

Our Commitment

Kim's Commercial Services (KCS) is dedicated to respecting the human rights of all stakeholders and the laws of the countries in which we operate. We seek to prevent or mitigate any negative impacts of our activities and maximise our positive impacts to ensure that our operations do not contribute to conflict. We are firmly committed to the international principles that underpin human rights, particularly in the areas of Employment, Industrial Relations, Anti-Corruption and Environment. Our Labour and Human Rights Policy explains what we mean by that commitment and aims to provide clear expectations for everyone who works for us and with us.

In developing this policy, we have taken into consideration human rights principles described in:

- + the United Nations Declaration of Human Rights;
- + the United Nations Guiding Principles on Business and Human Rights, founded on the UN's 'Protect, Respect and Remedy' framework; and
- + the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, as these conventions are underpinned by the four United Nations Global Compact Labour Principles.

In summary, and to reiterate our human rights aims, we are committed to supporting the right of every employee to freedom of association, freedom of movement, freedom to speak openly and constructively, the right to constructive negotiations, equal employment opportunity, and fair pay and working conditions; we aim to ensure there are no forms of compulsory/slave or child labour within KCS; we will not tolerate cruel, inhumane, or degrading treatment or disciplinary practices, or discrimination at any phase of the end-to-end employment or engagement cycle; we encourage reporting of any perceived discrimination, corruption, or wrong doing, and we are committed to providing a healthy and safe working environment for all of our people.

As an extension of this policy, we are also committed to working with our clients, contractors, suppliers and business partners to uphold the principles of human rights.

Our Objectives

We aim to develop our company and people management practices based on these internationally recognised human rights principles. Therefore, while our Labour and Human Rights Policy describes our commitment and approach, it is through many of the policies and processes across our business operations that we ensure human rights principles are upheld, particularly through our Diversity and Inclusion and Occupational Health, Safety and Environment policies.

Our objectives are two-fold:

1. To provide a workplace that we can all take pride in and a work environment that attracts skilled and like-minded individuals who work together with integrity and respect.
2. To work with business partners, contractors, and clients who share our commitment to human rights as a way of encouraging principles of equity, fairness, and honesty in our community.

Our Approach

At KCS, we believe that for a human rights policy to be effective, the way we work and the culture we create must have human rights principles at the heart. We have therefore incorporated human rights principles into our Core Values, which detail our focus when we work together as a diverse and multifaceted workforce.

Generally speaking, we have a 3-step approach for incorporating human rights into our business practices:

1. Set and communicate expectations through policies and training
2. Provide a respectful and considerate workplace
3. Encourage a culture of reporting and transparency, and act promptly to remedy any adverse human rights impacts



Our Dedication to Innovation

We recognise that organisational structures, processes, and requirements evolve over time due to innovation, market pressures and business growth.

Because we aim for excellence rather than an unrealistic expectation of perfection at KCS, we understand that it is important to monitor, correct and improve our policies and practices to ensure they remain relevant. Our approach to human rights is no different. We maintain our ongoing commitment to human rights through the development of measures and reporting mechanisms to assess human rights issues, inform through the implementation of relevant training, and integrate the results into our policies and internal systems. We will act to escalate and remedy concerns if, and as, they arise.

Our Reporting Process

We encourage our employees and contractors to report any circumstance or action that violates, or appears to violate, our Labour and Human Rights Policy. Even if unsure, it is best to speak to someone immediately to raise your questions or concerns. There is no formal reporting hierarchy because we do not want to discourage reporting with unnecessary complexity. If you wish to raise a human rights issue, or a potential issue or concern, you are encouraged to report it to/via any of the following people/channels:

- + Your manager
- + Any manager you feel comfortable with
- + Any member of the Human Resources Team
- + Any member of the Management Team

You can speak to any of these people directly – face-to-face or by phone – or you may email them if you prefer. The Management Team can also be contacted via email at management@kcs.com.au.

This policy has the total commitment of, and has been developed in consultation with, the Director.

Authorised on behalf of Kim's Commercial Services Pty Ltd:



Kim Boucher

Director

1st June 2025

