

Facebook's Anti- Slavery and Human Trafficking Statement

Facebook is opposed to all forms of human trafficking, slavery, servitude, forced or compulsory labor, and all other trafficking-related activities (together, "human trafficking"). We are committed to (1) fully complying with all applicable labor and employment laws, rules and regulations and (2) working to eliminate human trafficking in our business and supply chains. To that end, Facebook has adopted the policies described below.

Facebook requires that Facebook personnel comply with the Facebook, Inc. Code of Conduct (the "Facebook Code of Conduct"), which prohibits violations of law, including labor and employment laws. Facebook also requires that its high-priority suppliers, which are identified using risk-based methodology, comply with the labor standards set forth in the Electronic Industry Citizenship Coalition ("EICC") Code of Conduct, which includes standards relating to freely chosen employment, young workers, working hours, wages and benefits, humane treatment of workers, non-discrimination, and freedom of association. Facebook also expects its high-priority suppliers to hold their suppliers and subcontractors to the same labor standards set forth in the EICC Code of Conduct. In addition to the Facebook Code of Conduct and the standards set forth in the EICC Code of Conduct, Facebook's policies and compliance procedures with respect to workforce education on labor standards, pay transparency, hours of work, harassment, and conflict minerals sourcing for Oculus products are designed to mitigate the risk of human trafficking in our business and supply chains. Facebook personnel may report any violations of or activity inconsistent with Facebook's policies and compliance procedures pursuant to Facebook's Whistleblower and Complaint Policy.

Training on the Facebook Code of Conduct is provided to all Facebook personnel. Training regarding the standards set forth in the EICC Code of Conduct was also provided to certain key personnel in Facebook's supply chain and sourcing teams.