



Global Environmental and Sustainability Commitment - 2024

K & M International, Inc., dba Wild Republic has devoted over four decades to the connection of humans and nature. As part of our Promise to the Planet, conservation of our natural resources is critical to future generations. Through partnerships with global teams we are on a mission, supported by our Global Green Team, to ensure integration of sustainable processes into business strategies.

- *Awarded Champion of Sustainability - TOTY*
- *Protection of wild and domestic animals*
- *Conservation efforts to support balanced ecosystems.*
 - o *Rainforest Preservation Initiative*
- *Stewardship for the planet*
- *Creation of biodegradable plush & toys*
- *Global Safety Standards*
- *Creation and development of Global Green Team*

As a company committed to nature and conservation, Wild Republic proactively strives to be as environmentally friendly and ethically responsible as possible. Our devotion to high quality and the strictest safety requirements has earned us a reputation for having exemplary products that exceed industry standards. We have begun converting our production processes to include reusable packaging, phthalate-free non-toxic materials, and sustainable resources. We strive not only to produce better toys for children but also to make a better world that is filled with love, hope and joy.

Due to environmental concerns around the globe, we are taking the next step in our journey and have taken the below initiatives.

- 80% recycled cardboard in our packaging
- Usage of Soy Ink
- Usage of fill made of 100% recycled water bottles.
- Use of regrind beads (made of recycled materials) and/or a 50/50 combination of regrind beads and other eco-friendly ingredients.
- Utilize biodegradable alternative to plastic inner packs.
- Transitioned production to eliminate single use plastic.
- Increased use of disclosed sustainability data in business practices.

Our commitment is to protect human health and the environment. We continually assess the environmental impacts of our activities, products, and services as a basis for our Environmental Policy and are committed to reducing or eliminating wherever practicable through the establishment of appropriate objectives and targets.



This Environmental Policy applies to everyone in our organization, in every region and at each level. We expect third parties, including consultants, sales representatives, independent contractors, and suppliers, to act in a way that is consistent with the principles and values of our Policy. Our team members are responsible for ensuring accountability.

We are committed to:

- Conforming to applicable standards that guide environmental performance.
- Ensure that qualified resources and adequate budgets are accounted for.
- Implement consistent metric reporting, verify the proper management of wastes.
- Conduct self-evaluations and/or risk assessments at all locations globally.
- Assessing record-keeping responsibilities and implementing programs for all requirements.
- Encouraging employees to speak up either openly or anonymously, if they become aware of an issue involving compliance with environmental laws, regulations, and this policy.



Wild Republic has the responsibility of being good stewards for employee and workplace related priorities, compliance with national and international public health systems and sustaining a healthy environment for current and future generations.

The Executive Leadership of Wild Republic / K & M International approved this statement on the 6th of March 2024.

Vishnu Chandran
Chief Executive Officer

Date

Wild Republic Australasia Pty LTD.; K & M International LLC; K & M Toys India