

KIWER HUMAN RIGHTS POLICY STATEMENT



KIWER is committed to upholding and promoting the fundamental principles of human rights in all aspects of our operations. This Human Rights Policy reflects our dedication to respecting human rights, fostering diversity and inclusion, and conducting business in a socially responsible manner.

Policy Statement:

1. Respect for Human Dignity:

- KIWER is committed to respecting the inherent dignity of all individuals and promoting a work environment that is free from discrimination, harassment, and any form of mistreatment.

2. Equal Opportunity Employment:

- We embrace diversity and inclusion and provide equal employment opportunities to all employees and job applicants, regardless of race, color, ethnicity, gender, sexual orientation, gender identity, age, disability, religion, or any other protected characteristic.

3. Anti-Discrimination and Harassment:

- KIWER strictly prohibits discrimination and harassment in any form. We will promptly investigate and address any complaints related to discrimination, harassment, or retaliation.

4. Child Labor and Forced Labor:

- KIWER does not tolerate child labor or forced labor in any form. We comply with all applicable laws regarding the minimum age of employment and ensure that employment is voluntary.

5. Supply Chain Responsibility:

- We expect our suppliers and business partners to share our commitment to human rights. KIWER will assess and address human rights risks within our supply chain and take appropriate measures to mitigate any adverse impacts.

6. Training and Awareness:

- Employees will receive training on human rights principles, policies, and procedures to ensure awareness and understanding. Training will be provided to all levels of the organization.

7. Confidentiality and Privacy:

- KIWER respects the privacy and confidentiality of employee information. Personal data is handled in accordance with applicable data protection laws.

8. Community Engagement:

- KIWER actively engages with the communities in which we operate, respecting local cultures and traditions. We seek to contribute positively to the social and economic development of these communities.

Human Rights Due Diligence:

- KIWER will conduct regular human rights impact assessments to identify, prevent, and mitigate any adverse human rights impacts associated with our business activities.

Reporting Violations:

- Employees are encouraged to report any suspected violations of this Human Rights Policy through the designated reporting channels. Whistleblower protections will be provided to individuals making good faith reports.

Review and Revision:

- This policy will be reviewed annually or more frequently as needed to ensure its continued relevance and effectiveness.

Review and Approval:

This Human Rights Policy has been reviewed and approved by the leadership team of KIWER.