

Anti-Human Trafficking Policy

Cerner Corporation

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Policy Statement

Cerner Corporation and its subsidiaries (collectively “Cerner” or “we”) are opposed to human trafficking and forced labor in any form. We are committed to working to mitigate the risk of human trafficking and forced labor in all aspects of our business. Many Cerner clients, both commercial and governmental, have a zero-tolerance policy regarding any of their employees, contractor personnel and their agents engaging in any severe form of trafficking in persons. For purposes of this Anti-Human Trafficking Policy (this "Policy"), "severe forms of trafficking" includes sex trafficking in which a commercial sex act is induced by force, fraud or coercion, or involves a minor, or the recruitment, harboring, transportation, provision or obtaining of a person for labor or services through the use of force, fraud, or coercion for the purposes of subjection to involuntary servitude, debt bondage, peonage or slavery. In addition, the laws of various jurisdictions prohibit human trafficking and forced labor. Cerner intends to comply with those legal prohibitions.

Cerner, its associates, directors and officers (“Associates”), and its consultants, contractors, distributors, agents, local sponsors and any other business partner (collectively, “Business Partners”) are prohibited from:

- Engaging in severe forms (i.e., using force, fraud or coercion) of trafficking in persons;
- Procuring commercial sex acts in association with Cerner business;
- Using forced labor in the performance of any Cerner contract;
- Destroying, concealing, confiscating, or otherwise denying access by an employee to the employee’s identity or immigration documents;
- Using misleading or fraudulent recruiting practices;
- Charging employees recruitment fees;
- Failing to pay return transportation costs at the end of employment for an employee who was brought by Cerner outside that employee’s nation of residence to work on a U.S. government contract or subcontract, unless the employee is legally permitted to remain in the country of employment and chooses to do so;
- Providing or arranging housing that fails to meet the host country housing and safety standards; and
- If required by law or contract, failing to provide an employment contract, recruitment agreement or similar work document in writing in a language the employee understands and at least five days prior to the employee departing from his or her country of origin if the employee is required to relocate to perform the work.

Investigation/Remedial Action

The prevention, detection, and reporting of human trafficking violations is the responsibility of all Cerner Associates and Business Partners. Any Cerner Associate or Business Partner who is aware of a violation or potential violation of this Policy should report such activity to Cerner Legal or the [Cerner Ethics Hotline](#), without fear of retaliation.

Cerner will promptly investigate all reports of potential violations of this Policy and applicable anti-human trafficking laws and regulations. Any Cerner Associate or Business Partner violating applicable anti-human trafficking laws, regulations and/or this Policy or who knowingly fails to report a violation of this Policy will be subject to appropriate corrective action and/or disciplinary action, as appropriate, up to and including dismissal or termination of employment or engagement for Cerner Associates (as permitted by local law), termination of an existing contract for Business Partners or other actions for either Cerner Associates or Business Partners as appropriate and as permitted by local law. Additionally, violations of this Policy could lead to liability or other remedial action from the appropriate government agencies, including civil and criminal fines, exclusion from government contracting and potential jail time.

Who to Contact

Cerner Legal

- Marc Elkins, Chief Compliance Officer – melkins@cerner.com, +816.201.0550
- Amy Abrams, Sr. Corporate Counsel, U.S. – amy.abrams@cerner.com, +816.201.2509
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- EMEA Compliance Officer – EMEAComplianceOfficer@cerner.com.

[Cerner Ethics Hotline](#)

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