

SHAPEWAYS

ANTI-HUMAN TRAFFICKING POLICY

Last updated August 11, 2023

Shapeways Holdings, Inc., along with its affiliates and subsidiaries (“Shapeways”) strictly prohibits employees, subcontractors, subcontractor employees, and agents from engaging in human trafficking-related activities, including but not limited to, using force, fraud or coercion to subject a person to involuntary servitude, procuring labor from an individual through threats of serious harm to that person or another person, and sex trafficking.

Shapeways also prohibits employees, subcontractors, subcontractor employees and agents from engaging in the following practices related to human trafficking:

- Destroying or otherwise denying access to an employee’s identity or immigration documents, such as passport or drivers’ licenses;
- Using misleading or fraudulent practices to recruit employees, such as failing to disclose key terms and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, and if applicable, the hazardous nature of the work;
- Using recruiters who do not comply with local labor laws;
- Charging applicants recruitment fees;
- Failing to provide return transportation to certain employees who are brought to a country for the purpose of working on a U.S. Government contract;
- Providing housing that fails to meet host country housing and safety standards; and
- Failing to provide an employment contract or work document where required by law.

Shapeways will take appropriate disciplinary action for violations of this policy, up to and including the discharge of employees, subcontractors, and agents.

Shapeways cooperates with the U.S. Government and other appropriate governmental entities in audits or investigations relating to any policy violations. Employees of Shapeways are required to cooperate in any internal or external investigation of alleged wrongdoings.

Mandatory Reporting Requirements

When information is brought forward involving Shapeways, or an employee, contractor, subcontractor, subcontractor employee, or agent concerning a possible violation of this Policy, it is the responsibility of each Shapeways employee, contractor and/or external service provider to immediately report details of the violation directly to either of the following:

- The Shapeways Legal Department via legal@shapeways.com; or
- The Shapeways Compliance Hotline via 800-916-7037 (Company Identifier 7479) or https://irdirect.net/SHPW/whistleblower_iframe.

Failure to report an actual or potential violation may subject the employee to disciplinary action, including termination of employment.

Non-Retaliation Policy

Shapeways takes its non-retaliatory culture very seriously and will not allow anyone to take adverse action, threaten, intimidate or retaliate if someone reports a violation or suspected violation of this Policy. Shapeways considers retaliation itself a violation of this Policy and will respond accordingly.