

HUMAN RIGHTS POLICY

1000Kelvin recognizes that the protection of human rights is essential to the fair treatment of all its stakeholders and is committed to treating its employees, customers and suppliers with dignity and respect. 1000Kelvin has no tolerance for discrimination based on race, gender, sexual identity, citizenship status or other legally protected groups and supports their rights. 1000Kelvin is committed to fostering a culture which promotes support for internationally recognized human rights and labor standards. Our Human Rights Policy guides every aspect of our work and applies to all our employees worldwide and anyone doing business with or on behalf of 1000Kelvin.

1000Kelvin operates in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees, customers and suppliers. We provide a number of training videos to our employees, officers and partners to help assure that we are always aware of and improving our best practices related to justice, equity, diversity and inclusion.

Our policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, the Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD) and the International Labor Organization's (ILO) Core Conventions on Labor Standards.

Our policy includes the following characteristics:

Encourage and improve:

- Respect for our Employees and Partners
- Respect for our Customers
- Health and safety in the Workplace
- Training and Reporting for Employees and Partners
- Justice, Equity, Diversity and Inclusion
- Community Engagement

Discourage and avoid:

- Forced Labor and Human trafficking.
- Discrimination and Harassment
- Child Labor



We and our Board are committed to supporting human rights in the workplace and in all our business relationships. We are committed to respecting the dignity and worth of all individuals while providing equal opportunity for all employees. We expect our customers, suppliers, shareholders, and affiliates to share these same values. We also expect our partners and suppliers to have or develop similar policies and practices that apply to all workers, suppliers and their supply chains, among which may include migrant and temporary workers.

Reporting Concerns:

1000 Kelvin expects its suppliers to have a process in place that allows employees to express their concerns without fear of retaliation. Employers should provide a transparent and understandable reporting process that allows employees to feel safe when raising concerns. We encourage suppliers to set up their own hotlines and make them available to their employees.