

CHILD LABOUR AND FORCED LABOUR POLICY

1. Objective

This Policy is based on Kinetic Supply-Chain Services, LLC (KSCS) commitment to find practical, meaningful and appropriate responses to support the prevention and effective elimination of child labour and forced labour practices, in accordance with the principles set forth by the International Labour Organization (ILO) and by federal, state and local laws in the United States.

2. Policy

Kinetic Supply-Chain Services, LLC shall not employ any person below the age of sixteen (16) years, or the local minimum employment age, whichever is higher.

No employee below the age of seventeen (17) years old shall be asked to work after the hour of 11:00 PM or before 6:00 AM.

KSCS strictly and explicitly prohibits the use, by any of its affiliates and subsidiaries, of child labour and forced or compulsory labour. No employee is made to work against his or her will, or subject to corporal punishment, to threat or to coercion of any type in relation to work.

There is a zero tolerance policy towards any breach of this Policy.

3. Implementation

This Policy is and shall at all times be publicly available by KSCS and clearly communicated to all employees in a manner in which it can be understood.

Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained in all KSCS locations and are open to verification by any authorized personnel or relevant statutory body.

4. Monitoring & Audit

Periodic assessment may be conducted by KSCS; in this context, the human resources department may undertake random checks of records no more than on an annual basis.

5. Amendment

KSCS will continuously seek to make this Policy as relevant and as effective as possible. To that effect, KSCS may amend this Policy from time to time.

Adopted by Kinetic Supply-Chain Services, LLC (KSCS) ownership on the 16th day of September 2020.