



King Associates LTD
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Modern Slavery, Human Trafficking and Child Labor Policy

This statement sets out the company's actions to understand all potential modern slavery risks related to its business, and to put in place steps that are aimed at ensuring that there is no slavery, human trafficking or child labor in its own business and its supply chains.

As a manufacturer, the company recognizes that it has a responsibility to take a robust approach to slavery, human trafficking and child labor.

The company is absolutely committed to preventing slavery, human trafficking and child labor in its corporate activities, and to ensuring that its supply chains are free from slavery, human trafficking and child labor.

Organizational structure and supply chains

This statement covers the activities of Kord King in manufacturing. The company currently operates in the United States of America.

The company operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery, human trafficking and child labor in its operations:

- **Whistleblowing policy:** The company encourages all its workers, customers, and other business partners to report any concerns related to the direct activities, or the supply chain of the company. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Employee code of conduct:** The company's code makes clear to employees the actions and behavior expected of them when representing the company. The company strives to maintain the highest standards of employee conduct and ethical behavior when managing its suppliers.



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- **Supplier code of conduct:** The company is committed to ensuring that its suppliers adhere to the highest standards of ethics. The company works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the company's supplier code of conduct will lead to the termination of the business relationship.
- **Recruitment policy:** The company uses only specific, reputable employment agencies to source labor and always verifies the practices of any new agency it is using before accepting workers from that agency.

Due diligence

- The company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers.
- Mapping the supply chain broadly to assess geographical risks of modern slavery, human trafficking and child labor.
- Evaluating the modern slavery, human trafficking and child labor risks of any new supplier
- Taking steps to improve substandard suppliers' practices, including providing advice to suppliers and requiring them to implement action plans.