



Modern Slavery and Human Trafficking Statement

May 2023

Modern Slavery Reporting Hotlines

United States Reporting

Callers can reach the hotline by:

- dialing 888-373-7888
- texting 233733
- initiating online chats at [Home | National Human Trafficking Hotline](#)

United Kingdom Reporting

Callers can reach the hotline by:

- dialing 0800 0121 700
- [report it online](#)

Australia Reporting

Callers can reach the hotline by:

- dialing 000
- contact the Australian Federal Police (AFP) at 131 237 (131AFP) or go to the AFP website at www.afp.gov.au
- contact My Blue Sky, Australia's national forced marriage service at (02) 9514 8115, text +61 481 070 844, email help@mybluesky.org.au or visit www.mybluesky.org.au
- Non-English speakers – to access an interpreter in your own language call the Translating and Interpreting Service at 131 450

Modern Slavery and Human Trafficking

This document contains the Modern Slavery Statement for PLEXSYS Interface Products, Inc. inclusive of all our wholly owned subsidiaries globally and is issued under section 54 of the Modern Slavery Act 2015 (the Act) in the UK, The Commonwealth Modern Slavery Act 2018 (the Act) in Australia, and in accordance with the modern slavery and human trafficking laws of other locations in which PLEXSYS operates. This statement constitutes our modern slavery and human trafficking statement for the financial year ending 31 December 2022 and sets out the measures PLEXSYS Interface Products, Inc. takes to prevent slavery and human trafficking in our business and supply chains for 2023.

Our Commitment

Modern Slavery and Human Trafficking Statement

As a global company, PLEXSYS recognizes Modern Slavery, involuntary servitude, forced labor, and Human Trafficking is a global issue which impacts all industries and must be addressed to prevent human rights violations in our society. As such, PLEXSYS is committed to responsible business practices which uphold human rights and strives to incorporate this commitment across all aspects of our business and our supply chain. PLEXSYS has a zero-tolerance approach throughout our corporate enterprise and our supply chain and strives to stay alert and ultimately eradicate Modern Slavery and Human Trafficking through close collaboration with our business partners, suppliers, and customers.

Organizational Structure

Founded in 1986, PLEXSYS is a modeling and simulation (M&S) global defense training company with 35+ years of delivering Live, Virtual, and Constructive (LVC) training readiness solutions and innovation. We are a 100% employee-owned small business, with more than 230 full-time employees plus part-time consultants. PLEXSYS main office and headquarters is in Camas, Washington, United States. Additionally, PLEXSYS operates three wholly owned subsidiaries. ImmersaView and PLEXSYS Australia are headquartered in Queensland and New South Wales, Australia, respectively, and PLEXSYS UK is headquartered in Lincoln, United Kingdom.

Supply Chain Policies

- To reduce risk, PLEXSYS only utilizes suppliers on the PLEXSYS approved supplier list
- Suppliers are vetted using a multi-prong approach which includes due diligence:
 - review of potential suppliers' business representations/certification on SAM.gov if available.
 - review to ensure potential suppliers are not on the Denied Party List
 - review of Global trade embargoes and sanctions
 - review of OFAC financial sanctions programs
 - review of Anti-Money Laundering (AML) checklist
 - review of Foreign Corrupt Practices Act (FCPA)
 - review of Politically Exposed Parties (PEP)
 - review of Medical and Pharmaceutical Exclusions
 - review of Law Enforcement actions
 - entity vetting by Defense Counterintelligence Security Agency if applicable

Training and Risk Mitigation

- PLEXSYS core values include Integrity, Excellence, Teamwork, and Agility. As such, these core values drive our business practices, and the concepts are embedded across our corporate culture.
- Our employees are offered multiple opportunities for continuing education in line with our culture of Excellence. As such, PLEXSYS provides every employee with initial onboarding and annual refresher training on Modern Slavery and Combatting Human Trafficking. PLEXSYS utilizes its internal learning management system to host, assign, and track our Modern Slavery and Human Trafficking training.
- PLEXSYS has identified minimal risk of slavery and human trafficking taking place in its business or supply chains. Although there is minimal risk, PLEXSYS continues to mitigate the risk through continued internal training and effective supply chain processes.
- PLEXSYS performance indicators to ensure accomplishment includes a comparison of the above risks tied to reports of suspected or actual Modern Slavery or Human Trafficking internally or from within the PLEXSYS Supply Chains

Completed Goals

- Establishment of Human Trafficking policy IAW United States Federal Acquisition Regulations
- Ensure all suppliers are vetted and approved prior to use
- Develop Learning Management System Training for employees
- Provide access to and encourage reporting
- Receive zero reports of suspected or actual Modern Slavery or Human Trafficking internally or from within the PLEXSYS Supply Chain

Continuing and Future Commitments

- Update PLEXSYS terms and conditions to incorporate Modern Slavery and Human Trafficking clauses in all contracts and purchase orders
- Expand internal training on Modern Slavery and Human Trafficking
- Implement additional supplier onboarding requirements inclusive of Modern Slavery and Human Trafficking representations and certifications
- Annual review, briefing, and update of Modern Slavery and Human Trafficking policies to discuss current status, completed goals, continuing commitments

Approval and Signature

- This Statement was approved by the PLEXSYS Board of Directors and the President and CEO.

Ronald Wiegand
President and CEO
PLEXSYS Interface Products, Inc.