Policy Number: PL-1009
Approved By: Amy Husted, Executive VP, General Counsel & Secretary Enterprise Wide Policy

Effective Date: May 1, 2019
Revised Date: October 1, 2025

Forms of Trafficking Policy

Policy

Kirby Corporation, its subsidiaries and affiliated companies (hereinafter "Kirby") are committed to ensuring a work environment that is free from Forms of Trafficking, Forced Labor and Harmful Child Labor, which is consistent with the Company's ethical and lawful employment practices. Kirby believes that the employment relationship should be voluntary, and the terms of employment must comply with applicable laws and regulations. Kirby is opposed to slavery, human trafficking, forced labor and child labor and is committed to complying with applicable laws prohibiting such exploitation.

Scope

This Policy applies to all employees of Kirby and to each of its contractors, subcontractors, vendors, suppliers, partners and others working on behalf of Kirby ("Suppliers") worldwide. In the event anything in this Policy may conflict with local law, local law will control the interpretation and application of this Policy. Kirby also requires that its Suppliers make this same commitment.

Definitions

"Forms of Trafficking" means (1) Sex trafficking in which a Commercial Sex Act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age; or (2) the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery

"Commercial Sex Act" means any sex act on account of which anything of value is given to or received by any person.

"Forced Labor" means all work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty.

"Harmful Child Labor" means the employment of children that is economically exploitative, or is likely to be hazardous to, or interfere with, the child's education, or to be harmful to the child's health, or physical, mental, spiritual, moral, or social development.

This policy represents management guidelines only. Nothing in this policy shall be interpreted as a contract of employment. Kirby Corporation, Kirby, retains the right to deviate from, modify or discontinue this policy at any time, with or without notice. To the extent any provision of this policy is found to be inconsistent with applicable federal, state and/or local law(s), the applicable law(s) will govern.

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Purpose

Kirby will not tolerate the use of Forms of Trafficking, Forced Labor, or Harmful Child Labor in the manufacture of products which it sells and does not intend to accept services or products from Suppliers that employ or utilize Forms of Trafficking, Forced Labor or Harmful Child Labor in any manner. Forms of Trafficking, Forced Labor and Harmful Child Labor are crimes under state, federal, and international law. These crimes exist in countries throughout the world. This Purpose of this Policy is to define how Kirby will seek to eradicate Forms of Trafficking, Forced Labor and Harmful Child Labor from, not only within its own organization, but also within its supply chains.

Requirements

Kirby expects that its employees and Suppliers will conduct business with honesty and integrity and that they will adhere to the following standards:

a) Not engage in Forms of Trafficking in persons;

b) Not procure Commercial Sex Acts;

c) Not use Forced Labor;

d) Not use Harmful Child Labor;

e) Ensure that the overall terms of employment are voluntary;

f) Comply with the minimum age requirements prescribed by applicable laws unless a specific contract contains stricter age requirements;

g) Compensate its workers with fair living wages and benefits that meet or exceed the legally required minimum and comply with overtime pay requirements;

h) Abide by applicable law concerning the maximum hours of daily labor;

i) Provide a safe and healthy working environment, including the right to water, for any company-provided living quarters;

j) Respect employees' right to freedom of association, consistent with local laws; and

k) Encourage a diverse workplace and provide a workplace that is free from discrimination, harassment and or any other form of abuse.

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Audits

Each Supplier must be able to demonstrate compliance with this Policy at the request and to the satisfaction of Kirby. Kirby will perform periodic random audits regarding this Policy to assure compliance. Each Supplier shall proactively identify and comply with applicable laws, regulations, standards, and relevant customs.

Certification

(a) All employees are required to avoid any activity that might lead to a breach of this Policy. If you believe or suspect a breach of, or conflict with, this Policy has occurred or may occur, you must notify your manager or report it to the Kirby Corporation,Executive VP, General Counsel & Secretary..

(b) By accepting any purchase order from Kirby or engaging to do business with Kirby, each Supplier hereby acknowledges and certifies its compliance with applicable Forms of Trafficking, Forced Labor and Harmful Child Labor laws and the principles and requirements of the newest version of this Policy.

Violations

Kirby will take appropriate disciplinary action for violations of this Policy, up to and including discharge of employees and termination of Suppliers, and such violations will be reported to the appropriate authorities.

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