



## Human Rights Policy

### Introduction

At Kinn Inc., we are dedicated to promoting and protecting human rights within our company and throughout our supply chain. We believe that respect for human rights is fundamental to our values and essential for the sustainability and success of our business. Our commitment extends to our employees, customers, suppliers, and the communities in which we operate.

### Our Commitment

- 1. Respect for Human Rights** We are committed to respecting and promoting human rights as outlined in the Universal Declaration of Human Rights and other international standards. We recognize our responsibility to uphold these rights and ensure that our operations do not contribute to human rights abuses.
- 2. Fair Labor Practices** We are dedicated to providing a safe, fair, and inclusive workplace. We adhere to all applicable labor laws and regulations, including those related to wages, working hours, and working conditions. We do not tolerate any form of forced labor, child labor, or discrimination.
- 3. Health and Safety** The health and safety of our employees are of utmost importance. We strive to provide a safe and healthy work environment by implementing comprehensive safety policies and procedures, conducting regular training, and promoting a culture of safety awareness.
- 4. Diversity and Inclusion** We value diversity and are committed to creating an inclusive environment where everyone is treated with respect and dignity. We believe that diverse perspectives drive innovation and success. We actively promote equal opportunities and prevent discrimination based on race, gender, age, disability, sexual orientation, religion, or any other characteristic protected by law.
- 5. Employee Engagement and Development** We recognize the importance of investing in our employees' growth and development. We provide opportunities for continuous learning, training, and career advancement. We encourage open communication and actively seek feedback from our employees to improve our policies and practices.
- 6. Ethical Business Practices** We conduct our business with integrity and transparency. We are committed to ethical business practices and expect the same from our partners and

suppliers. We implement strict anti-corruption policies and practices to ensure that our operations are free from bribery and corruption.

**7. Community Engagement** We strive to make a positive impact in the communities where we operate. We engage with local communities, support social initiatives, and contribute to their development. We encourage our employees to volunteer and participate in community service activities.

**8. Supply Chain Responsibility** We are committed to working with suppliers who share our values and respect for human rights. We conduct regular assessments and audits to ensure that our suppliers adhere to our standards. We work collaboratively with them to address any issues and improve their practices.

### **Reporting and Compliance**

We encourage our employees, customers, and board members to report any concerns related to human rights violations. We provide confidential channels for reporting and ensure that all reports are investigated promptly and thoroughly. We are committed to taking appropriate corrective actions to address any violations.

### **Conclusion**

At Kinn Inc., we believe that respecting and promoting human rights is integral to our mission of providing exceptional pet care services. We are committed to continuous improvement and regularly review our policies and practices to ensure they align with our values and international standards.

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### **Contact Us**

If you have any questions or concerns about our Human Rights Policy, please contact us at:

Email: [customerservice@kinninc.com](mailto:customerservice@kinninc.com)