



KINLAND

KINLAND AS

SUSTAINABILITY POLICY

(KSP-001)

INTRODUCTION

Kinland is a social infrastructure company providing high quality properties that are used on a long term rented basis by its clients to provide government backed care-services.

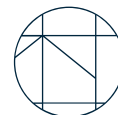
It's mission is to provide a safe and quality environment needed for the care of the people that use its properties. It does so guided by its motto, which is 'to invest where people live'.

In doing so, Kinland is dedicated to conducting itself in accordance with the highest legal, ethical and professional standards throughout our business and our investment activities.

Kinland considers the appropriate assessment of sustainability, and engagement with environmental, social and governance (ESG) matters as fundamental to achieving and maintaining these standards.

Kinland is committed to integrate ESG matters throughout its investment and ownership activities and work closely with its operators and other stakeholders to further its sustainability beliefs.

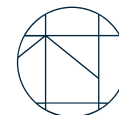
This policy provides guidance how ESG matters are integrated into Kinland's activities.



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ENVIRONMENTAL

- **Biodiversity and habitat**
 - Kinland's aim is for its properties to have minimal impact on the surrounding biodiversity. Where possible it will look to improve biodiversity and where possible will monitor impacts, whether positive or negative.
- **Climate change adaptation**
 - Kinland's aim is to understand the future risk and opportunities of climate change on the individual properties in its portfolio.
 - Kinland will conduct and integrate climate risk studies in its investment decisions.
 - Where necessary and possible Kinland will investigate and complete adaptation and mitigation measures for climate change.
 - Where necessary Kinland will support operators and has considered the resilience of its portfolio to catastrophe or natural disasters
- **Energy Consumption**
 - Kinland will support operators to procure only renewable energy and to increase energy efficiency of the buildings
- **Greenhouse Gas Emissions**
 - Kinland's aim is to reduce GHG emissions through supporting operators to reduce energy consumption and procure renewable energy
 - Kinland has the ambition of reaching net zero carbon where possible, or to align with the targets of the jurisdictions where its properties are located
- **Material Sourcing and Resource Efficiency**
 - Where possible Kinland will look to support operators in developing a sustainable procurement or sourcing processes
 - Where relevant Kinland itself will adopt sustainable material sourcing and promote resource efficiency
- **Waste**
 - Kinland will aim to support operators in reducing waste generation and the diversion of materials to landfill
 - Where relevant Kinland itself will reduce its waste generation and work with its landlord to improve recycling and circularity efforts
- **Water**
 - Kinland aims to ensure sustainable use of water resources by its operators
- **Pollution**
 - Kinland intends to minimize air, light and noise pollution and where necessary and possible Kinland will engage with operators to further support this aim



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SOCIAL

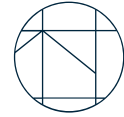
- **Community**
 - Through its properties, Kinland plays a key role in community development
 - Kinland's aim is to have a positive impact in the community by providing necessary care services
 - Kinland's aim is to support the local community through social enterprise partnering with local community groups
 - Kinland will support charities related to social care in international areas that are deprived of basic social infrastructure
 - Kinland will promote local employment opportunities
 - Health and safety of the local community and users of its properties are of key-importance to Kinland. Kinland will work with operators to ensure health and safety measures are upheld
 - Where possible Kinland would like to understand its operator satisfaction levels, and will aim to engage with its customer/operators on an annual basis
- **Employees**
 - Kinland aims to provide a safe and comfortable work environment, with a strong emphasis on health and safety measures, labour standards and working conditions
 - Employee engagement is of importance to Kinland, and we aim to undertake an annual employee satisfaction survey
 - Kinland will ensure its inclusion and diversity aims reflect those of its shareholders and other stakeholders
 - The Kinland remuneration framework outlines the importance of the consideration of ESG risks in the advancement of Kinland. It is important to Kinland that all employees are fully aligned with its Sustainability Policy and adherence to this policy is considered in every employee's performance assessment. Such performance assessments are linked to, and can directly impact, the remuneration of employees.
- **Supply Chain and Contractors**
 - Kinland will strive to ensure that its supply chain and contractors abide by the minimum standards set by the jurisdictions it operates in. This includes measures to prevent child labour and other forms of forced labour or modern slavery.
 - Kinland aims to ensure its contractors and supply chain abide by its jurisdiction's health and safety measures



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GOVERNANCE

- **Governance Processes**
 - Kinland's board has an active role in its sustainability drive and supports continuous improvement of its ESG decision making
 - Kinland adheres and subscribes to its shareholder responsible investment practices, including those set by Whitehelm Capital
 - Kinland believes in an open, transparent and safe working environment and recognizes and supports whistleblower protection
 - Kinland aims to delegating authority on ESG issues throughout the organisation, emphasizing the importance of the integration of issues into its business plan and strategy process
 - Shareholder rights are defined by its charter and bylaws, and Kinland ensures it abides by the standards set.
 - We ensure any engagement with lobbying groups are aligned with our climate change and other sustainability commitments and align with our shareholder's and Whitehelm Capital's corporate commitments.
- **Cybersecurity and Data Protection & Privacy**
 - Kinland commits to abide by GDPR and any cybersecurity policies which currently exist in the jurisdictions that it operates in
- **Conflicts of Interest**
 - Kinland will require from all its employees they refrain from actions or to have interests that hinder them to perform their duties objectively and effectively
- **Bribery, Corruption and Fraud**
 - Kinland has implemented an extensive Code of Conduct aimed to create a sound corporate culture and to preserve Kinland's integrity by helping its employees to promote standards of good business practice.
 - This includes the promotion of fair dealing, honesty and integrity in every aspect in dealing with other employees, business relations and customers, the public, its business community, shareholders, suppliers, competitors and government authorities, including refraining from political contributions.



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Kinland AS Sustainability Policy	
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Policy Owner	CEO of Kinland AS
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Use: For external use	