

Human Rights and Labor Rights Policy

Purpose

This Human Rights and Labor Rights Policy formalizes the commitment of 3D Systems and its affiliates to respect and protect human and labor rights for all people. 3D Systems' commitment to promote human and labor rights in its operations and throughout its supply chain is independent of any country or government's willingness to fulfill its own human rights obligations.

3D Systems' commitment to human rights and labor rights has been integrated into its operations since its inception in 1983. This Policy reinforces 3D Systems' commitment to serve as an industry leader in policies and practices that respect and protect all people, regardless of race, color, religion, sex, age, sexual orientation, gender identity, disability, status as a protected veteran, or any other status.

Definitions

- "Affiliate" means any legal entity controlled by 3D Systems
- "Company" means 3D Systems Corporation and its Affiliates
- "Policy Owner" means the individual primarily responsible for implementing a Policy throughout the Company
- "Human Rights" are the fundamental rights, freedoms and standards of treatment adhered to by governments, businesses, and individuals around the world and outlined in full in the United Nation's Universal Declaration of Human Rights. These fundamental rights are inherent to all human beings, regardless of race, color, religion, sex, sexual orientation, gender identity, disability, status as a protected veteran, or any other status. Human rights include the right to life and liberty, freedom from slavery, freedom of expression, the right to work, and many more universal, inviolable and interdependent fundamental freedoms.
- "Labor Rights" are based on international principles set forward by the International Labour Organization (ILO)

Scope

This Policy applies to the Company and its employees, consultants, independent contractors, subcontractors, subcontractor employees and their agents globally. 3D Systems is committed to operating in compliance with the mandatory laws and regulations of the countries in which it operates and expects the same of its vendors and suppliers. In the United States, the Company complies with a wide variety of laws and regulations at both the federal and state levels that serve to protect human rights and labor rights, including, but not limited to, the Civil Rights Act; the Americans with Disabilities Act; the Fair Labor Standards Act; the Equal Pay Act; the Occupational Safety and Health Act; the Family and Medical Leave Act; the Labor-Management Relations Act; the Alien Tort Claims Act; and other laws as administered by the Equal Employment Opportunity Commission.

Internationally, 3D Systems strives to protect the high-level human rights principles outlined in the United Nation's Universal Declaration of Human Rights; the fundamental Conventions developed by the



International Labour Organization and ratified by the United States; the United Nations Guiding Principles on Business and Human Rights; and the OECD Guidelines for Multinational Enterprises.

This Policy should be reviewed in conjunction with 3D Systems' Code of Conduct, Anti-Human Trafficking Policy, Environmental Health and Safety Policy, Supplier Code of Conduct Policy, Equal Employment Opportunity and the Anti-Discrimination and Anti-Harassment Policy.

Policy Objectives & Goals

3D Systems and its Board of Directors, employees, consultants, independent contractors, partners, suppliers, vendors and contractors should strive to protect and promote human rights and labor rights.

Policy

In furtherance of these goals, it is 3D Systems' policy to:

- Provide fair and equitable wages as required by law, and a living wage in areas where the law is silent.
- Protect the rights of minorities and women and provide equal pay regardless of race, color, religion, sex, sexual orientation, gender identity, disability, status as a protected veteran, or any other status.
- Recognize employees' rights to freedom of association.
- Prohibit forced labor or child labor.
- Promote a workplace of diversity and inclusion that is free of discrimination sexual harassment and any other form of harassment.
- Protect employees' rights to freedom of expression.
- Provide a safe workplace with fair labor conditions and reasonable work hours.
- Facilitate and promote a positive work environment by encouraging workers at all levels to work together collaboratively to address and resolve workplace matters in an open environment and leverage the Company's Open Door Policy and resources as needed.
- Provide sufficient, safe, clean, physically accessible water and sanitation.
- Engage and solicit feedback from stakeholders on issues that impact human rights.
- Contribute to global communities through volunteerism, impactful social programs, and economic empowerment of all people.
- Regularly assess risks to human rights and report transparently on any concerns of human rights violations throughout the Company's supply chain.
- Remain committed to responsible business practices that do not infringe on human rights.
- Require all employees to annually review and acknowledge the Human Rights and Labor Rights Policy through the 3D Systems Academy training portal.
- We are an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, sexual orientation, gender identity, disability, status as a protected veteran, or any other category that is protected in accordance with applicable law.



This non-exhaustive list is illustrative of 3D Systems' ongoing commitment to the protection of human rights and labor rights globally. 3D Systems expects that its stakeholders, global partners, suppliers, vendors and contractors support and join this commitment as we constantly evaluate and implement modern corporate policies and procedures to support our sustainable business operations.

Reporting

Actual or suspected violations of the Company's policies or unethical behaviors should be reported immediately to 3D Systems management, or anonymously through the Open Line services described below. In support of candid and swift reporting, the Company strictly prohibits any form of retaliation against persons who make reports of discrimination or harassment or who provide assistance during an investigation. Retaliation will not be tolerated and will be considered a serious form of misconduct.

We maintain a toll-free Ethics Open Line that you can use to convey any complaint or concern, including in particular any concern regarding human rights, labor rights, accounting, internal controls and auditing matters. Calls to the Ethics Open Line are monitored on no less than a weekly basis and all messages are reported to the Chief Ethics Compliance Officer, Ethics Compliance Officer and the Chair of the Compliance Committee on the Board of Directors.

To use the Ethics Open Line, you have several options, including:

- Website: www.lighthouse-services.com/3DSystems;
- Toll-Free Telephone:
 - Direct Dial:
 - English speaking USA and Canada: 833-880-0002
 - Spanish speaking USA and Canada: 800-216-1288
 - French speaking Canada: 855-725-0002
 - Spanish speaking Mexico: 01-800-681-5340
 - AT&T USADirect:
 - All other countries: 800-603-2869 (must dial country access code first);
- E-mail: reports@lighthouse-services.com (must include Company name with your report); or
- Fax: (215) 689-3885 (must include Company name with report).

If you have any questions regarding this Policy, you may contact compliance@3dsystems.com

Last Updated: July 7, 2021

A handwritten signature in cursive script that reads 'Jeff'.

Dr. Jeffrey A. Graves

President and Chief Executive Officer

3D Systems Inc.