

KaMin's Code of Conduct

At KaMin, we believe that how we work is just as important as what we produce. Our Code of Conduct reflects the principles that guide our operations every day—integrity, respect, and accountability. These values shape our culture, strengthen our relationships, and ensure we remain a trusted partner to our customers, suppliers, and communities. Our commitment is simple: do the right thing, the right way, every time.

Our Commitments to You

1. Ethical Business Practices

We hold ourselves to the highest standards of professionalism and integrity. We do not tolerate discriminatory, harassing, or threatening behavior in any part of our business or in any interaction involving KaMin representatives.

2. Legal Compliance

KaMin operates responsibly in every region where we do business. We comply with all applicable local, national, and international laws—including labor, trade, environmental, and anti-corruption requirements.

3. Respect and Inclusion

We are committed to a workplace where every individual is treated with dignity and respect. We do not permit discrimination based on race, religion, gender, age, nationality, disability, sexual orientation, or any other protected class.

4. A Safe and Healthy Workplace

We promote a healthy, respectful environment and follow rigorous safety and environmental protocols to support the wellbeing of our employees, contractors, and communities.

5. Zero Tolerance for Retaliation

We protect the rights of individuals who speak up about concerns or ethical violations.

6. No Child or Forced Labor

KaMin prohibits child labor and any form of forced, involuntary, or trafficked labor throughout our operations and supply chain.

7. Transparency in Financial Practices

Accuracy and accountability guide our financial reporting. We maintain complete and transparent records and uphold the highest standards of financial integrity.

8. Responsible Use of Subcontractors

We expect our business partners to uphold the same standards we set for ourselves. Subcontractors may only be engaged with a written commitment to KaMin's Code of Conduct.

9. Environmental Stewardship

KaMin is committed to sustainable, responsible operations. We meet all environmental requirements and continuously work to reduce our environmental footprint through innovation and stewardship.

10. Open Communication and Accountability

We encourage open communication and welcome feedback. We provide clear channels — including our [Ethics Hotline](#)—for confidential and safe reporting of concerns or potential violations.

11. Confidentiality & Data Privacy

Protecting information is essential to our business. Employees must safeguard sensitive company, customer, and employee data and use it only for authorized business purposes in compliance with all applicable laws.

12. Responsible Sourcing & Supply Chain Ethics

We promote ethical business practices throughout our supply chain. KaMin requires suppliers and partners to support human rights, environmental responsibility, and strict legal compliance.

13. Enforcement and Reporting

KaMin enforces this Code through established compliance procedures, including monitoring, investigation, and corrective action up to and including termination of contracts. All employees, suppliers, and stakeholders share responsibility for reporting concerns. Reports made in good faith are handled confidentially and protected from retaliation.



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