



## ZERO TOLERANCE TO VIOLENCE POLICY

Kale Care Chemicals is against all acts of discrimination, violence and sexual harassment and does not tolerate violence in any way.

- Violence towards women
- Violence against women and men in both physical and verbal or sexual harassment.
- Abuse of disabled employees

is unacceptable.

All kinds of violence against women arise from and feed into gender inequality.

Everyone deserves to face employment decisions that are not affected by personal characteristics such as religion, language or race, to have a working environment free from discrimination, violence and sexual harassment, to ask questions, investigate or make complaints in a reasonable manner without being victimized, to meet the needs of their family responsibilities, religious beliefs or culture. deserves work environment regulations.

All Kale Care Chemicals employees must comply with the standards of conduct to prevent discrimination, violence and sexual harassment, support people who have been subjected to discrimination, violence or sexual harassment, including providing information on how to report, and avoid gossiping; Must respect the confidentiality of complaint reporting procedures and demonstrate sensitivity, courtesy and respect towards everyone.

We have the responsibility to raise awareness within our company, employees and suppliers in order to prevent all kinds of violence from spreading throughout society and damaging the social fabric.

Kale Care Chemicals commits to providing a work space free from all kinds of discrimination, violence and sexual harassment; Committed to providing a safe, flexible and respectful environment for employees and visitors.