppliers and subcontractors to the same standards in the RBA Code of Conduct.

## **Due Diligence and Remediation Processes**

### **Our Business operations**

Facebook 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. Facebook strives to provide a respectful and safe working environment for all our personnel, regardless of role, position or employment status, and have 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.

Facebook provides a grievance mechanism, through which an impacted or interested party may report any violations or activities inconsistent with Facebook's policies and compliance procedures pursuant to Facebook's Whistleblower and Complaint Policy which is publicly available.

### **Our Supply chains**

All our 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 being engaged, and periodically reassessed thereafter, depending on the associated risk of the supplier. 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, Facebook may introduce additional control measures in the engagement. We routinely perform ongoing third party reassessments on our suppliers depending on the applicable risks.

Facebook has a process in place to mitigate the risks of modern slavery and human trafficking in our supply chain. We manage social and environmental risks and issues through our Responsible Supply Chain program. We use a cross-functional consultative process and data-driven methodology to identify and assess a wide range of social and environmental risks which includes modern slavery and human trafficking. For example, type of product or service provided and geographic location risks are assessed through indices such as UNICEF's Child Labor Percentages, Walk Free Foundation's Global Slavery Index, the United Nation's Human Development Index, and the United States Department of State's Trafficking in Persons Report Index. We require our sourcing and procurement teams to certify periodically whether they are aware if Facebook has ongoing business relationships with companies identified as being associated with forced labor. We verify supplier conformance with

RSC policies and standards through continuous dialogue, independent audits and assessments, corrective action plans, worker surveys, and other forms of assurance. We collect targeted metrics on the presence of migrant workers and other types of worker demographics to find and monitor modern slavery and human trafficking risks.

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. An area of increasing focus is around ensuring adequate and effective grievance mechanisms at supplier sites.

### **Assessing Effectiveness**

We regularly assess and track the effectiveness of our actions taken in mitigating the associated risks of modern slavery and human trafficking. We report key performance metrics internally across the business and to leadership teams. Routine updates and communications of work in combating modern slavery and human trafficking are communicated company wide through our internal microsite. We also actively collaborate with the broader industry and global community to stay up to date and develop solutions that address changes in industry practice.

## **OTHER INFORMATION**

### **Collaboration with other entities**

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.

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

Apart from the training on Facebook Code of Conduct, training regarding the standards set forth in the RBA Code of Conduct is provided to certain key personnel in Facebook's sourcing and procurement, supply chain operations, legal, and compliance teams. Additional training is provided to relevant staff to build capacity in reporting on and addressing nonconformances to the RBA Code. We also partner closely with priority suppliers to provide a deeper understanding of the RBA Code. For example, we encourage their attendance at RLI's forced labor training targeted to HR professionals, recruiters, labor agents, and CSR professionals in the supply chain.

### **COVID-19 impact**

During the COVID-19 pandemic, Facebook's priority was to keep our staff and communities safe and healthy. Despite the global disruption to business operations and supply chains, modern slavery and human trafficking risks remained. In 2020, we consulted with the RBA on guidance and approaches to manage these risks. Supplier assessments, audits, and communications were shifted to a remote and virtual manner in locations where needed in order to manage social and environmental risks, including modern slavery and human trafficking, and any associated negative consequences.

## **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. Efforts we took in 2020 included:

### **Policies**

Facebook policies across our products prohibit content or behaviors that may lead to human exploitation in all its forms. We developed our policies in consultation with more than twenty organizations and we continually seek to expand and refine our understanding of human exploitation as we amend and update our enforcement guidelines. For more detail, see the [Community Standards](#), [Help Center](#), or our most recent [Community Standards Enforcement Report](#).

## **Response**

We continue to remove content on Facebook that we determine may facilitate or coordinate the exploitation of humans in all its forms. We also continue to invest in our ability to detect violating content related to human exploitation through major investments by our technical and operational teams. We are increasing our investments and ability to identify the illicit actors, networks, organizations, and businesses that perpetrate these activities and disrupt them accordingly. We look to enact countermeasures - both on our platforms and via our external partnerships - to stop actors and businesses from using our services to commit crimes, and in all stages of the exploitation lifecycle.

We are committed to raising human exploitation awareness globally, including by making our [Safety Policy](#) available in a number of languages.

We encourage anyone who encounters content on Facebook that indicates someone is in immediate physical danger related to modern slavery and human trafficking to contact local law enforcement immediately and report this content to us.

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.

## **Partnerships**

We work with more than 400 safety organizations worldwide, and among them, we work closely with key anti-trafficking experts, including the National Center for Missing and Exploited Children (NCMEC), International Center for Missing and Exploited Children (ICMEC), Polaris, Stop The Traffik, International Justice Mission, Thorn and ECPAT. We engage with the experts through several channels including the Academic Advisory Group which comprises selected academic experts with whom we consult on policies, awareness raising, and prevention solutions.

## **Internal awareness raising**

We also have a broad cross-functional effort to create and implement relevant training for content moderators and other relevant specialists. Several internal teams deliver training and presentations to various stakeholders and during key business events. In addition to training, we regularly organize internal events to raise awareness amongst our staff of human exploitation, including annual company wide internal summits and company-wide talks and question and answer sessions with key experts in the field.

## 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. Consultation process includes the sharing and exchanging of modern slavery and human trafficking risk assessments and due diligence policies and covers all of Facebook, Inc.'s reporting entities. This Statement has been prepared on behalf of the Facebook family of corporate entities including Facebook Australia Pty Ltd (ACN: 134 012 543) which is a subsidiary of Facebook, Inc.

The Facebook Audit & Risk Oversight Committee of the Board of Directors of Facebook, Inc., which is our principal governing body, has approved this Statement for the fiscal year ended December 31, 2020 and delegated to the Assistant Secretary to sign it on behalf of the Board of Directors.

By: /s/ Michael Johnson

Michael Johnson

Assistant Secretary

Date: June 30, 2021