

Pareto AI's Modern Slavery Statement

Introduction

Pareto AI ("**Pareto**", "**We**") is a Delaware corporation. We are committed to preventing modern slavery and human trafficking in all our business operations and supply chains.

Our Business

Pareto AI is a remote data labeling startup that operates globally. We have a core, full-time staff which supports our network of freelance, data labelers. Our supply chain is digital, consisting of software tools and platforms essential for our operations.

We do not engage in manufacturing or physical goods production. We do not offer housing accommodations to any employees or contractors. Both of these factors reduce the risk of modern slavery within our supply chain. Our work with contractors is project-based and temporary.

Our clients propose AI training projects. We create a budget and recruit contractors to perform the AI training. We then supervise all output and respond to contractor and client concerns.

Policies Related to Slavery and Human Trafficking

We are committed to maintaining the highest ethical standards in our operations and supply chains. We abhor slavery, forced labor, and human trafficking. Our policies work to ensure that all work carried out on behalf of Pareto AI is voluntary, satisfying, and well-paid. Our vetting procedure before hiring any freelancer requires the following:

1. Contractors must be at least 18 years old.
2. Contractors must apply and be paid under their own name.
3. Contractors may only have a single account.
4. Contractors must follow all local and national laws.
5. Contractors must respect other contractors, Pareto employees, and our clients. We prohibit any threat of violence, harassment, and intimidation.
6. Contractors must not discriminate against one and other, Pareto employees, or our clients on the basis of race, religion, sex, or national origin.

These procedures are also detailed in our Independent Contractor Agreement and in our Code of Conduct.

Contractor Rights

- You are free to terminate your contract with Pareto at any time.
- You are free to move and associate as you wish.
- You do not need to pay Pareto for recruitment fees. We do not and will not ask for such fees.

- You never need to give us your original identification documents. We may ask for scans of such documents, but we will never request physical copies of passports, driver's licenses, birth certificates, or the like.
- You have access to remedy, compensation, and justice for modern slavery. Please see the Incident Reporting below for resources.

Incident Reporting

If you believe you or another are a victim of modern slavery, human trafficking, or child labor, please reach out for help.

1. NGO support: NGOs are non-governmental organizations with charitable missions. Click [here](#) for the Human Trafficking Hotline, one such NGO. For more NGOs, you might also search online for “human trafficking hotline”, “NGO slavery hotline”, “report child labor”, or any variation of these phrases to see more results.
2. Law enforcement: If a specific case of modern slavery is identified, please contact the police immediately. For incidents in the United Kingdom, call 101 for a non-emergency and 999 for an emergency. For incidents in the United States, call 911. For a list of local, national emergency numbers, click [here](#).
3. Pareto AI: If you would like to report an incident to us, please contact us at trust@pareto.ai.

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Definition of Slavery and Servitude

Slavery, in accordance with the 1926 Slavery Convention, is the status or condition of a person over whom all or any of the powers attaching to the right of ownership are exercised. Since legal 'ownership' of a person is not possible, the key element of slavery is the behavior on the part of the offender as if he/ she did own the person, which deprives the victim of their freedom. Servitude is the obligation to provide services that is imposed by the use of coercion and includes the obligation for a 'serf' to live on another person's property and the impossibility of changing his or her condition.

Definition of Child Labor

Pareto only hires adults, aged 18 and older.

Child labor is defined by international standards as children below 12 years working in any economic activities, those aged 12-14 engaged in more than light work, and all children engaged in the worst forms of child labor (ILO).

The term “child labor” is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. Whether or not particular forms of “work” can be called “child labor” depends on the child's age, the type and hours of work performed, the conditions under which it is performed and the objectives pursued by individual countries.

Signed on September 6, 2024

By:



Phoebe Yao
Chief Executive Officer