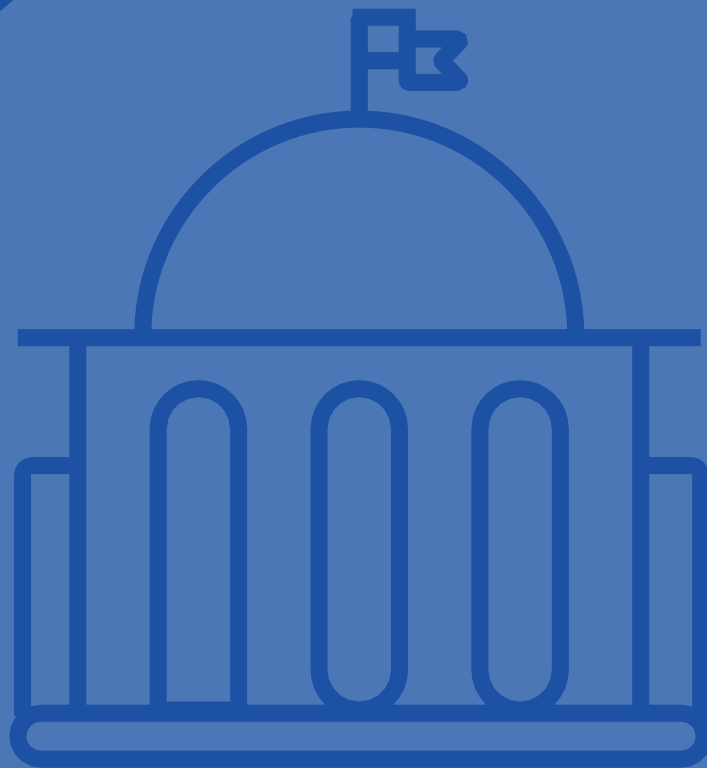


COMBATTING FORCED & CHILD LABOR

KIK UPHOLDS



GOVERNANCE



Introduction

This report is prepared in accordance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* and describes the steps KIK Holdco Company Inc. has taken during the reporting period to prevent and reduce the risk that forced labour or child labour is used in its operations and supply chain. KIK is committed to conducting business ethically and respecting human rights, and expects comparable standards from its suppliers, contractors, and business partners.

During 2025, KIK continued to strengthen its approach through its policy framework, supplier risk assessment process, targeted high-risk social responsibility audit activity, and enhanced Human Rights, Labour, and Code of Conduct training for key employees. These actions support KIK's ongoing efforts to identify, assess, mitigate, and remediate risks relating to forced labour and child labour.

WHO WE ARE

KIK Holdco Company Inc. is a proud member of the KIK Consumer Products group (KIK). Headquartered in Concord (ON), with locations in Montreal and Laval (QC), KIK Holdco Inc. manufactures household products in its Montreal and Laval facilities.

KIK brings 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 every day.

OUR PRODUCTS

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

OUR SUPPLY CHAIN

KIK's supply chain includes suppliers of chemicals and other raw materials, packaging, finished goods, transportation, warehousing, maintenance, and other services supporting its household and pool product businesses. While KIK's Canadian operations primarily source from North American supply chain partners, KIK recognizes that forced labour and child labour risks may arise in upstream supply chains, including through raw material extraction or processing, outsourced services, transportation and logistics, packaging, temporary labour, and imported products or components.



Position Statement on Human Rights

KIK and its employees are guided by the KIK Code of Conduct and the “One KIK” culture, which set expectations for ethical business conduct and responsible decision-making. These principles reflect KIK’s commitment to its customers, employees, shareholders, suppliers, and business partners, and support KIK’s respect for internationally recognized human rights standards.

KIK complies with all laws applicable to its operations and recognizes that legal protections for human rights may vary by jurisdiction. KIK prohibits any form of forced or child labour around the world. Where local legal requirements are less protective than KIK’s standard, KIK expects its employees, suppliers, contractors and business partners to respect human rights. 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.

KIK’S HUMAN RIGHTS COMMITMENT IS REFLECTED IN THE FOLLOWING PRINCIPLES:

LABOUR AND EMPLOYMENT

We employ individuals in compliance with labour and employment laws, including laws concerning work hours, wages and benefits, non-discrimination, workplace conditions and freedom of association. KIK respects employees’ rights to organize, join associations, and bargain collectively, where protected by applicable law.

MODERN SLAVERY

KIK does not engage in, support or condone any form of modern slavery, including forced labour, human trafficking or child labour. KIK strictly prohibits our employees, contractors, suppliers and other business partners from engaging in modern slavery practices.

SAFE AND HEALTHY WORK ENVIRONMENT

KIK strives to maintain a clean, safe and healthy work environment for its employees and complies with applicable workplace health and safety laws.

DISCRIMINATION, HARASSMENT AND VIOLENCE

KIK bases its employment decisions on merit and does not tolerate discrimination, harassment, retaliation or workplace violence. KIK expects employees to comply with the standards set out in its workplace conduct and harassment policies.

CHILD LABOUR

Child labour remains a risk in global supply chains. As an employer and purchaser of services and goods, KIK strongly condemns child labour and prohibits the use of child labour in its operations, facilities, and supply chain, including through contractors, temporary labour providers, and other third parties acting on behalf of KIK.

OUR SUPPLY CHAIN

KIK expects its suppliers, contractors, and other business partners to uphold human rights, labour, safety, and ethical standards that are comparable to KIK's standards. KIK may require corrective action, including suspension, or termination of the business relationship where a supplier or business partner fails to meet these expectations or presents an unacceptable risk of forced labour, child labour, or other human rights impacts.



Upholding our Commitment

To support its respect for human rights, KIK maintains policies, procedures, controls and training intended to prevent and reduce the risk that forced labour or child labour is used in its operations and supply chain. During 2025, KIK continued to strengthen these efforts through its policy framework, supplier compliance expectations, targeted social responsibility audits of high-risk suppliers, and employee awareness initiatives.

A) POLICY FRAMEWORK

KIK's commitment to respecting human rights is embedded in its policy framework, including its Code of Conduct, Policy Statement on Human Rights, Modern Slavery Policy and Child Labour Policy, as well as a Supplier Code of Conduct and other related workplace conduct and reporting policies. KIK also maintains a Whistleblower Policy and a third-party ethics hotline that allow employees and others to anonymously report concerns they may have. KIK periodically reviews and updates this framework to reflect evolving legal requirements, business practices, and forced labour and child labour risk indicators.

B) SUPPLY CHAIN COMPLIANCE

KIK communicates its expectations to suppliers through its Supplier Code of Conduct, supplier terms and conditions, and contract terms. These expectations require suppliers to comply with applicable labour and employment laws, prohibit forced labour and child labour, and support KIK's ability to conduct due diligence, request information, require corrective action, and reassess or terminate supplier relationships where appropriate.

C) IDENTIFYING AND ADDRESSING RISK

i. Identifying Risks

KIK has implemented a supplier risk screening process designed to identify and prioritize potential forced labour and/or child labour risks within its supply chain. The screening considers factors such as supplier location, product or service category, industry, country-of-origin indicators, and other risk factors identified through governmental, non-governmental, and industry resources. The supplier screening produces a tiered risk classification that allows KIK to prioritize due diligence, supplier engagement, and audit activity for higher risk areas of its supply chain.

ii. High-Risk Social Responsibility Audits

In 2025, KIK focused its enhanced supplier diligence on suppliers and supply chain categories identified as higher risk through its risk screening process. For selected higher-risk suppliers, KIK engaged respected third-party audit firms to conduct social responsibility audits designed to assess compliance with KIK's Supplier Code of Conduct and expectations relating to forced labour, child labour, labour and employment practices, working conditions, health and safety, wage and hour practices, ethical recruitment, and grievance mechanisms.

Where audit findings identified improvement opportunities, KIK required supplier follow-up, which included corrective action plans, additional documentation, confirmation of remediation, continued monitoring, or other appropriate action based on the severity of the finding and supplier responsiveness.

iii. **Addressing the Risk**

KIK maintains internal controls relating to worker recruitment and employment practices to reduce the risk of forced labour or child labour within its own operations.

Where KIK identifies higher-risk areas in its supply chain, KIK has taken steps to identify and address the risk, including additional diligence, changes to contract terms and conditions, and third party in-person audits.

iv. **Training and Awareness**

To support awareness of its policy framework, policies, and related controls, KIK administered mandatory Human Rights and Code of Conduct training to key employees. The training addresses forced labour, child labour, reporting channels, and employee responsibilities for identifying and escalating potential concerns.

v. **Reporting**

KIK encourages employees, contractors, suppliers, business partners and other stakeholders to report concerns or any suspected violations of KIK's policies, Code of Conduct, Supplier Code of Conduct or applicable law through available reporting channels, including a third-party operated ethics hotline. Reported concerns are reviewed in accordance with KIK's internal procedures, and KIK prohibits retaliation against individuals who raise concerns in good faith.



Attestation

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

I am authorized to bind KIK Holdco Company Inc.

By: Jeffrey Schmitt

KIK Chief Operating Officer

