
Policy on Human Trafficking and Forced Labor

Keystone Engineering Inc. ("Keystone") is opposed to human trafficking and forced labor in any form, on any level, under any circumstances, anywhere in the world, including by all contractors and suppliers with which we do business. Human Trafficking is defined as the use of force, fraud, or coercion for the purpose of obtaining labor. As a federal contractor, we also are subject to the requirements of Executive Order 13627 entitled, "Strengthening Protections Against Trafficking in Persons in Federal Contracts". To guard against human trafficking and forced labor in the performance of federal contracts we are awarded, our Disclosure Statement and Compliance Plan on Opposing Human Trafficking and Forced labor has been posted on the Company website. All employees are expected to adhere to these published guidelines and standards regarding our opposition to human trafficking and forced labor. In addition, all Keystone employees, including all employees responsible for procurement and management of contract/supplier relations, are required to notify their direct supervisors or the Human Resources Department if they witness or receive credible information regarding a violation of the Company's policy on forced labor and human trafficking by any Keystone employee or agent or by any contractor or supplier or by any employee or agent of any contractor or supplier on a federal contract or subcontract. We will investigate any credible information regarding violations of our policy on human trafficking and forced labor that comes to our attention and take appropriate corrective action, including reporting violations to the appropriate government authorities, to insure that our federal contracts are not tainted by human trafficking or forced labor.