

KAROO0000 LIMITED
including its subsidiaries and affiliates

(“KRO” / the “Company” or the “Group”)

Human Rights Policy

Our commitment

KRO recognizes that human rights are universal, inherent, interdependent and interrelated and commits to the principles set out in the International Bill of Human Rights, the United Nations Global Compact Principles and the United Nations Guiding Principles on Business and Human Rights.

This means that we will:

- protect human rights by preventing, identifying, monitoring and investigating any adverse human rights impacts within the territories wherein we operate through effective policies, legislation, regulations and adjudication.
- seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations, products or services by our business relationships, even if we have not contributed to those impacts.
- seek to remedy adverse human rights impacts that are caused or contributed by our operations and any third parties that we engage with in the normal course of our business.
- develop and provide the necessary awareness, training and guidance on this policy to ensure our employees have adequate knowledge to effectively promote and enforce respect for human rights.
- encourage, and where appropriate require, business enterprises to communicate how they address their human rights impacts.

Application and implementation

This Policy applies to all KRO employees, members of the board of directors and our suppliers and service providers. Everyone who works for KRO is entitled to work in an environment and under conditions that respect their rights and dignity. We expect and encourage the same of the suppliers and service providers that we engage with.

We are committed to having processes and procedures in place to support this policy within our business, reviewing those processes and evolving them over time, as our human rights risks may change. We also commit to addressing specific violations of human rights by any government or entity as may be communicated through reliable and reputable international sources, as applicable to KRO.

We encourage our employees to speak up about any concerns they may have, through our existing grievance procedure or by way of the “Your Voice” link or the Ethics email address on the website. Third parties can bring to our attention any non-compliance or concerns regarding human rights or any other concerns by way of the same channels.

We expect our suppliers and service providers to comply with our Code of Ethics or their own equivalent policy. Where we have concerns that the products or services supplied to us are directly linked to human rights violations, we will use our policy as a basis to communicate our expectations to the relevant suppliers (existing suppliers or potential suppliers at the point of selection) and work with them to mitigate these impacts, as appropriate. We are prepared to walk away from third party engagements and customers where our integrity could be at risk if we continued.

Related policies and processes

- Code of Ethics
- Anti-Bribery and Corruption
- Sustainable Procurement and SOP
- Conflict Minerals
- Whistleblowing

Revision Date	Revised By
March 2025	Audit & Risk Committee