Human Rights Policy

Xometry recognizes that the protection of human rights is essential to the well-being of all including the rights of minority populations and Women’s rights. Xometry is committed to fostering a culture which promotes support for internationally recognized human rights and labor standards.

This Human Rights Policy applies to all of our employees worldwide and anyone doing business with or on behalf of Xometry. This global policy applies to all locations and cases where we or our stakeholders conduct business.

Respect for human rights is a fundamental right and Xometry is committed to assuring that all of Xometry’s stakeholders respect Human Rights and are encouraged to respect these critical rights for the well-being of everyone. We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees, customers and suppliers.

Our Policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, the Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (“OECD”) and the International Labor Organization’s (“ILO”) Core Conventions on Labor Standards.

We are committed to supporting human rights in the workplace and in all our business relationships. We are committed to respecting the dignity and worth of all individuals while providing equal opportunity for all employees by complying with the following policies. We expect our customers, suppliers, shareholders and affiliates to share these same values. We also expect our vendors and suppliers to have or develop similar policies and practices that apply to all workers, suppliers, and their supply chains, which include migrant and temporary workers.

Concerns related to any real or potential human rights violations may be reported to Xometry confidentially, anonymously (if desired), and free of retaliation by:

- Phone: 1-833-770-2410
- Online (secure web form): https://www.whistleblowerservices.com/XMTR
- Mail: Xometry, Inc.
  Attn: Legal Department
  7529 Standish Place, Suite 200
  Derwood, MD 20855