



Anti-Human Trafficking Compliance Plan

Custom Interface intends to comply with the US Government's zero-tolerance policy (FAR 52.222-50 and 2 CFR Part 175) regarding employees and suppliers engaging in any form of trafficking of persons or forced labor. Failure of any CII employee to comply will trigger disciplinary action up to and including loss of employment or in the case of suppliers, cancellation of business contracts.

We rely on awareness to prevent any form of human trafficking. To ensure employees and suppliers are aware of the importance of adhering to this policy, it will be shared annually with all employees of CII and is posted on our company website under supplier requirements. Reports or concerns regarding potential violations should be submitted to the Human Relations Manager of Custom Interface.

In our hiring practices CII will:

- Abide by local labor and immigration laws.
- Prohibit charging or soliciting a recruitment fee from any candidate as a condition of their prospective employment whether directly or via a recruiting agency.
- Avoid offering transportation or housing in exchange for wages.
- Prohibit the exchange of sex for employment opportunities.

In our Supply Chain, CII Procurement Agents will:

- Make suppliers aware that awards in support of government contracts will have these requirements attached as a condition of the contract.
- Demonstrate that they have implemented a compliance plan if the supplier is being considered for a contract exceeding the \$500,000 threshold.