

KMC Properties ASA - Human Rights Policy

KMC Properties has a direct impact on the human rights of not only our employees, but the people we impact through our business operations. As a commercial real estate company, we are aware of the impact that we can have through our tenants, in the communities where our properties are located, and on the construction sites that build our properties.

We conduct our operations in a way that respects human rights and this policy applies to everyone at KMC Properties, including contractors, and those who act on behalf of or represent us.

KMC Properties is committed to respecting human rights as defined in the [International Bill of Rights](#), the [ILO Fundamental Conventions on Labour Standards](#) and the [UN Guiding Principles on Business and Human Rights](#).

As part of our commitment to respecting human rights, we have identified our salient human rights issues, which will be the issues we place the most focus on. These are:

- Health and Safety including in construction sites, key transportation and our tenants.
- Decent working conditions including in construction sites and key transportation.
- Social dumping/migrant workers within construction sites, key transportation and our tenants.
- Forced labour within construction sites and key transportation
- Discrimination within key transportation.
- The land rights of local communities.

More information on these issues can be found in our Transparency Act Statement.

To achieve our commitment to respect human rights, we will:

- Conduct human rights due diligence throughout our operations and value chain.
- Ensure all employees, contractors and suppliers are aware of this policy and place expectations on our contractors and suppliers to do the same for their employees.
- Provide training on relevant human rights topics to our employees, and expect our contractors, third-party personnel and suppliers to do the same.
- Be an attentive landlord and work with our tenants to ensure that they are respecting human rights, while maintaining the boundaries of our contractual relationships.
- Comply with all relevant local, national and international laws and regulations. Where local laws conflict with human rights standards defined by this document, we will comply with local laws, while working to uphold and promote our human rights commitments.

The CEO takes ownership for this policy and has responsibility for its implementation. This policy will be reviewed every one year.

SIGNATURE

A handwritten signature in blue ink, appearing to read "Ali Mahesh", written over a horizontal line.

CEO of KMC Properties ASA

Date: 22.02.2023

Board approval date: 22.02.2023