



Statement – KMS (UK) Ltd Human Rights Policy

KMS (UK) Ltd acknowledges and respects the principles contained in the United Nations Declaration of Human Rights, which are consistent with The Company's core values and commitment to be a force for good.

KMS (UK) Ltd shall conduct its business operations in a manner that seeks to promote and enhance human rights within its sphere of influence. This commitment is aligned with and supported by its Code of Business Conduct and Ethics; and the principles of the United Nations Global Compact.

Combating Human Trafficking

KMS (UK) Ltd is committed to combating modern-day slavery through the adoption and promotion of business practices that seek to protect victims of human trafficking, and the development of proactive measures to educate employees and encourage its partners and the broader business community to take a stand against human trafficking.

Ethical Business Conduct

KMS (UK) Ltd believes that it is defined both by the results it achieves, and the way it achieves them. KMS (UK) Ltd is committed to maintaining a high standard of business ethics, integrity and honesty in full compliance with all applicable laws. We are committed to do what is ethical for KMS (UK) Ltd and all of its stakeholders. All KMS (UK) Ltd employees and contracted parties shall comply with the laws and agreements applicable to operations and positions within the UK where they operate.

Protection Of The Rights Of Children

KMS (UK) Ltd supports every child's right to a safe and secure childhood and is committed to the principle that all people have the right to grow up and develop without fear of exploitation or harm. KMS (UK) Ltd condemns all forms of exploitation of children. The Company does not recruit child labour, in accordance with the applicable International Labour Organization Conventions, and supports the elimination of exploitive child labour. KMS (UK) Ltd and its employees shall comply with all applicable laws and regulations regarding the prevention of the commercial sexual exploitation of children, including the prevention of the use of its premises for such exploitation.

KMS (UK) Ltd
Kingly House, Ram Passage
Kingston upon Thames KT1 1HH
www.kmsuk.net

Protection of The Rights of Employees

KMS (UK) Ltd seeks to maintain a culture that supports the well-being and inclusion of all employees and is committed to encouraging a positive working environment which meets and exceeds legal requirements. KMS (UK) Ltd recruits employees without regard to race, gender, age, disability, marital status, pregnancy, sexual orientation, nationality, caste, political affiliation, veteran status, religious beliefs, union organization, minority group or any other characteristic protected by law. KMS (UK) Ltd supports the elimination of forced labour, prison labour, indentured labour or exploited bonded labour and the freedom of association and the right to choose a collective bargaining representative. KMS is implementing a system of confidential reporting within our organisation without fear of reprisal for the reporter.

Clive Gates
Director
KMS (UK) Ltd
27 December 2020