Kinetic Consulting Labour & Human Rights Reporting
Reporting Period: January 2022 – December 2023
Report can also be found on the Kinetic Consulting website

1. Introduction

This Labor and Human Rights report outlines Kinetic Consulting's practices, commitments, and performance. The report is aligned with key international labor standards, such as the **UN Guiding Principles on Business and Human Rights (UNGPs)**, the **International Labour Organization (ILO) Standards**, and the **Global Reporting Initiative (GRI)** guidelines, ensuring that our efforts in safeguarding labor and human rights are in line with global best practices.

2. Key Performance Indicators (KPIs)

The table below provides the KPIs that measure our performance in relation to labor and human rights topics. Each KPI is linked to actions undertaken during the reporting period and outlines future goals for improvement.

		Performance			
KPI Category	**KPI**	**Target**	**2022**	**2023**	**Future Actions**
Employee Health and Safety	Number of reported health and safety incidents (office or travel-related)	0	0	0	N/A
Working Conditions	Average hours worked per week per consultant	<40 hours	Not reported	26.4 hours	Continue giving flexibility and choice to consultants on working hours
Child / Forced Labour or Human Trafficking	Number of violations or risks identified in client projects	0	0	0	Keep up due diligence on client projects to avoid association with any unethical practices.
Diversity and Inclusion	% of women	50%	40%	41%	Targeted job advertisement to attract senior women into consulting

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Discrimination / Harassment	Number of reported incidents of discrimination/harassment	0	0	0	Maintain awareness of harassment grievance system.
Gender Pay Gap	% difference in average salary between male and female consultants	0	0	0	N/A
Individual performance and career development	% of employees receiving performance assessments *	100%	100%	100%	

3. Sustainability Reporting Declaration

Kinetic Consulting is committed to transparency and accountability in reporting on corporate social responsibility (CSR) topics. Our efforts in labor and human rights are aligned with international reporting standards, including **GRI** and **UNGP**.

This report reflects our ongoing dedication to promoting diversity and safeguarding human rights within our organization. The data presented in this report has been verified internally, and we continuously strive to enhance our policies, practices, and performance in these areas.

Declaration:

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Date: 15.01.2024

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