

Human Rights Policy

Statement

Killam is committed to respecting human rights in our relationships with all stakeholders, including our employees, suppliers, and residents. Killam operates exclusively in Canada and complies with all applicable laws. Killam respects internationally recognized human rights outlined in the United Nations Declaration of Human Rights (UNHR) and recognizes that our suppliers and contractors may operate in regions outside the bounds of Canadian legislation. Accordingly, through our [Supplier Code of Conduct](#), we ask that those who do business with Killam respect all applicable legislation in the regions where they operate.

We will respond to human rights concerns, ensure we are not complicit in human rights abuses, and diligently maintain regulatory compliance.

Application

This policy applies to our operations, the operations of our service providers and others with whom we do business.

Employees

Killam is committed to providing a supportive and safe workplace for all employees. Employees are encouraged to develop their full potential and utilize their unique talents, maximizing the efficiency of our team. Killam's workplace is one where violence and harassment will not be tolerated, and safety is always prioritized. At Killam, we are dedicated to investigating any reported incidents involving violations of applicable legislation, regulations, or Killam's internal policies.

Killam recognizes the benefits arising from employee diversity, including a strengthened corporate culture, improved employee retention, access to different perspectives and ideas, and the benefits of all available talent.

Killam outlines its expectations for employees in our comprehensive internal policies. Additional information can also be found in our [Code of Conduct](#).

Suppliers

Killam endeavours to work with suppliers who align with our commitment to human rights. Guidelines for suppliers are set out in Killam's Supplier Code of Conduct. This Code outlines our expectations for responsible procurement of goods and services and provides our expectations as they relate to:

- Compliance with laws and human rights
- Safe and healthy work environments
- Integrity and ethical conduct
- Fair business dealings
- Environmental responsibility
- Contribution to communities

Residents

Killam is committed to having caring staff deliver clean, safe, quality housing to tenants who are proud to call our properties home. To achieve this, we ensure that:

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- All tenants and prospective tenants are welcomed, respected, and provided with the same high standard of customer service.
- Employees of Killam treat all residents with respect and act with integrity in accordance with all applicable laws and policies set by Killam.
- Resident information is safeguarded and used only for its intended purpose.

Modern Slavery Statement

Conducting our business in an ethical way is fundamental to how Killam operates. In line with this commitment, Killam prohibits the use of forced labour and child labour in our operations and supply chain.

We believe that the risk of forced labour and child labour within our direct operations is minimal, given that our entire portfolio is located in Canada, and we diligently adhere to all employment legislation when engaging our employees. We provide a work environment that values diversity, respects human rights, and upholds the dignity of every individual.

Establishing clear expectations of our employees and our suppliers is critically important to ensuring that modern slavery is not taking place in our business or supply chain. Our employees are guided by our Code of Conduct and internal policies, while our suppliers are expected to adhere to our Supplier Code of Conduct.

Governance

Killam engages with stakeholders broadly and provides internal and external mechanisms for reporting human rights concerns, including our [Whistleblower Policy](#) and confidential reporting form.

Implementation

Killam's Senior Management team will be responsible for implementing this policy.

- All employees will be provided with a copy of this policy within 30 days of its preparation, and all new employees will be provided with a copy within 30 days of their hire date.
- A copy of this policy will be provided to new trustees, officers, and director-level employees, who will be educated about its importance and will be required to sign a copy as evidence of their commitment to abide by the policy.
- This policy will be posted on Killam's website, and material changes will be communicated to all employees.
- This policy will be reviewed as needed (at least annually) to ensure compliance with changing regulatory requirements and recommendations will be made for any appropriate changes.

Responsibility

Any questions or concerns relating to this policy can be directed to Killam's Senior Management Team, or to Human Resources.