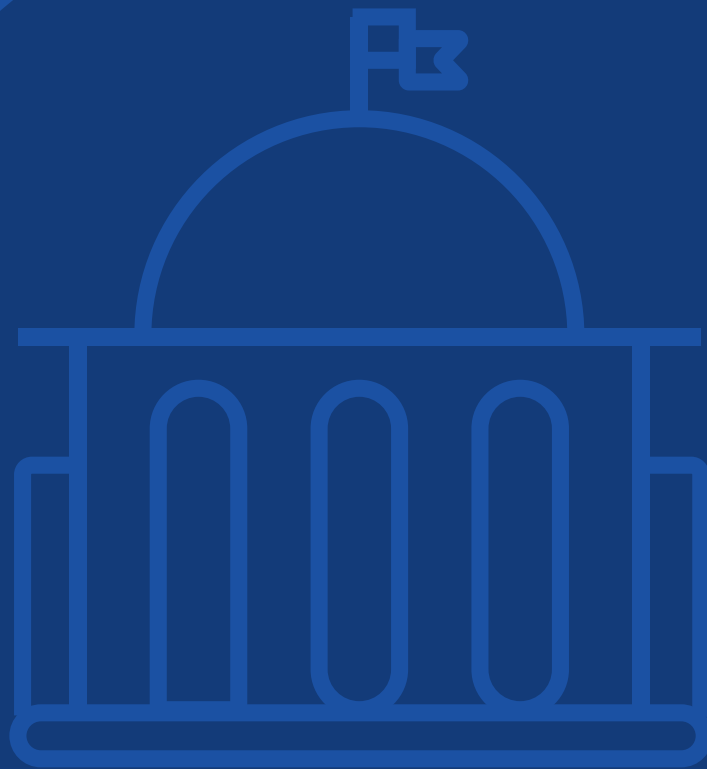


**COMBATTING**  
*FORCED & CHILD LABOR*

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**KIK UPHOLDS**



GOVERNANCE



## We are KIK

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WE BRING EXCEPTIONAL BRANDS AND PRODUCTS TO CONSUMERS THAT HELP THEM PROTECT THE HEALTH AND WELLNESS OF THEIR FAMILIES AND THE CLEANLINESS OF THEIR HOMES AND POOLS.

ONE OF NORTH AMERICA'S LARGEST INDEPENDENT MANUFACTURERS OF CONSUMER PRODUCTS WITH MAJOR POSITIONS IN THE MULTI-BILLION DOLLAR HOUSEHOLD AND POOL CATEGORIES, KIK PARTNERS WITH A WIDE RANGE OF RETAILERS TO BRING OUR LARGE PORTFOLIO OF BRANDS AND PRODUCTS TO CONSUMERS EVERYDAY.

### **OUR PRODUCTS**

We offer leading brands and high-quality products that care for the everyday needs of consumers.

KIK HOLDCO Company Inc. is a proud member of the KIK Consumer Products group. Headquartered in Concord (ON), with locations in Montreal and Laval (QC), it manufactures household products in its Montreal and Laval facilities. To that end, it purchases raw materials and packaging, primarily from North American supply chain partners. It also imports and distributes pool products manufactured by its affiliates in the United States.



## Position Statement on Human Rights

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KIK CONSUMER PRODUCTS and its employees are guided by its Code of Conduct, the requirements that serve as a moral compass for how we conduct business, and the “One KIK” culture – These principles outline our obligations to our customers, our employees and our shareholders. Our commitment to conducting business in an ethical way includes a commitment to act in accordance with recognized human rights standards.

It is a country’s duty to uphold human rights enacting an appropriate legislative framework and KIK complies with all laws applicable to its operations around the world. KIK recognizes that some countries do not have adequate legal frameworks to protect human rights. As such, KIK upholds its commitment to by respecting, and requesting that its partners and suppliers respect, human rights consistently across all jurisdictions.

### **OUR COMMITMENT TO UPHOLDING HUMAN RIGHTS IS ARTICULATED AROUND THE FOLLOWING PRINCIPLES:**

#### **LABOUR AND EMPLOYMENT**

We employ individuals in full compliance with laws, including those concerning work hours, compensation, discrimination and working conditions. Employees have the right to organize or join associations, and bargain collectively, if they so choose.

#### **MODERN SLAVERY**

KIK does not engage in, support or condone any form of modern slavery, including human trafficking and child labour and abides by the spirit and the letter of its policy on Modern Slavery. We strictly prohibit our employees, suppliers and other business partners from engaging in modern slavery.

#### **SAFE AND HEALTHY WORK ENVIRONMENT**

KIK strives to maintain a clean and safe and healthy environment for its employees. As such, it requires full compliance with applicable workplace safety laws.

#### **DISCRIMINATION, HARASSMENT AND VIOLENCE**

KIK bases its employment decisions on merit only. We do not tolerate discrimination, harassment or violence and abide by the standards set out in our Workplace and Harassment Policy.

#### **CHILD LABOUR**

Child labour is pervasive problem throughout the world. As an employer and purchaser of services and goods, KIK strongly condemns child labour. KIK will not tolerate the use of child labour, including contract labour, in any of its operations and facilities.

#### **OUR SUPPLY CHAIN**

We expect the suppliers and contractors with whom we do business to uphold the same standards. Violation of this policy statement by a supplier will result in the termination of its business relationship with KIK.



## Upholding our Commitment

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In support of its commitment to uphold human rights, KIK Holdco Company Inc. has policies and procedures, and has conducted several activities in 2024, to prevent and reduce the risk of forced and child labour in its operations and supply chain.

### A) POLICY FRAMEWORK

KIK's commitment to upholding human rights is anchored into a policy framework, which includes a Code of Conduct, a Policy Statement on Human Rights, a Modern Slavery Policy and a Child Labour Policy. The framework includes a Whistleblower Policy and a hotline that allow employees to anonymously report concerns they may have. KIK's policy framework is periodically reviewed and updated to ensure it continues to appropriately address the risks as they may evolve.

### B) SUPPLY CHAIN COMPLIANCE

KIK's policy framework is flowed down to its supply chain through its Supplier Code of Conduct. KIK employs a supplier risk assessment process and implements supplier terms and conditions that require its suppliers to uphold the same commitment.

### C) IDENTIFYING AND ADDRESSING RISK

#### i. Identifying Risks

KIK implemented a risk screening process designed to proactively identify risks of forced and/or child labor in its supply chain. The risk assessment is informed by several factors, including industry and geography, and incorporates guidance from various governmental and non-governmental sources, including governmental information and guidance on Uyghur forced labor, supply chain research published by the U.S. Department of Labor.

The risk screening creates a tiered risk classification that allows KIK to prioritize and target its action to higher risk areas of its supply chain.

#### ii. Addressing the Risk

Having identified higher risk areas in its supply chain, KIK has taken steps to identify and eliminate that risk, including additional diligence, changes to contract terms and conditions and third party in-person audits. KIK continues to maintain internal controls to its worker recruitment practices. Annual risk screening will continue to provide KIK with visibility to emerging risks, if any.

#### iii. Creating Awareness

To maintain awareness of its policy framework, KIK administered mandatory training to key employees on child labour and child labour risks and distributed and posted general awareness material in its facilities.

#### iv. Reporting

KIK encourages the reporting of any violation of its policies or Code of Conduct through various channels, including a third-party operated ethics hotline that allows employees to report concerns anonymously.



## Attestation

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In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.”

I have the authority to bind KIK Holdco Company Inc.

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By: Michael Sload  
Chief Operating Office



[kikcorp.com](http://kikcorp.com)