

HUMAN RIGHTS POLICY

Perma-Fix Environmental Services, Inc., as well as its subsidiaries (“Perma-Fix”), has a zero-tolerance policy prohibiting trafficking in persons. This includes, but is not limited to, the following trafficking-related activities.

- Engaging in any form of human trafficking where travel is arranged or facilitated for any persons with a view to exploiting them.
- Procuring commercial sex acts in the performance of any work.
- Using forced labor in the performance of any work or coercing any persons to perform work or activities under threat of penalty.
- 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 candidates/employees or offering of employment.
- Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place.
- Charging applicants/candidates/employees recruitment fees.
- Failing 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 by Perma-Fix for the purpose of working on a U.S. Government contract or subcontract (for portions of contracts performed outside the United States), unless the employee is legally permitted to remain in the country of employment and chooses to do so, or if an appropriate agency has exempted this requirement.
- Failing to provide return transportation or pay for the cost of return transportation upon the end of employment, for an employee who is not a United States national and who was brought into the United States by Perma-Fix 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), unless the employee is legally permitted to remain in the country of employment and chooses to do so, or if an appropriate agency has exempted this requirement.
- Providing or arranging housing that fails to meet the host country housing and safety standards.
- If required by law or contracts, failing to provide an employee contract, recruitment agreement, or other required work document in writing and in a language the employee understands.
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Perma-fix does not and will not permit its employees, subcontractors, vendors, suppliers, or other entities doing business with Perma-Fix to engage in any form of human trafficking and the above activities.

Perma-Fix prohibits retaliation against anyone who files a complaint or reports a suspected violation of this policy. An employee or other party who violates this policy will be subject to appropriate discipline by Perma-Fix, including but not limited to, disclosure of the violation to government officials, when required by law or contract, and termination.

Any suspected violations should be reported immediately through the Perma-Fix Whistleblowers Reporting Program at 844-714-0960 or <https://perma-fix.navexone.com>.

Perma-Fix’s Code of Business Conduct and Ethics, and Anti-Fraud Policy are among additional Perma-fix policies that uphold Perma-Fix’s commitment to social responsibility and ethics.

Approved by: _____

Mark Duff, CEO

31July2023

Date