

KAMAN

KAMAN COMBATTING TRAFFICKING IN PERSONS POLICY

In support of the United States Government policy prohibiting trafficking in persons, Kaman Corporation is committed to comply with Executive Order 13627 “Strengthening Protections Against Trafficking in Persons in Federal Contracts” and title XVII of the National Defense Authorization Act for Fiscal Year 2013. As such, we expect our employees and suppliers to not engage in the use of forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery, to not procure commercial sex acts, or engage in trafficking of persons. This includes but is not limited to:

- transporting, harboring, recruiting, transferring, or receiving vulnerable persons by means of threat, force, coercion, abduction, or fraud for the purpose of exploitation;
- destroying, concealing, confiscating, or otherwise denying access by an employee to the employee’s identity or immigration documents, such as passports or drivers’ licenses, regardless of issuing authority;
- using misleading or fraudulent practices during the recruitment of employees;
- charging employees recruitment fees;
- failing to provide return transportation or pay the cost of return transportation upon the end of employment.

Failure to comply with this Policy could result in disciplinary action up to and including employee or subcontractor termination.

Individuals may report, without fear of retaliation, any suspected violations of the Trafficking in Persons policy, following the reporting guidance in Kaman’s *Code of Business Conduct and Ethics* or the Global Human Trafficking Hotline at 1-844-888-FREE and its email address at help@befree.org.