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Corporate Responsibility Company Policy

## **1 Policy Purpose**

KTI Promo recognizes that businesses can have a negative impact on the environment. We are committed, and enjoy, finding ways in which we can reduce the impact of our work. We will always conduct business with integrity and respect to human rights by promoting a safe and supportive environment for employees. We believe that the consistent integration of sustainability will help us meet our growth objectives.

## **2 Governance and Responsibility**

KTI Promo is responsible for administering this policy and ensures that the company will adopt and implement sustainability by building awareness among employees and supporting appropriate decision-making processes.

## **3 Sustainability Strategy**

KTI Promo will focus in on delivering and maintaining sustainable growth by following these practices.

### **3.1 Commercial**

- Business will be operated in accordance with best practices and endeavor as a minimum to act at all times in compliance with laws, regulations, consents and contractual obligations.
- KTI Promo aims to balance social, environmental and economic impacts accordingly.
- We use resources responsibly in our day-to-day business operations and aim to improve our environmental performance.
- Art proofs and POs will continue to be handled virtually to reduce paper consumption
- Outsourcing of materials and products will be sourced in a responsible manner, considering environmental impacts and energy usage.
- We will continue to create sustainable processes.

### **3.2 People**

- We value workforce inclusion, diversity and treat our employees with respect and consideration, maintaining a work environment free from discrimination and harassment.
- We work to retain, develop and attract people with the right knowledge, skills and attitudes to contribute to a high performance culture.

- Employees will have opportunities to enhance their skills, enabling them to develop fulfilling careers.
- We continue to adhere to all Labor Laws and ensure the protection of employees and the community.
- Our company is dedicated to protecting human rights, we are an equal opportunity employer.
- KTI Promo agrees to not support forced labor, child labor, harassment, abuse, and discrimination.

### 3.3 Customers

- We will work towards providing high levels of customer service.
- We will continue to develop and nurture the relationships with customers and seek to continually improve our service experience.
- We will continue to meet applicable industry standards around consumer safety and well-being.
- Long term relationships with distributor partners are fundamental to our sustained success.