Kingston TECHNOLOGY

2023

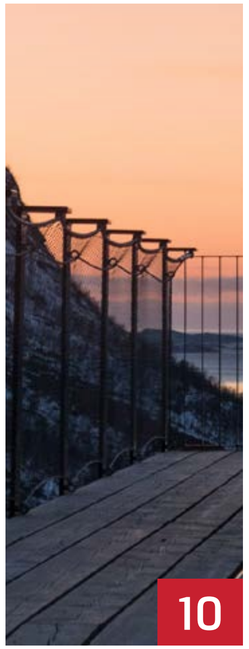
Sustainability Report

Table of Contents

03 Statement from Management

07 About Kingston

Kingston Around the World 08



10 General Disclosures

Governance 11

Critical Concerns 13

Risk Management 14

Membership Associations 15

16 Sustainability At Kingston

Introduction 17

Sustainability Goals 18

Energy Usage 19

Water and Effluents 20

Waste 21

Packaging 24

25 Emissions

2022 GHG Inventory and Emissions Inventory 26

29 Social Topics

Employees 30

Employee Wellbeing 33

Training and Education 34

Occupational Health and Safety 36

Diversity, Equity, and Inclusion 41

Kingston in the Community 44

50 Supply Chain Management

53 Looking Forward and Disclaimer

55 GRI Content Index

03

Statement from Management

Our Message

Over the past few years, Kingston Technology's **worldwide teams** have, through various initiatives and actions worked towards integrating **sustainability principles** into our operations. As we establish a foundation for sustainability in our organization, we **strive** further to create a positive and **lasting impact** on our environment and society.

Our Message

We understand the importance of effective waste management, water conservation, and reducing energy consumption. We have already made progress in these areas and are committed to further minimizing our environmental impact. For instance, one of our sustainability objectives is to divert 90% of the waste generated from our operations by 2030. As a global company, we recognize the need to address environmental challenges such as climate change to transition towards a sustainable future. To this end, we are working towards science-based emissions reduction targets.

At Kingston, investing in and caring for our employees are among our core values, and we believe that investing in our people is the cornerstone of our company's success. Kingston is dedicated to fostering a supportive and inclusive work environment that prioritizes the wellbeing and happiness of our employees by providing them with the opportunities and resources they need to grow and thrive.

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Our Message

Investing in our employees is our unwavering commitment to building a thriving organization. By nurturing and empowering our employees, we lay the foundation for long-term success and innovation.

Business integrity structures Kingston's company values and guides every decision we make – from every partnership we forge, to every interaction we have with our stakeholders. Doing business with integrity means conducting ourselves with honesty, transparency, and ethical principles in every aspect of our operations. Kingston is committed to upholding the highest standards of business and promoting this culture of integrity throughout our organization. By upholding ethical standards, treating others with respect, and delivering on our commitments, Kingston builds lasting partnerships, earns the loyalty of its stakeholders, and contributes to a sustainable and prosperous future.

Kingston firmly believes that product quality is the driving force behind our commitment to customer satisfaction. It is this dedication to excellence, reinforced by our rigorous quality control processes, that drives us to continuously innovate and not only meet but exceed the highest standards of quality and reliability. We stay committed to delivering products to our customers that they can trust and rely on.

Thank you for expressing your interest in Kingston Technology and our Sustainability Report for the fiscal year 2023. We value your support and engagement.

Larry Gonzales | Vice President of Administration

07 About Kingston

Kingston Around the World

Kingston started in **1987** as a garage start-up, providing novel memory chips that **helped redefine** the industry. Today we are a **leading global manufacturer** of reliable, quality memory and storage solutions. We cater to businesses of **all sizes** from **top tier data centers** to PC manufacturers to companies at the bleeding edge of **smart device development**. However, we still cleave to the principles upon which we founded our company: resourcefulness, flexibility, and **unwavering service & support**.

Kingston Around the World

We have 18 regional offices around the globe and a distribution network serving over 175 locations, with headquarters in California, the UK, Shanghai, and Taiwan. Kingston produces many consumers product lines, as well as manufacturing embedded memory products for use in consumer devices such as smartphones, wearables, and gym equipment. Kingston memory is sold in three lines: **ValueRAM** (for economically minded consumers), **Server Premier** (for corporate use in data centers, servers, etc.), and **Kingston FURY** (for performance-minded consumers such as gamers). Kingston FURY also offers high-performance SSDs, and Kingston IronKey provides highly secure SSDs and USB drives with military-grade hardware encryption, in addition to its line of general use USB flash drives. Kingston also offers two varieties of SD cards: Canvas for general use, and Industrial for use in harsh conditions.

10

General Disclosures

Governance

Kingston understands the importance of its environmental and social impacts as an organization. To manage these topics, the committees responsible for overseeing the management of the organization's environmental and social impacts include Human Resources teams, Environmental Health and Safety teams, CSR and Sustainability groups, and compliance groups throughout our global sites. All listed groups work in conjunction and are in direct communication with the Vice President (VP) of Administration, considered to be the chair of the highest governance body. The VP of Administration is in direct communication with the C-suite on developments of environmental and social topics, opportunities, and decision making.

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Governance

The composition of the environmental and social topics governance body includes both executive and non-executive members that are independent of the C-suite, but report through the VP of Administration. The governance body is comprised of 64% females, while the average tenure between all governance body members is between 10 and 11 years.

As Kingston is a privately held organization, executives and their direct reports are selected to oversee management and decision-making of environmental and social topics. Selection of governance body members include consideration of expertise and experience relating to relevant topics.

Kingston's Mission Statement is formulated by the Executive Committee and C-Suite. This sets up the values and purpose of the organization from which Kingston's policies and procedures are developed. The VP of Administration is responsible for ensuring the development and deployment of policies and procedures that are reflective of the organization's Mission Statement, except for Finance, which is handled by the VP of Finance and the Controller. The International Organization for Standardization (ISO) procedures set the framework for the company's strategy and policy with goals set and reviewed annually by the VP of Administration. Responsible teams roll out the policies and procedures for implementation.

Kingston's Executive Committee holds periodic meetings to discuss economic, environmental, and social topics, and receives updates from respective departments. Additionally, Kingston also holds regular Management Review meetings regarding EHS, Sustainability and ISO topics with the VP of Administration, and other applicable departments.

Critical Concerns

Critical concerns are communicated to the highest governance body through executive meetings, management review meetings, e-mails from administrated systems, corrective actions and results of audits.

A total of three critical concerns have been communicated to the highest governance body. To address and resolve critical concerns, Kingston uses risk assessments, auditing, and corrective action mechanisms. For the critical concerns reported above, the highest governance body is receiving report outs to ensure this is resolved within our internal specified time frame. The critical concerns are in the process of being resolved through an externally verified corrective action plan. We are on track to resolve these critical concerns and do not expect these to reoccur.

Risk Management

As a global corporation, Kingston Technology is committed to operating ethically and in compliance with the laws of the countries/regions in which we do business. To identify and manage environmental and social impacts, Kingston considers stakeholders' needs and expectations when making decisions. There are procedures in place to address potential negative impacts, should they arise.

For the reporting year, there have been no significant instances of non-compliance with laws and regulations.

Membership Associations

Kingston is a proud member of these organizations

16

Sustainability at Kingston

Introduction

Kingston is dedicated to conducting its **business operations** in a socially and environmentally responsible manner. As a global company, we acknowledge the potential influence we have on the communities we engage with and serve. In today's rapidly changing world, the urgency to address environmental challenges and **social responsibility** has never been greater. We understand that our environmental impact extends beyond our products and that it is essential to support a **culture of sustainability** throughout our operations. With our sustainability initiatives, we strive to enhance our business practices, ensuring that they align with **ethical standards** and contribute purposefully to the creation of a **healthy and sustainable** environment for **generations** to come.

Sustainability Goals

In 2023, Kingston has undertaken the task of revising our sustainability goals to better align with the environmental aspects of our operations and to provide more accurate responses to inquiries from our customers, government entities, and other agencies. We have adjusted the language used in our goals and have also developed targets that can be universally achieved across our global operations.

Waste

Achieve 90% recycling rate (reuse, recycling, recovery) for non-hazardous waste by **2030**

Achieve zero waste to landfill for hazardous waste by **2030**

Energy

25% of electricity drawn from renewable sources by **2030**

Packaging

Develop 100% of packaging to be recyclable or reusable by **2025**

Energy

100% of the electricity consumed at our United Kingdom site is derived entirely from renewable energy sources.

Energy Usage

Kingston Technology acknowledges the significance of sustainable practices. We endeavor to incorporate energy-efficient measures whenever possible. Companywide, we are conducting energy audits on the facilities we operate. To evaluate the energy consumption and efficiency of our office buildings and manufacturing facilities, we are identifying areas of energy waste and inefficiency, in order to improve where possible. Completing the energy audit will not only enhance the efficiency of our buildings, but also improve the daily comfort of our staff who utilize these spaces. Kingston has made major improvements to our buildings such as adding energy-efficient LED lighting in office and manufacturing areas, installing motion-sensing lights that will automatically shut off when no individuals are present, and continual assessments and updates to our HVAC systems.

Kingston is in the final stages of completing our renewable energy project on the roof of our manufacturing building at our corporate headquarters. Once the solar panels are activated and operational, we will generate 97% of our electricity from solar energy for this manufacturing facility. We are collaborating with our global companies to explore possibilities for enhancing our renewable energy production.

Water and Effluents

For Kingston, it is imperative to safeguard water quality by minimizing our operations' impact on both local and global watersheds. We adhere to all regulatory requirements concerning stormwater management, wastewater discharge, and proper storage of hazardous waste. By complying with these regulations, we strive to protect the integrity of water resources and contribute to a healthier environment.

Most of the water consumed by Kingston is utilized by employees for personal purposes such as hygiene, restroom facilities, and cooking where permitted. The production process at Kingston is not water-intensive. As part of our sustainability efforts, we prioritize recycled water for landscaping purposes whenever it is available.

In compliance with the guidelines set forth by the National Pollutant Discharge Elimination System (NPDES) General Permit for Storm Water Discharges Associated with Industrial Activities, Kingston's Fountain Valley site monitors any potential impact on storm water quality resulting from our business operations. During rain events throughout the year, we collect samples of storm water discharges, which are then analyzed by third-party laboratories to assess their quality impacts. The evaluation of quality is conducted with the standards outlined by the NPDES Industrial General Permit.

Kingston's Fountain Valley site conducts assessments through our Storm Water Pollution Prevention Program to identify potential sources of pollutants and implements appropriate measures to prevent any adverse impacts on water quality. These assessments help us identify any areas where changes are required and enable us to take proactive steps to maintain and protect water quality.

Waste

At Kingston, we recognize the importance of environmental sustainability. We're committed to minimizing waste generation while maximizing resource efficiency. As a global company, we comply with federal, state, and local laws about recycling and disposing of materials properly. To demonstrate our commitment to a circular economy and responsible business practices, we are working to remove landfill waste from our value chain. Along with upgrading the current recycling program, we continually look for ways to reduce our waste from the source.

Kingston has identified its production processes, specifically the receiving, packaging, and shipping of products and components, as significant contributors for waste generation. The main types of waste generated include corrugated cardboard, paper, and plastic, all of which are recycled. Administrative waste is found to be the primary source of non-recyclable waste, though it represents a small portion of the overall waste produced. To ensure effectiveness, Kingston follows a 5S business model that promotes a streamlined process and requires the proper collection of recyclable materials at every stage of production and shipping preparation. All waste is collected, consolidated, and subsequently picked up by our waste and recycling vendors.

Kingston's waste streams includes both hazardous waste such as solder paste and oily rags, and non-hazardous waste such as plastic, corrugated cardboard, and general

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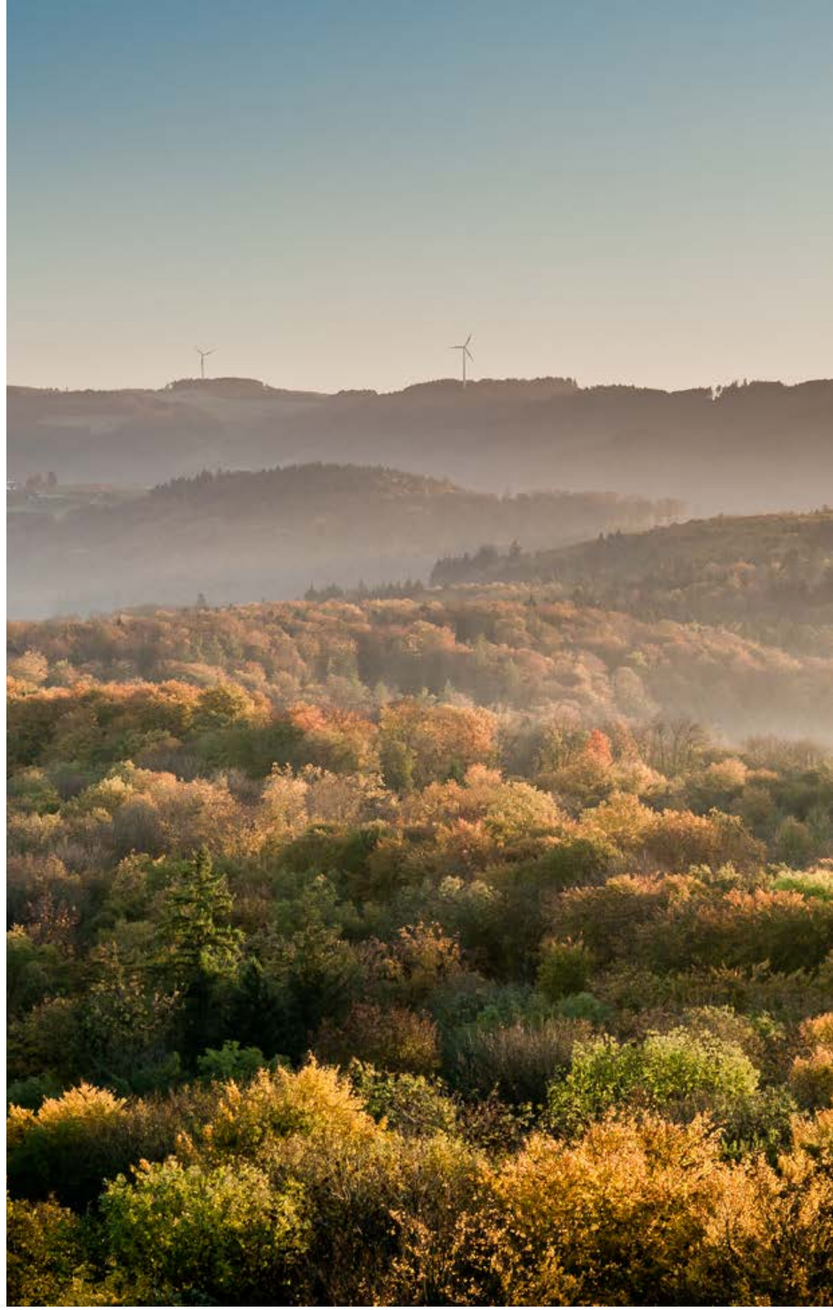

Waste

office waste. We are committed to ensuring 100% of our hazardous waste is diverted from the landfill and is properly disposed of, complying with all hazardous waste regulations. Our landfill waste data is generated as an estimation based on service level and frequency of scheduled pick-ups. Recycling data is generated by local waste vendors who collect and properly dispose of materials such as corrugated cardboard, wood pallets, and plastic trays.

To minimize our environmental footprint, Kingston aims to attain a 90% recycling rate for non-hazardous materials by 2030 by implementing waste diversion, the prevention and reduction of generated waste through source reduction, recycling, reuse, and composting. However, we believe that preventing waste at its source is the most effective approach to waste management. We have several strategies to minimize waste generation, such as promoting a culture of waste reduction and resource efficiency through employee training programs and awareness campaigns. Kingston has established a comprehensive recycling program within our corporate headquarters by removing employees' deskside trash cans and placing clearly labeled trash and recycling bins in strategic areas throughout offices and lunchrooms, to promote proper sorting and recycling of materials.

2022 Fountain Valley Waste Facts: Our Recycling Efforts at a Glance

Trash Bins

By eliminating desk side trash bins, Kingston Fountain Valley has eliminatedthe need for approximately

100,000 trash liners annually

Time Management

In removing desk side trash bins, time dedicated by the cleaning staff for trash and recycle collection has decreased by

35-40%

Coffee Cups

We reduced the number of single use coffee cups by

73%

Paper

Compared to the pre-COVID period, we reduced paper usage by

40%

Cardboard

Corrugate (cardboard) was recycled globally at 250 tons which is equal to avoiding

30.305 MT CO2e

Recycling

Globally we diverted

782 metric tons

of recycling from the landfill

Packaging

Kingston is committed to waste reduction and the attainment of our waste-related objectives and targets. Mitigating our global waste impacts begins at the root, which is why our manufacturing engineering and design team collaborates closely with our customers, ensuring compliance with international regulations, to develop packaging that is entirely recyclable, or capable of being recycled.

We are pleased to announce that in 2023, all our product packaging fully adheres to global recycling regulations and is designed to be 100% recycled.

25 Emissions

Emissions Inventory

Performance on company emissions reductions within the Scopes

The purpose of an emissions inventory is to measure and track the emissions of our greenhouse gasses (GHG) by collecting and analyzing data on emissions sources, emissions factors, activity levels, and other relevant information to provide us an understanding of the sources and amounts of GHG emissions.

Kingston Technology acknowledges the threat posed by climate change and recognizes the consequential impacts it brings.

Scope 1

Scope 1 Emissions refer to direct greenhouse gas (GHG) emissions that occur form sources owned or controlled by a company. These emissions are typically generated from activities within the company's operational boundaries. Scope 1 typically includes natural gas, propane, refrigerants, and corporate/fleet vehicles that we control.

One measure we have implemented to reduce our Scope 1 emissions is the conversion of all forklifts in our warehouses and distribution centers to electric-powered alternatives.

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GHG Inventory | 2022

	Unit	2022 figure
Scope 1	mtCO2e	1,387.03
Scope 2 (market-based)	mtCO2e	14,517.00
Scope 3	mtCO2e	61,164.30
Energy	WTh	47,382.66
GHG Emissions Intensity (Scope 1 and 2)	USD	0.000001007
Non-Hazardous Waste Generated	mt	952.3652544
Hazardous waste generated	mt	214.6416572
Water withdrawal	ML	137.84
Water discharge	ML	122.48
Water consumption	ML	15.36

Emissions Inventory

Kingston is committed to actively seeking opportunities to enhance operational efficiency and reduce Scope 1 emissions. As Scope 1 emissions occur on-site, they present a potential for reduction. We can pursue strategies such as procuring green equipment and exploring greener transportation alternatives to mitigate these emissions.

Scope 2

Scope 2 Emissions are indirect GHG emissions associated with the generation of purchased electricity, steam, and heating/cooling. These emissions are generated as a result of our energy consumption and are counted in our GHG inventory, even though the emissions occur outside Kingston's operational boundaries.

We utilize invoice data as the primary source to obtain necessary data for Scope 2 emissions. In cases where invoice data is unavailable, we make estimations based on consumption patterns observed within Kingston.

Currently, Kingston globally doesn't have any onsite generation of renewable electricity, but upon activation of the solar panels, roughly 18% of Kingston's global energy usage will come from renewable sources.

100% of UK energy from renewable sources

We have begun a global implementation of energy audits with the objective of identifying sources of energy inefficiency and taking corrective measures to address them.

Scope 3

Scope 3 Emissions account for all other indirect GHG emissions that occur due to Kingston's activities but are beyond our operational boundaries. These emissions are from activities and assets not owned or controlled by Kingston which directly impact our value chain: leased assets, purchased goods and services, investments, business travel, employee commuting, use of sold products, waste, and end of life of products.

Our analysis of Scope 3 emissions has revealed significant contributions from various transportation activities, including the shipping of our products through third-party logistics (3PL) partners, employee commuting, and business travel.

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Commuting

As part of the South Coast Air Quality Management District (SCAQMD), we have created a survey sent to all employees in the United States to better understand the GHG emissions associated with our employees commuting to work.

This survey monitors the methods utilized by employees for their daily commute, including options such as public transportation, individual passenger vehicles, carpooling, walking, biking, or working from home. Additionally, employees are asked to self-report the number of miles traveled each day. It is important to note that the commuter data is gathered through a self-reported survey and is limited to full-time staff, excluding temporary or third-party employees.

29 Social Topics

Kingston Employees | 2022

Gender	Permanent	Temporary
Male	1352	67
Female	1596	117
Total	2948	184

Location	Permanent	Temporary	Total
China	853	107	960
EMEA & UK	233	29	262
Ireland	26	0	26
Taiwan	1209	16	1225
USA	627	32	659
Total	2948	184	3132

Gender	Full-time	Part-time
Male	1387	2
Female	1698	10
Total	3085	12

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Kingston Employees | 2022

Location	New Hires	Under Age 30	Age 30-50	Over Age 50	Male	Female
China	187	85 (45%)	102 (55%)	0 (0%)	42 (22%)	145 (78%)
EMEA & UK	34	7 (21%)	8 (24%)	2 (6%)	10 (29%)	24 (71%)
Ireland	1	1 (100%)	0 (0%)	0 (0%)	0 (0%)	1 (100%)
Taiwan	117	81 (69%)	36 (31%)	0 (0%)	57 (49%)	60 (51%)
USA	63	14 (22%)	25 (40%)	3 (5%)	42 (67%)	21 (33%)

Location	Turnover	Under Age 30	Age 30-50	Over Age 50	Male	Female
China	188	74 (39%)	112 (60%)	2 (1%)	44 (23%)	144 (77%)
EMEA & UK	36	7 (19%)	8 (22%)	4 (11%)	11 (31%)	25 (69%)
Ireland	1	0 (0%)	0 (0%)	1 (100%)	0 (0%)	1 (100%)
Taiwan	79	31 (39%)	46 (58%)	2 (3%)	37 (47%)	42 (53%)
USA	48	5 (10%)	16 (33%)	27 (56%)	26 (54%)	22 (46%)

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Kingston Employees | 2022

Kingston complies with all local laws regarding parental leave. All eligible employees are entitled to parental leave as required by local laws.

Employee Parental Leave Category	Male	Female
Took parental leave	17	58
Returned to work after parental leave ended	16	38
Returned to work after parental leave ended and were still employed 12 months after their return to work	14	26
Return to work rates of employees that took parental leave	94%	88%
Retention rates of employees that took parental leave	88%	68%

Employee Wellbeing

As a global organization, Kingston has always held our employees as the utmost importance and recognize that our employees are one of our most valuable assets. Kingston has made "Investing in our Employees" a core value, reflecting our commitment to their well-being. This commitment extends to all locations where Kingston operates, which includes the United States of America, United Kingdom, Taiwan, Ireland, and China. For employment, Kingston diligently seeks, interviews, evaluates, and hires individuals who are the best fit for each position. Kingston ensures comprehensive reporting and measurement encompassing all employment activities under its purview.

Kingston also understands that investing in our employees is a crucial aspect in driving organizational success, which is why we offer opportunities for employees to bond both inside and outside of the workplace.

Employee benefits include: an open office environment, onsite gym, immediate matching 401(k) plan and healthcare options including a 100-percent employer paid plan for the employee and eligible dependents. As a token of further appreciation, Kingston hosts myriad activities for its employees throughout the year including large outdoor luncheons, health fairs, "Lunch & Learn" medical seminars, financial planning and fun outings that promote bonding and community.

In 2019, Orange County Business Journal named Kingston Technology one of the best places to work. "We are proud to be recognized by the Orange County Business Journal but even more proud of our upstanding employees who make Kingston a great place to work," said Larry Gonzales, Vice President of Administration, Kingston.

FV corporate average tenure
15 years

FE average tenure
8.8 years

Shanghai average tenure
9.5 years

Ireland average tenure
14.2 years

UK average tenure
12.37 years

Training and Education

Additionally, Kingston offers an Employee Assistance Program (EAP) that is extended to all employees, aiming to foster a culture of ongoing education in the workplace.

All employees and workers who are not employees but whose work and/or workplace is controlled by Kingston have received formal training on our human rights policies and or specific procedures applicable to their job.

Gender	Average Hours of Training
Male	16.79
Female	14.38

Employee Category	Average Hours of Training
Clerical/Administrative	14.48
Management	17.14
Production/Warehouse	15.13
Professional/Technical	16.06
Sales	11.97

Programs implemented and assistance provided to all employees to build upon their skills:

- Tuition reimbursement
- Certified training courses from external sources
- Communication and Collaboration
- On the job training
- Voluntary training
- Peer-led training to inform new employees about the organization
- Online database which provides employees opportunities to enhance targeted skill sets

Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

- Retirement planning services
- Outplacement services

Scope of programs implemented include and vary within all locations in which Kingston has significant operations.

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Training and Education

Gender	% of Total Employees who received a regular performance and career development review
Male	80
Female	80

Employee Category	% of Total Employees who received a regular performance and career development review
Clerical/Administrative	80
Management	80
Production/Warehouse	80
Professional/Technical	80
Sales	80

Occupational Health and Safety

Kingston Technology has established an occupational health and safety management system that fully complies with the standards of ISO 45001 and is certified. The implementation of this system reflects Kingston Technology's commitment to ensuring a healthy and safe working environment for its employees, visitors, and contractors. By obtaining this certification, we aim to provide reassurance to organizations that choose to purchase our products and services.

The decision to implement the ISO 45001 management system was not driven solely by legal requirements. Rather, it was based on globally recognized risk management and management system standards.

Our occupational health and safety management system encompasses all areas and activities within our scope. In the event that visitors require any health and safety protective equipment, Kingston Technology will readily provide such equipment to ensure their well-being.

Within the framework of the ISO 45001 safety management system, Kingston Technology utilizes various measures to ensure workplace safety. These measures include safety inspections, scored risk assessments, and risk observation assessments, which are applied to routine and non-routine activities in the workplace. The findings from these assessments are used to implement corrective actions based on the hierarchy of controls. To maintain the integrity of these processes and continually improve our standards, we train individuals to conduct internal audits. External audits are also conducted. Kingston Technology welcomes input from all members of the organization to report hazards and contribute to the improvement of these processes.

Upon hire, employees are introduced to Kingston's Injury, Illness,

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Occupational Health and Safety

and Prevention Plan (IIPP), which serves as the foundation for establishing a safety-conscious culture. Employees are encouraged to report hazards and unsafe conditions through several means, including an anonymous hotline, Risk Assessment Procedures, and Incident Investigations. Additionally, Kingston Technology has implemented whistleblower policies to safeguard workers.

Globally, Kingston's Environmental, Health, and Safety Program provides training on various policies. Employees are equipped with the knowledge to identify and report hazards. The policies are including but not limited to Risk Assessments, IIPP, Incident Reporting, Whistleblower Policy, etc. The management system includes a section on investigating occupational injuries and illnesses. All occupational incidents, accidents, or exposure to hazardous materials, regardless of severity, will be thoroughly investigated. To determine the causes and assess the risks and corrective actions, we use the following process:

1. Promptly visiting the incident/accident scene.
2. Interviewing the injured worker(s), if possible.
3. Interviewing witnesses individually, not together.
4. Examining the entire work area associated with the incident or accident.
5. Determine root cause(s).
6. Determine corrective action to prevent a recurrence and document.

All individuals, whether employees or non-employees under the organization's control, are required to review, discuss, and sign-off on expected safe practices while at the organization. Kingston ensures to treatment all health and safety exposures that would require medical treatment at the workplace, as well as maintaining the confidentiality of personal health related information.

Kingston uses the following system to facilitate a constant exchange of health and safety information between management and all employees. This system includes the following:

- EHS Management Review Meetings.
- Safety Meetings.
- New hire orientation- includes a discussion of health and safety policies and procedures.
- Workplace health and safety training programs.

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Occupational Health and Safety

- Employees and supervisors communicate effectively about health and safety concerns or any changes that could impact workplace health and safety, including language considerations.
- An Employee Suggestion Program (ESP) where individual employees can provide healthy and safety suggestions at the workplace.
- All posted and/or distributed safety information.

All Kingston employees, including managers and supervisors, receive training and instruction on both general and job-specific health and safety practices and procedures. The training is provided as follows:

- For all new employees through New Hire Orientation.
- For all employees with respect to specific hazards to each employee's job assignment.
- For all employees who are assigned to a new job without prior training.
- When new materials, substances, processes, procedures, or equipment are introduced to the workplace and present potential hazards.
- When a new or previously unrecognized hazard is discovered from: an observation, safety suggestion, safety inspection, or an issuance of a CAR.

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Occupational Health and Safety

- Supervisors are responsible for familiarizing themselves with the health, safety, and environmental hazards that employees under their direct supervision may be exposed to.
- For all contractors conducting work at Kingston's controlled workplaces.
- Visitors receive a debrief and are required to sign off on our health and safety expectations in the workplace.

For all employees:

- The number of fatalities as a result of work-related injury: 0
- The number of high-consequence work-related injuries (excluding fatalities): 1
- The number of recordable work-related injuries: 15
- The main types of work-related injury: Traffic accident
- The number of hours worked: 5,600,348

For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- The number of fatalities as a result of work-related injury: 0
- The number of high-consequence work-related injuries (excluding fatalities): 0
- The number of recordable work-related injuries: 1
- The main types of work-related injury: eye irritation
- The number of hours worked: N/A

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Occupational Health and Safety

Employee Category	Number of fatalities as a result of work-related ill health	Number of cases of recordable work-related ill health	Main types of work-related ill health
For all employees	0	0	N/A
For all workers who are not employees but whose work and/or workplace is controlled by the organization	0	0	N/A

The work-related hazards include:

- Hazards that have been identified during risk assessments
- Hazards that have caused or contributed to cases of ill health during the reporting period (make this into a table)

All employees and workers who are not employees but whose work and/or workplace is controlled by Kingston are included.

All data reported has been compiled through reports and no assumptions were made.

Diversity, Equity, and Inclusion

Gender	Governance Body Percentage
Male	36%
Female	64%

Category	Employee Percentage
Male	45%
Female	55%
Age group: Under 30	13%
Age group: 30-50	70%
Age group: Over 50	15%

Kingston is a minority owned company and is comitted to building a culture that fosters diversity, equality and inclusion. We hire all genders, races, ethincites and ages to create a culture of inclusivity.

Human Rights

Kingston is committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. We firmly believe in their freedom to form and join trade unions of their own preference, engage in collective bargaining, and participate in peaceful assemblies. Equally important is the recognition of workers' rights to refrain from such activities should they choose to do so.

We provide an open and inclusive environment, where we encourage workers to openly communicate their ideas, concerns, and feedback regarding working conditions and management practices. It is our commitment to ensure that all such communications are met with respect and without any form of discrimination, intimidation, or harassment. There were no incidents of discrimination for this reporting period.

Regarding human rights, we understand the potential risk of child, forced, and compulsory labor in our operations and supply chain. While our operations are not identified through the International Labor Organization in areas at risk for these labor practices, we have a due diligence process in place to ensure this does not occur in our operations, nor in our supply chain.

Internal and external mechanisms including third-party validated audits and self-assessment questionnaires. Results are communicated to the governance body and executive committee as needed. Decisions that contribute to the elimination of all forms of forced or compulsory labor are made based upon the data and findings.

All employees and workers who are not employees but whose work and/or workplace is controlled by the organization, including security personnel, are trained on our human rights policies and procedures.

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Human Rights

At Kingston, we are committed to upholding the rights of all workers in accordance with local laws. We firmly believe in their freedom to form and join trade unions of their own preference, engage in collective bargaining, and participate in peaceful assemblies. Equally important is the recognition of workers' rights to refrain from such activities should they choose to do so. We provide an open and inclusive environment, where we encourage workers to openly communicate their ideas, concerns, and feedback regarding working conditions and management practices. It is our commitment to ensure that all such communications are met with respect and without any form of discrimination, intimidation, or harassment.

Kingston understands the potential risk of child, forced, and compulsory labor in its operations and supply chain. While our operations are not identified through the International Labor Organization in areas at risk for these labor practices, we have a due diligence process in place to ensure this does not occur in our operations, nor in our supply chain.

As we utilize suppliers in various geographic areas, we continue to monitor the risk of forced or compulsory labor through our due diligence mechanisms. Internal and external mechanisms including third-party validated audits. Results are communicated to executives as needed. Decisions that contribute to the elimination of all forms of forced or compulsory labor are made based upon the data and findings.

Kingston in the Community

Kingston understands its role as a Global Citizen and strives to create positive change whenever and wherever we can. With the help of our employees, Kingston participates in endeavors to improve the communities in which we operate by partnering with local organizations to support holistic community growth. 100% of our operations have implemented local community engagement programs.

Kingston has donated over **$400,000** USD through monetary and in-kind donations. Kingston's employees have volunteered over **1300 hours**. Through our donations and volunteering efforts, we have supported over 30 community organizations and impacted over **2900 individuals globally**.

Kingston Technology takes pride in its contributions to the community, including donations and sponsorship of the local organizations.

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Kingston in the Community

Kingston Technology takes pride in its efforts to support local organizations at our offices around the world.

In 2022 our **Shanghai** office donated SSDs to a local community organization specializing in education. The SSDs were used to refurbish laptops for a donation to elementary schools in remote areas, to facilitate e-learning.

Similarly, our **Far East** office transitioned from the practice of sending salvageable e-waste to recyclers to the act of donating it to the ASUS Foundation. This philanthropic organization utilizes discarded technology to repair and refurbishment outdated computers. The recycled computers are subsequently donated to schools situated in remote regions across the globe, thereby contributing to the improvement of the digital divide.

Kingston's **United Kingdom** office also focused on creating educational opportunities in the community in 2022, specifically in the STEM field. From the Code Club Kingston runs weekly at a local school to help children develop digital skills, to its support of Apps for Good, which is an organization that provides students with the opportunity to hone digital skills by applying them to social/environmental issues, to its backing of Smallpeice Trust workshops for students to explore engineering as a potential career choice, Kingston UK greatly supports STEM education in the community as a means of furthering the goal of a sustainable world.

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Kingston in the Community

Throughout 2022, our **Fountain Valley** Corporate office orchestrated a wide array of volunteer opportunities for our employees. These events encompassed initiatives, which included blood donation drives from Red Cross, engagement from our employees volunteering on community farms dedicated to nourishing the local low-income population, and collaborative endeavors focused on environmental conservation in conjunction with an esteemed local community organization.

"We have a responsibility to help future leaders understand the value of helping others and giving back to the community."

– David Sun

Materiality Assessment

In 2021, Kingston launched our first materiality assessment to determine which sustainability topics were most important to our stakeholders. Our materiality assessment consists of a of range of environmental, social and governance topics. Kingston has identified and engages with all stakeholders including our employees, customers and consumers, OEMs, suppliers, environment, insurance Companies, society (local and worldwide), governments, local authorities, and non-governmental organizations (NGOs). Kingston surveys our stakeholders annually to assess which topics are most important to them and from there, we prioritize the topics and best improve these areas and address them effectively. This assessment is critical to our sustainability initiatives because it ensures that the most crucial topics are being identified, prioritized, and communicated.

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Materiality Assessment

Kingston's materiality matrix covers all material topics disclosed in our sustainability report as well as the applicable topics in the United Nations Sustainable Development Group (UNSDGs).

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Materiality Assessment

Regional Results for the Year 2022

FV Employees

1. Occupational Health and Safety
2. Employee Well-being
3. Business Ethics

Ireland

1. Occupational Health and Safety
2. Employee Well-being
3. Human Rights

Far East, Shanghai, Shen Zhen, and Beijing

1. Occupational Health and Safety
2. Employee Well-being
3. Human Rights

India

1. Business Ethics
2. Occupational Health and Safety
3. Human Rights

Occupational Health and Safety
Ensuring employees have a healthy and safe work environment

Waste Management
Minimizing waste production, and proper recycling of any recyclable materials

Business Ethics
Implementing proper business policies and practices in the workplace

Environment | Operational, Energy and Carbon Footprint
Producing less greenhouse gases and minimizing our carbon footprint in our operations

Supplier Social and Environmental Performance
Working with our suppliers to ensure socially and environmentally ethical business practices up our supply chain

Human Rights and Diversity
Equality and nondiscrimination in the workplace

Employee Well-being and Working Conditions
Employees' physical, mental, and emotional health along with a proper workplace environment

Community Support and Engagement
Working with and giving back to our local communities

Sustainable Materials
Incorporating more sustainable materials into our products and packaging

Product Quality and Integrity
Producing high quality products

50

Supply Chain Management

Supply Chain Management

As a manufacturer with several suppliers around the world and as a member of the Responsible Business Alliance (RBA), the management of Kingston's supply chain is held with high importance. The quality of our products and environmental & social impact of our processes are important to Kingston as they play a large part in our promise to our communities and customers to provide them with exceptional, top of the line technology products. Kingston evaluates its suppliers to ensure that suppliers are upholding quality, environmental, and social standards that align with our RBA standards. The impacts occur at locations where Kingston products are manufactured and sold. Kingston utilizes internal and external groups to audit and review suppliers for adherence to the RBA Code of Conduct. Kingston has not included the collection of environmental specific metrics from our suppliers in the supplier environmental assessment process. As a manufacturer with several suppliers around the world and as a member of the Responsible Business Alliance (RBA), the management of Kingston's supply chain is held with high importance. The quality of our products and environmental & social impact of our processes are important to Kingston as they play a large part in our promise to our communities and customers to provide them with exceptional, top of the line technology products.

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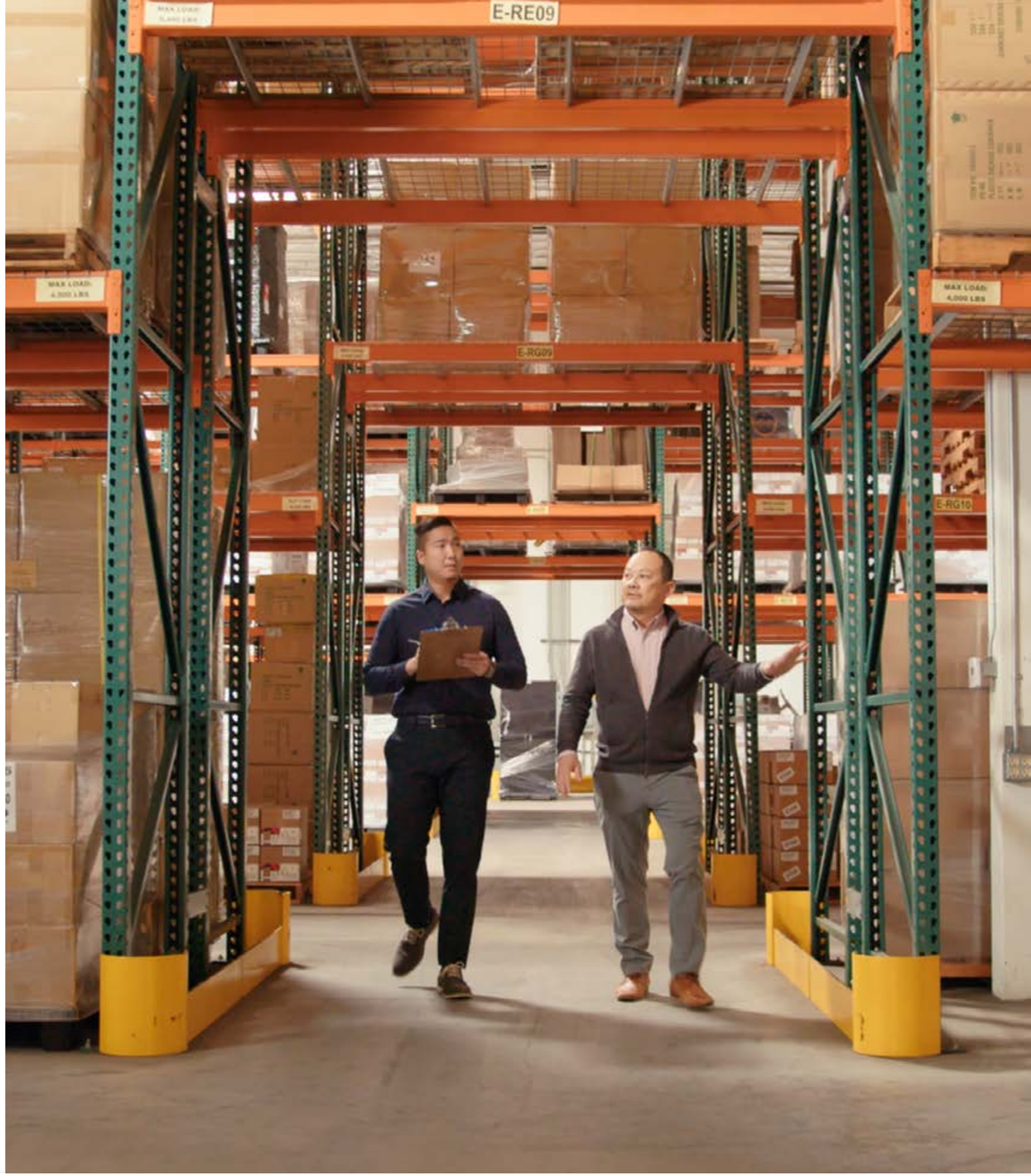

Supply Chain Management

Kingston evaluates its suppliers to ensure that suppliers are upholding quality, environmental, and social standards that align with our RBA standards. The impacts occur at locations where Kingston products are manufactured and sold. Kingston utilizes internal and external groups to audit and review suppliers for adherence to the RBA Code of Conduct. Kingston has not included the collection of environmental specific metrics from our suppliers in the supplier environmental assessment process.

Kingston has a process in place to continuously monitor environmental and social risks in our supply chain. Potential new suppliers are screened using environmental and social criteria, while also considering their operational capabilities. Additionally, key suppliers are assessed annually for risks. These due diligence processes help ensure that suppliers align with Kingston's values, meet our required standards and demands of the business, and are in line with our CSR and sustainability programs.

For the year of 2022

Number of Suppliers Assessed

138

Supplier Environmental Assessments Conducted

138

Supplier Social Assessments Conducted

241

Supplier Audits Conducted

4

53

Looking Forward and Disclaimer

As Kingston's first sustainability report, this has provided us with an opportunity to reflect on our accomplishments and measure our performance in terms of sustainability goals and objectives. It serves as a valuable tool for identifying areas of improvement and shaping our future strategies in sustainability initiatives. To achieve our current and future goals and aspirations, strategic partnerships are crucial as they enable us to accomplish what cannot be achieved independently. By collaborating with external entities, we can leverage their expertise, resources, and capabilities to drive meaningful processes and successfully fulfill our sustainability objectives.

Kingston remains committed to delivering exceptional products and services to our customers while maintaining a strong focus on sustainability and the environment. We strive to balance our business goals with sustainable practices to meet customer needs and minimize our impact on nature.

In our dynamic and competitive industry, unforeseen possibilities can arise. We cannot predict all potential risks or accurately evaluate their impact. Therefore, our looking-forward statements should not be interpreted as guarantees of future events or conditions. These statements are based on our current assumptions, expectations, and beliefs at the time they are made. Except as required by law, we are under no obligation to publicly update or revise these forward-looking statements to reflect changes in our expectations. All reported data includes entities within Kingston's operational control.

55

GRI Content Index

Statement of Use	Kingston Technology has reported the information cited in this GRI content index for the period 01 January 2022 – 31 Dec 2022 with reference to the GRI Standards.		
GRI Used	GRI 1: Foundation 2021		
GRI Standard	**Disclosure**	**Response / Response Location**	**Omission Explanation**
GRI 2: General Disclosures 2021	2-1 Organizational details	Kingston Technology Corporation is a privately held corporation headquartered in Fountain Valley, California. Additional information about Kingston can be found here: **About Kingston**	
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	Kingston Technology Company, Inc. | Kingston Digital, Inc. | Advanced Validation Labs | Kingston Technology International Limited | Kingston Digital International Limited | Kingston Technology Far East Corp. | Kingston Technology Shanghai Company Limited Kingston Technology Europe Co LLP | Kingston Digital Europe Co LLP | Kingston Technology Electronics-Shanghai | Kingston Solutions Inc All entities included in the organization's consolidated financial statements or equivalent documents are covered by the report. Significant mergers, acquisitions, and/or disposal of entities are disclosed in our sustainability reporting approach.	
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	Reporting period: 2022 Calendar Year | Frequency of reporting: Annual | Publication date: August 1, 2023 Contact information: **Julia Durham**, **EHSS@Kingston.com**	
GRI 2: General Disclosures 2021	2-4 Restatements of information	No restatements of information	
GRI 2: General Disclosures 2021	2-5 External assurance	Kingston Technology uses NGO third-party certification validation companies. External assurance is through auditing requirements, audits conducted by OEMs, third-party validated audit processes that audit manufacturing processes, and other module certifications which are published on our website: **Learn more** This report is not externally assured.	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	About Kingston | No significant changes compared to the previous reporting period.	
GRI 2: General Disclosures 2021	2-7 Employees	Employees	
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	Employees	
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Governance	
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Governance	
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Governance	
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Governance	
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Governance	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Governance	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Anti-Corruption Policy	
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Critical Concerns	
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Governance	
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	Governance	
GRI 2: General Disclosures 2021	2-19 Remuneration policies		Confidentiality constraint
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration		Confidentiality constraint
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio		Confidentiality constraint
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Sustainability at Kingston	
GRI 2: General Disclosures 2021	2-23 Policy commitments	Kingston Supplier Code of Conduct	
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Kingston Supplier Code of Conduct	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Risk Management	
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Anti-Corruption Policy	
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Risk Management	
GRI 2: General Disclosures 2021	2-28 Membership associations	Membership Associations	
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Materiality Page	
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	0%	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Page	
GRI 3: Material Topics 2021	3-2 List of material topics	302: Energy 2016, 303: Water and Effluents 2018, 305: Emissions 2016, 306: Waste 2020, 308: Supplier Environmental Assessment 2016, 401: Employment 2016, 403: Occupational Health and Safety 2018, 404: Training and Education 2016, 405: Diversity and Equal Opportunity 2016, 406: Non-Discrimination 2016, 407: Freedom of Association and Collective Bargaining 2016, 408: Child Labor 2016, 409: Forced or Compulsory Labor 2016, 410: Security Practices 2016, 414: Supplier Social Assessment 2016, 415: Public Policy 2016, 418: Customer Privacy 2016	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 302: Energy 2016	302-1: Energy consumption within the organization	Energy	
GRI 302: Energy 2016	302-2: Energy consumption outside of the organization		Not applicable
GRI 302: Energy 2016	302-3: Energy intensity	GHG Inventory	
GRI 302: Energy 2016	302-4: Reduction of energy consumption	4.31% reduction in energy consumption from previous year	
GRI 302: Energy 2016	302-5: Reductions in energy requirements of products and services		Not applicable
GRI 303: Water and Effluents 2018	303-1: Interactions with water as a shared resource	Water	
GRI 303: Water and Effluents 2018	303-2: Management of water discharge-related impacts	Water	
GRI 303: Water and Effluents 2018	303-3: Water withdrawal	GHG Inventory	
GRI 303: Water and Effluents 2018	303-4: Water discharge	GHG Inventory	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 303: Water and Effluents 2018	303-5: Water consumption	GHG Inventory	
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG Emissions	GHG Inventory	
GRI 305: Emissions 2016	305-2: Energy indirect (Scope 2) GHG emissions	GHG Inventory	
GRI 305: Emissions 2016	305-3: Other direct (Scope 3) GHG emissions	GHG Inventory	
GRI 305: Emissions 2016	305-4: GHG emissions intensity	GHG Inventory	
GRI 305: Emissions 2016	305-5: Reduction of GHG emissions	50.88% reduction in Scope 1 and 2 (metric tons) from previous year	
GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts	Waste	
GRI 306: Waste 2020	306-2: Management of significant waste-related impacts	Waste	
GRI 306: Waste 2020	306-3: Waste generated	GHG Inventory	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 306: Waste 2020	306-4: Waste diverted from disposal	Waste	
GRI 306: Waste 2020	306-5: Waste directed to disposal	Waste	
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria	Supply Chain Management	
GRI 308: Supplier Environmental Assessment 2016	308-2: Negative environmental impacts in the supply chain and actions taken	Supply Chain Management	
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	Employees	
GRI 401: Employment 2016	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees	
GRI 401: Employment 2016	401-3: Parental leave	Employees	
GRI 403: Occupational Health and Safety 2018	403-1: Occupational health and safety management system	Occupational Health and Safety	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 403: Occupational Health and Safety 2018	403-2: Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	
GRI 403: Occupational Health and Safety 2018	403-3: Occupational health services	Occupational Health and Safety	
GRI 403: Occupational Health and Safety 2018	403-4: Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	
GRI 403: Occupational Health and Safety 2018	403-5: Worker training on occupational health and safety	Occupational Health and Safety	
GRI 403: Occupational Health and Safety 2018	403-6: Promotion of worker health	Occupational Health and Safety	
GRI 403: Occupational Health and Safety 2018	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	
GRI 403: Occupational Health and Safety 2018	403-8: Workers covered by an occupational health and safety management system	Occupational Health and Safety	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 403: Occupational Health and Safety 2018	403-9: Work-related injuries	Occupational Health and Safety	
GRI 403: Occupational Health and Safety 2018	403-10: Work-related ill health	Occupational Health and Safety	
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	Occupational Health and Safety	
GRI 404: Training and Education 2016	404-2: Programs for upgrading employee skills and transition assistance programs	Training and Education	
GRI 404: Training and Education 2016	404-3: Percentage of employees receiving regular performance and career development reviews	Training and Education	
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	Diversity, Equity, and Inclusion	
GRI 405: Diversity and Equal Opportunity 2016	405-2: Ratio of basic salary and remuneration of women to men		Confidentiality Constraint
GRI 406: Non-Discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	Diversity, Equity, and Inclusion	

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GRI Standard	Disclosure	Response / Response Location	Omission Explanation
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights | Supply Chain Management	
GRI 408: Child Labor 2016	408-1: Operations and suppliers at significant risk for incidents of child labor	Human Rights | Supply Chain Management	
GRI 409: Forced or Compulsory Labor 2016	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights | Supply Chain Management	
GRI 410: Security Practices 2016	410-1: Security personnel trained in human rights policies or procedures	Human Rights	
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria	Supply Chain Management	
GRI 414: Supplier Social Assessment 2016	414-2: Negative social impacts in the supply chain and actions taken	Supply Chain Management	
GRI 415: Public Policy 2016	415-1: Political contributions	Anti-Corruption Policy	
GRI 418: Customer Privacy 2016	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	Kingston has not identified any substantiated complaints concerning breaches of customer privacy and losses of customer data. | Privacy Policy	

Thank you