LABOR AND HUMAN RIGHTS POLICY

At Kale Care Chemicals, we are committed to conducting business in a manner that protects the safety, health, and well-being of our employees and others affected by our operations. We strive to respect and promote labor and human rights in alignment with the UN Guiding Principles on Business and Human Rights.

This policy applies to all Kale Care Chemicals entities, both domestic and international, and encompasses all employees, managers, contractors, and business partners.

Kale Care Chemicals is committed to:

- Ensuring the health, safety, and well-being of our employees and other stakeholders, including local communities;
- Proactively identifying and mitigating health and safety hazards/risks;
- Respecting employees' right to organize;
- Providing training to develop employees’ skills and enhance job satisfaction;
- Ensuring working hours, holidays, and leave periods comply with local laws and agreements.

We are also committed to achieving the following human rights objectives:

- Prohibiting all forms of forced labor, child labor, and human trafficking;
- Ensuring equal opportunities for all individuals without discrimination or harassment based on gender, race, age, color, disability, ethnic or national origin, sexual orientation, religion, social or marital status, or any other status protected by applicable laws.

The Human Resources (HR) Team is responsible for developing the Human Rights Policy and presenting annual target proposals to the Board of Directors. The HR Team also identifies best practices and tools the company can use to achieve its commitments and objectives.

The policy is regularly updated by management, and all changes are communicated to relevant stakeholders.

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