

Kaiva Corporation Corporate Social Responsibility (CSR) Policy

Purpose

Kaiva Corporation is committed to conducting business with integrity, accountability, and respect for people, communities, and the environment. Our Corporate Social Responsibility (CSR) policy reflects our dedication to ethical business practices, social contribution, and sustainable development. This policy serves as a guideline for Kaiva's efforts in creating positive social impact while achieving long-term growth and success.

Policy Scope

This CSR policy applies to all Kaiva Corporation entities, including Kaiva Services, Kaiva Tech, Kaiva Edge, and any future subsidiaries, as well as to all employees, contractors, and partners working with Kaiva.

Core Pillars of Our CSR Policy

Environmental Stewardship

- **Sustainable Practices:** We prioritize environmentally friendly practices in our operations.
- **Resource Management:** We seek to minimize waste, conserve resources, and promote recycling and responsible disposal of materials across all business activities.
- **Innovation for Sustainability:** We invest in sustainable technologies and solutions that reduce environmental impact.

Community Engagement

- **Local Impact:** Kaiva is dedicated to giving back to the communities we support. We support local initiatives, job creation, and community-building efforts that enrich lives and create sustainable growth.
- **Charitable Contributions:** We actively support causes that align with our values, including veterans' support, workforce development, and educational programs.

Ethical Business Practices

- **Transparency and Integrity:** We uphold high standards of ethics, transparency, and accountability in all business dealings and relationships, ensuring we act in the best interest of our clients, partners, and stakeholders.
- **Fair Labor Practices:** Kaiva is committed to a diverse and inclusive workplace that respects human rights, promotes equal opportunity, and offers fair wages and working conditions for all employees.
- **Supply Chain Responsibility:** We strive to work with partners and suppliers who share our commitment to social responsibility, ensuring responsible practices across our supply chain.

Employee Well-Being and Development

- **Employee Health and Safety:** We are committed to providing a safe, healthy, and supportive work environment, prioritizing the physical and mental well-being of our employees.
- **Professional Development:** Kaiva supports continuous learning and career growth, providing opportunities for employees to enhance their skills and advance in their careers.
- **Work-Life Balance:** We promote a healthy work-life balance through flexible work policies and programs that support family life, personal health, and overall wellness.

Commitment to Ongoing Improvement

Kaiva Corporation is dedicated to continuous improvement in all CSR areas, fostering a culture of responsibility that aligns with our mission of delivering mission-driven solutions that make a difference.