**Introduction:**

At Priority Worldwide (PWW), we are committed to conducting our business in an ethical and socially responsible manner. We recognize the serious issues of slavery, human trafficking and forced labor, and we are dedicated to taking steps to eradicate these practices from our operations and supply chains.

**Organizational Commitment:**

PWW is dedicated to maintaining the highest standards of integrity and ethical behavior. We unequivocally condemn all forms of slavery, human trafficking and forced labor and are committed to ensuring that such practices have no place within our organization.

**Policy Scope:**

This policy applies to all employees, contractors, and business partners of PWW and extends to all operations, activities, and supply chains.

**Risk Assessment:**

We regularly assess the risk of slavery, human trafficking and forced labor in our supply chains and operations to identify and mitigate potential issues.

**Due Diligence:**

PWW conducts due diligence on all new suppliers and business partners to ensure compliance with our standards.

**Employee Responsibilities:**

Every employee is responsible for upholding this policy and reporting any concerns related to slavery, human trafficking or forced labor promptly.

**Training:**

We provide training to all employees to raise awareness of the risks of slavery, human trafficking and forced labor and to equip them with the knowledge to identify and report potential issues.

**Communication Channels:**

We maintain open channels for reporting, ensuring confidentiality and non-retaliation for whistleblowers.

**Supplier Relations:**

PWW expects suppliers and business partners to comply with all applicable laws and regulations related to slavery, human trafficking and forced labor. We reserve the right to terminate relationships with entities that do not meet these standards.

**Monitoring and Compliance:**

We conduct regular monitoring and audits to ensure compliance with this policy, and corrective actions are taken promptly if violations are identified.

**Consequences for Non-Compliance:**

Violations of this policy will result in appropriate disciplinary action, including termination of employment or business relationships, and may lead to legal proceedings.

**Review and Continuous Improvement:**

We commit to regularly reviewing and updating this policy to ensure its effectiveness and relevance in addressing emerging risks and challenges.

**Definitions:**

**Human trafficking** refers to the illegal and exploitative trade of human beings for various purposes, often involving force, fraud, or coercion. The United Nations defines human trafficking as: "The recruitment, transportation, transfer, harboring, or receipt of persons by means of threat, use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of organs."

**Forced labor**, also known as involuntary labor or unfree labor, refers to work or services that people are forced to undertake against their will, under threat of punishment or coercion. This can involve various forms of compulsion, such as physical force, intimidation, withholding of wages, debt bondage, or any other means of controlling individuals to exploit their labor.

**Key elements of forced labor include:**

* **Coercion**: Individuals are compelled to work through the use of force, threats, or other forms of intimidation.
* **Lack of Free Will**: Workers do not have the freedom to refuse or leave the work due to the coercive circumstances they face.

**Exploitation**: The labor is often exploited for economic gain, and the workers may be subjected to degrading conditions, long hours, and inadequate compensation.

Forced labor can take various forms, including but not limited to:

* **Bonded Labor**: Workers are forced to work to repay a debt, often under conditions that make it impossible to ever repay.
* **Child Labor**: Children are forced to work under conditions that deprive them of their childhood and interfere with their ability to attend regular schools.
* **Human Trafficking**: Individuals are compelled to work through force, fraud, or coercion, often as part of a broader human trafficking scheme.

**Reporting:**

If you suspect activity that is inconsistent with this policy, please contact the Director of Compliance or the Global Human Trafficking Hotline at 1-844-888-FREE and its email address at help@befree.org.