
ARGONNE NATIONAL LABORATORY
COMBATING TRAFFICKING IN PERSONS NOTIFICATION

Argonne National Laboratory is opposed to human trafficking and forced labor of any kind. Argonne is committed to respecting human rights everywhere we conduct activities, consistent with our Core Values. As part of this commitment, Argonne will work to mitigate the risk of human trafficking and forced labor in all aspects of Argonne's activities.

AWARENESS PROGRAM

The United States Government has adopted a policy prohibiting human trafficking activities. This policy is incorporated into Argonne's Prime Contract at Clause I.34A and reflects the requirements of FAR 52.222-50 (Combating Trafficking in Persons). In accordance with these requirements, Argonne employees, contractors and their agents shall not:

- Engage in severe forms of trafficking in persons;
- Procure commercial sex acts;
- Use forced labor in the performance of the contract;
- Destroy, conceal, confiscate or otherwise deny access by an employee to the employee's identity or immigrations documents, such as passports or drivers' licenses regardless of issuing authority;
- Use misleading or fraudulent practices during the recruitment of employees or offering of employment, such as failing to disclose, in a format and language accessible to the worker, basic information or making material misrepresentations during the recruitment of employees regarding key terms and conditions of employment, including ages and fringe benefits, the location of the work, the living conditions, housing and associated costs (if employer or agent provided or arranged), any significant cost to be charged to the employee, and, if applicable, the hazardous nature of the work;
- Use recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
- Charge employees recruitment fees;
- Fail to provide return transportation or pay for the cost of return transportation upon the end of employment:
 - For an employee who is not a national of the country in which the work is taking place and who was brought into that country for the purpose of working on a U.S. Government contract or subcontract (for portions of contracts performed outside the United States); or
 - For an employee who is not a United States national and who was brought into the United States for the purpose of working on a U.S. Government contract or subcontract, if the payment of such costs is required under existing temporary worker programs or pursuant to a written agreement with the employee for portions of contracts performed inside the United States.
- Provide or arrange housing that fails to meet the host country housing and safety standards; or
- If required by law or contract, fail to provide an employment contract, recruitment agreement, or other required work document in writing.

Additionally, as part of its obligations to the United States Government, Argonne is responsible for:

- A recruitment and wage plan that only permits the use of recruitment companies with trained employees, that prohibits charging fees to the employee and ensures wages must meet applicable host-country legal requirements with any variance requiring explanation.
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- In situations where Argonne provides housing to employees, ensuring the housing will meet host country housing and safety standards.
 - Implementing procedures to prevent subcontractors from engaging in trafficking in persons and terminate any subcontractors that have engaged in such activities.

Any violation of these requirements by an Argonne employee could result in disciplinary action, up to and including termination of employment. For subcontractors and subcontractor employees, failure to comply with these requirements is grounds for Argonne to take any and all appropriate actions, including immediate termination of the subcontractor's contract with Argonne.

For more specific definitions of the terms used above, please see Argonne's Prime Contract Clause I.34A http://www-db.library.anl.gov/db1/prime/download/DDD/prime_009_034_001_000_000.pdf.

Additional information about trafficking in persons can be found at the Department of State's Office to Monitor and Combat Trafficking in Persons at <https://www.state.gov/bureaus-offices/under-secretary-for-civilian-security-democracy-and-human-rights/office-to-monitor-and-combat-trafficking-in-persons/>.

REPORTING CONCERNS

Anyone with a question should contact Argonne's Legal Department if they are uncertain whether a particular action would be a violation of any anti-trafficking requirements. Questions about human trafficking issues may also be submitted anonymously via Argonne's Hotline: <https://www.anl.gov/reporting-unethical-or-illegal-activity>. Human trafficking violations may also be reported to the Global Human Trafficking Hotline at 1-844-888-FREE or help@befree.org.

Argonne strictly prohibits retaliation against any Argonne employee who reports prohibited trafficking-related activity or other violations of policy or law, or who cooperates with any internal or government investigations of such reports. Employees may do so without fear of reprisal. Argonne personnel who engage in any form of retaliation against those who report prohibited trafficking-related activities or other violations of policy or law are subject to disciplinary action, up to and including termination of employment.

Argonne shall inform the Contracting Officer and the agency Inspector General immediately upon receipt of any credible information from any source that alleges an Argonne employee, subcontractor, subcontractor employee, or their agent has engaged in conduct that violates anti-trafficking requirements.
