

Human Rights Policy Statement

KNG Partnership are committed to upholding human rights in all aspects of our operations and business practices.

We recognise and respect the inherent dignity and worth of every individual, and we are committed to promoting and protecting the human rights of our employees, customers, suppliers, and communities.

To this end, we have established the following human rights policy:

1. **Non-discrimination:** We will not discriminate against any person on the basis of race, colour, gender, sexual orientation, gender identity or expression, age, religion, national origin, disability, or any other protected characteristic.
2. KNG Partnership adhere to the international standards and do not permit the employment of individuals under the age of 15 or under the age of mandatory schooling.
3. **Fair labour practices:** We will provide fair wages and benefits, safe and healthy working conditions, and freedom of association and collective bargaining to all employees.
4. **Ethical business conduct:** We will conduct our business with integrity, honesty, and transparency, and we will not engage in any practices that violate human rights.
5. **Community engagement:** We will engage with and respect the human rights of the communities in which we operate, and we will work to minimise our impact on the environment.
6. As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance.
7. If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships

We will regularly review and assess our human rights policy to ensure that it is up-to-date and effective.

We will also provide training and education to our employees.

KNG Partnership