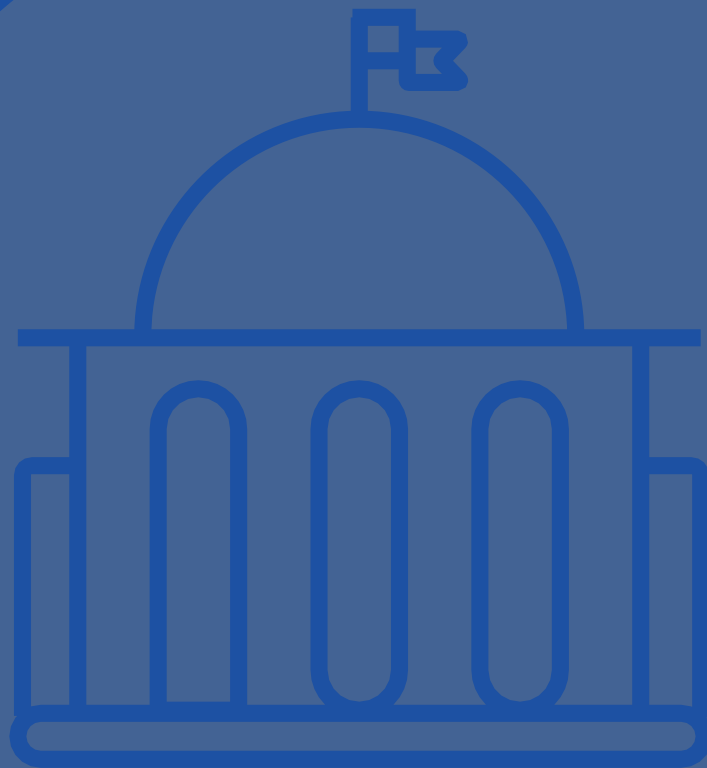


CALIFORNIA *TRANSPARENCY* *IN SUPPLY CHAINS*

KIK UPHOLDS



GOVERNANCE



Introduction

This disclosure is prepared in accordance with the California Transparency in Supply Chains Act of 2010 and summarizes KIK's efforts to identify, assess, and address risks of slavery and human trafficking in its product supply chains. KIK is committed to conducting business ethically, respecting human rights, and expecting comparable standards from its suppliers, contractors, and business partners.

KIK continues to strengthen its approach through its policy framework, supplier risk assessment process, targeted social responsibility audit activity for higher-risk suppliers, and enhanced Human Rights, Labor, and Code of Conduct training for key employees. These actions support KIK's ongoing efforts to prevent and reduce risks relating to forced labor, child labor, slavery, and human trafficking.

WHO WE ARE

KIK Consumer Products is 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 a 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 and help them protect the health and wellness of their families and the cleanliness of their homes and pools.

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. KIK recognizes that forced labor, child labor, slavery, and human trafficking risks may arise in upstream supply chains, including through raw material extraction or processing, outsourced services, transportation and logistics, packaging, temporary labor, 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 our 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 forced labor, child labor, slavery, and human trafficking. Where local legal requirements are less protective than KIK’s standards, KIK expects its employees, suppliers, contractors, and business partners to respect human rights consistently across all jurisdictions.

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

LABOR AND EMPLOYMENT

We employ individuals in compliance with labor and employment laws, including laws concerning work hours, wage 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 labor, human trafficking, or child labor. KIK strictly prohibits 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 only 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 LABOR

Child labor remains a risk in global supply chains. As an employer and purchaser of services and goods, KIK strongly condemns child labor, and prohibits the use of child labor in its operations, facilities, and supply chain, including through contractors, temporary labor 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, labor, 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 labor, child labor, slavery, human trafficking, or other human rights impacts.



Upholding our Commitment

The State of California's *Transparency in Supply Chains Act* of 2010 requires us to disclose our efforts to eradicate slavery and human trafficking from our supply chains. Below is a summary of KIK's efforts.

1. VERIFICATION OF PRODUCT SUPPLY CHAINS

KIK evaluates potential risks of slavery, human trafficking, and forced labor in its product supply chains through its supplier onboarding, contracting, and compliance review processes. These efforts may include reviewing supplier information, risk-based diligence, and assessment of supplier adherence to applicable legal and ethical sourcing expectations.

KIK has 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. KIK has conducted third-party social responsibility audits on suppliers that have been deemed to be elevated risk.

2. SUPPLIER AUDITS

KIK focused 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 labor, child labor, labor 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.

3. SUPPLIER CERTIFICATIONS AND CONTRACTUAL EXPECTATIONS

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 labor and employment laws, prohibit forced labor and child labor, and support KIK's ability to conduct due diligence, request information, require corrective action, and reassess or terminate supplier relationships where appropriate.

KIK's supplier terms and conditions require suppliers to comply with all laws applicable to their use of labor, including laws related to slavery or human trafficking, and requires suppliers not to:

- engage or otherwise use any child labor;
- use forced labor in any form (prison, indentured, bonded or otherwise);
- require that its employees lodge original identification papers or monetary deposits on starting work;
- engage in or support the use of corporal punishment, mental, physical, sexual, or verbal abuse;
- use cruel or abusive disciplinary practices in the workplace.



KIK's suppliers are further required to maintain policies, procedures and due diligence processes designed to support compliance with applicable laws relating to slavery, child labor, forced labor, and human trafficking in their supply chain.

4. INTERNAL ACCOUNTABILITY STANDARDS AND PROCEDURES

KIK's commitment to respecting human rights is embedded in its policy framework, including its Code of Conduct, a Policy Statement on Human Rights, a Modern Slavery Policy, and a Child Labor 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 allows 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 labor and child labor risk indicators.

KIK maintains internal controls relating to worker recruitment and employment practices to reduce the risk of forced labor, child labor, slavery, and human trafficking within its own operations. Where KIK identifies higher-risk areas in its supply chain, KIK has taken steps to identify and address those risks, including additional diligence, changes to contract terms and conditions, third-party in-person audits, corrective action, and continued monitoring where appropriate.

5. 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 labor, child labor, reporting channels, and employee responsibilities for identifying and escalating potential concerns.

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.



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