

KINETICOR

2023 ESG Report

Empowering the future through
responsible energy solutions





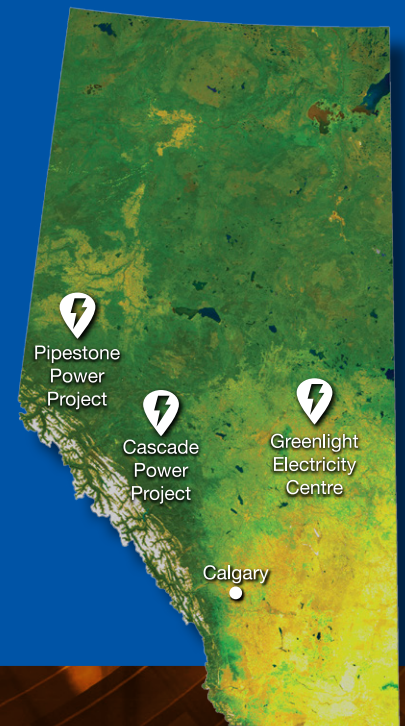
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About Kinetikor

Kinetikor specializes in the development, ownership, and operation of power generation facilities, primarily serving the Alberta region. However, our solutions are designed with scalability in mind, with the potential for transferability across Canada in the future. Leveraging advanced technology and innovative methodologies, we aim to provide efficient and dependable energy solutions that foster economic growth while prioritizing both environmental sustainability and strong stakeholder relations.

With a focus on cultivating partnerships with corporate entities in need of power expertise and capital for project development, Kinetikor is headquartered in Calgary, Alberta. We prioritize power projects that offer dependable, efficient, and cost-effective energy solutions.



Message from our CEO

Since our inception in 2013, Kinetikor has remained steadfast in our commitment to revolutionizing power generation. Beyond mere electricity production, our mission extends to sustainable practices that minimize environmental impact, empower communities, and prioritize employee well-being.

2023 Highlights

- Created a \$25,000 scholarship in collaboration with [Indspire](#)
- Upgraded and expanded our data security and information technology infrastructure
- Completed construction of Cascade Power Project
- Implemented company-wide ethics training programs
- Initiated exploration and development of Carbon Capture and Storage (CCS) technology at Cascade

In 2023, we are proud to announce significant enhancements to our IT and security infrastructure. These improvements include the integration of a new server and heightened security measures to safeguard both our employees and sensitive data. Additionally, we are honoured to have established a \$25,000 scholarship through Indspire, dedicated to supporting the Indigenous communities we have the privilege to be partnered with.

As we advance, we recognize the growing importance of our ESG (Environmental, Social, and Governance) strategy. Serving as guiding principles, our strategy directs decision-making, promotes responsible practices, and fosters a culture of transparency and accountability. Our 2021 ESG Report marked a pivotal milestone, showcasing our dedication to sustainability. The subsequent 2022 ESG Report saw further progress, involving stakeholder engagement in a comprehensive materiality assessment to ensure alignment with all relevant factors.

Looking ahead, our commitment to our ESG strategy remains unwavering. We understand that our journey is ongoing, and we embrace the challenges and opportunities it presents. Committed to driving positive change in environmental stewardship, social responsibility, and governance practices, we aim to set new milestones in the Energy Transition.

I am deeply grateful for the support of our employees, partners, and shareholders, who have been instrumental in our ESG journey. Together, we will continue to lead the charge for positive change, shaping a sustainable future through the Energy Transition and creating shared value for all stakeholders.

Thank you for your trust and collaboration as we continue along on this transformative journey.

Sincerely,
Andrew Plaunt

Projects

We remain committed in advancing the development of our primary projects, all of which have made substantial strides in 2023.

Pipestone Power Project

Our efforts at the Pipestone Power Project involve a 32-megawatt cogeneration facility, supplying power and heat to Tidewater Midstream and Infrastructure Ltd (Tidewater Midstream) gas plant in Alberta's Montney region. Initiated in 2019, this project utilizes waste heat recovery technology, eliminating reliance on grid energy and reducing overall energy costs. Notably, Tidewater Midstream sold the Pipestone natural gas plant to AltaGas Ltd. in December, 2023.



Cascade Power Project



As Alberta moves away from coal-fired generation, the province needs new clean electricity sources to meet growing demand. Combined cycle facilities like Cascade will provide efficient, reliable power for Albertans. Kinetikor is proud to report that in January 2024, we delivered our first megawatt of natural gas power to the grid.

At the Cascade Power Project, significant advancements have been achieved, notably, the evaluation of a Carbon Capture Storage (CCS) initiative. In January 2023, we began exploring on-site carbon capture technologies, positioning Cascade as a net-zero emissions facility. The evaluation underscores our commitment to reducing carbon emissions and aligning with sustainable energy practices. In January 2023, we obtained approval for \$1.6 million in Sponsor funding dedicated to exploring on-site carbon capture technologies. This enhancement underscores our commitment to reducing carbon emissions and aligning with sustainable energy practices. The 900-megawatt combined cycle power generation facility in Yellowhead County has recently completed commissioning activities and has now commenced operations. This milestone signifies a major step forward in Kinetikor's commitment to sustainable energy solutions.

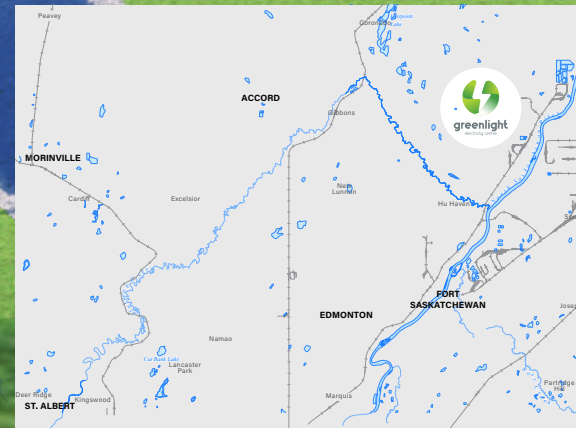
Greenlight Electricity Centre



Inaugurated in 2022, the Greenlight Electricity Centre marks a significant stride towards a net-zero emissions trajectory. This 1,400 megawatt facility will be net-zero ready in its design with the expectation of eventually being able to capture over 90% of carbon emissions generated during electricity production.

Aligned with the Government of Alberta's objective of providing affordable, reliable and clean power, this project not only advances environmental sustainability but also bolsters local economies with over 6 million work hours expected during construction. Moreover, the deployment of natural gas combined cycle power generation, developed with a net-zero future in mind, underscores our steadfast commitment to both operational efficiency and environmental stewardship.

Alberta's abundant supply of natural gas is one of the cleanest, cheapest, and most efficient sources of energy.



Our Approach to Sustainability

Our commitment to sustainability powers the present, while respecting future generations. We focus on efficient and responsible power generation, fostering inclusion and innovation in our work environment. At Kinetikor, we are dedicated to integrating sustainability principles into our business, decision-making, and daily activities.

Guided by our Sustainability Working Committee, composed of diverse individuals across our organization, we ensure a comprehensive approach to ESG. This committee provides updates to Kinetikor's leadership, outlining specific efforts and effective management of our ESG priorities.



Our Priorities

Kineticator has conducted a thorough assessment of its operations, identifying key ESG priorities essential to its business, while taking into account the viewpoints of both internal and external stakeholders. Kineticator has diligently identified eleven fundamental ESG priorities that are integral to its business model.

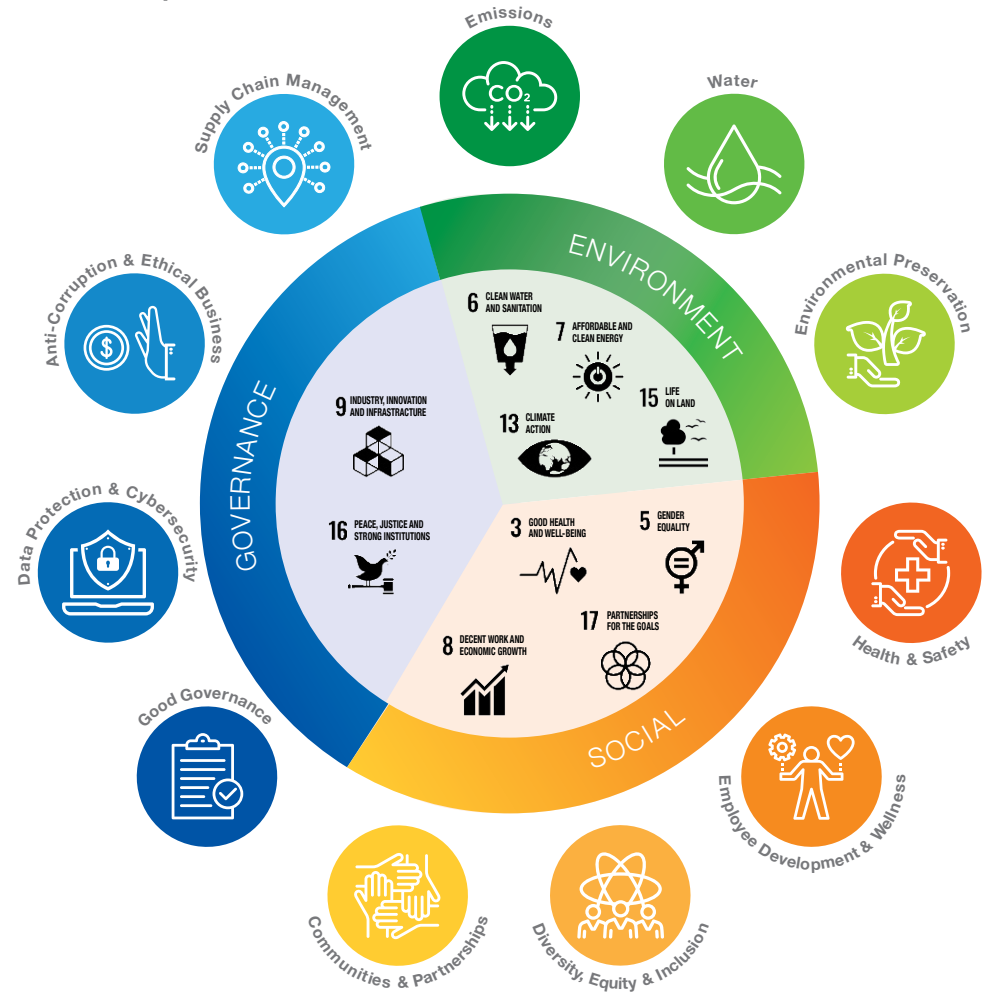
Through a collaborative process involving input from both internal stakeholders, such as employees and management, and external stakeholders, including investors, communities, and regulatory bodies, Kineticator has ensured a comprehensive understanding of the key areas requiring attention and improvement.

Furthermore, Kineticator's mission and strategic objectives are deeply intertwined with the goal of advancing Alberta's Energy Transition. By aligning its activities with the United Nations Sustainable Development Goals (SDGs), Kineticator aims to contribute significantly to the global efforts toward sustainability. This alignment underscores the company's commitment to not only achieving operational excellence but also making meaningful contributions to broader societal and environmental goals. Through its strategic focus on sustainability and responsible business practices, Kineticator seeks to play a pivotal role in shaping a more sustainable energy future for Alberta and beyond.

Materiality Assessment

Kineticator undertook a materiality assessment in 2022 to delineate the content of our ESG report. We engaged ESG-focused third-party expertise and meticulously referred to the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards throughout three distinct stages of assessment: topic identification, prioritization, and validation. Moreover, we have harmonized our sustainability endeavors with the United Nations Sustainable Development Goals, strategically directing our attention to pivotal areas where our company and operations can effectively contribute to the realization of these global objectives.

Material Topics



ENVIRONMENT:

Kinetikor is committed to minimizing our environmental impact through effective management programs. We adhere to industry standards and regulations, managing emissions, water use, waste, and biodiversity responsibly as part of our environmental stewardship strategy.

Emissions

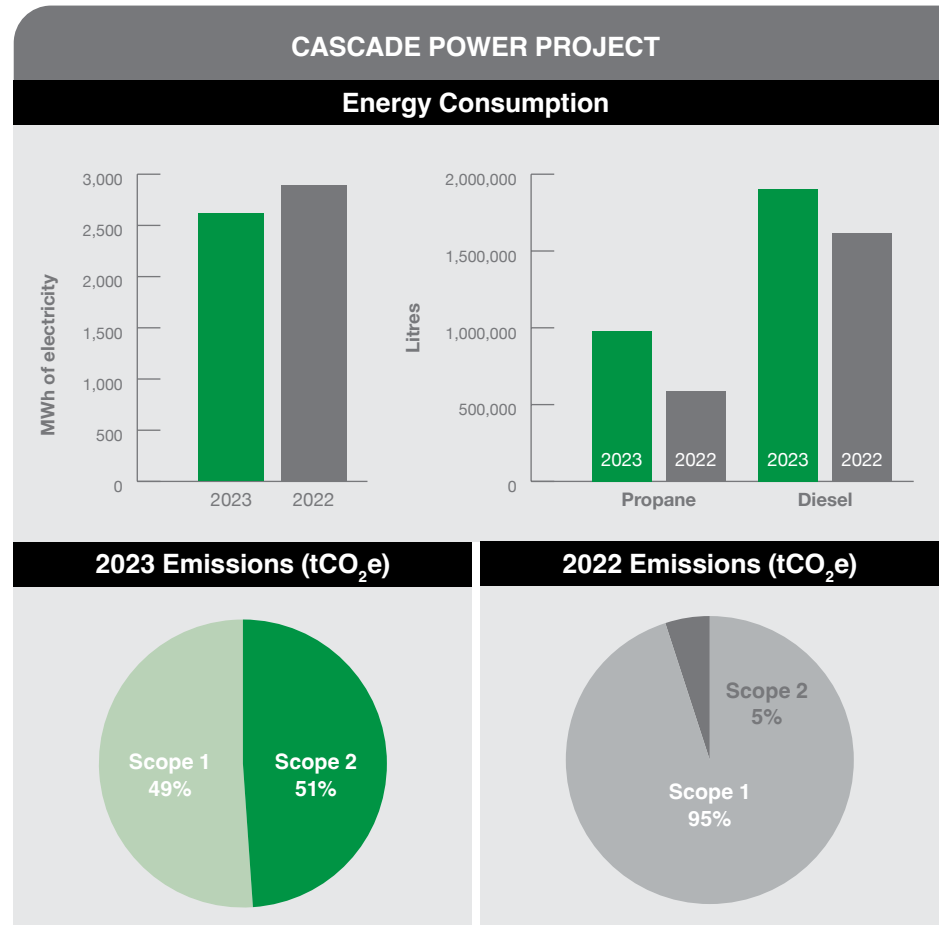
COMMITMENT

- **Build Resilience Action Plan:** Cascade will introduce mitigation measures related to Energy Transition risks once an evaluation is completed.

Over the next two years, Kinetikor is working to determine a carbon footprint assessment that will evaluate the Scope 3 emissions for projects under Kinetikor site control to enable better management of emissions. We have engaged two third-party consultants to support our verification and compliance reporting efforts.

As the Cascade project is the only operational project under full control of Kinetikor, we have focused our efficiency upgrade efforts within this project scope. We continuously monitor emissions along with fuel and electricity consumption at the Cascade Power Plant, which enables management and remediation for emission anomalies or concerns.

Cascade's Carbon Capture, Uptake and Storage initiative and the Greenlight Electricity Centre are both in early development, but we are eager to quantify their respective impacts and improvements in the coming year.



ENVIRONMENT:

Water

COMMITMENT

- Focus on continuous improvement related to water consumption and water source through Cascade's construction phase and into the operations phase.

Water conservation and reducing reliance on freshwater sources are areas of significant focus for Kinetikor. From the outset of our projects, including the development of the Cascade Power Project, we prioritize water optimization to address water scarcity concerns. In 2023, our onsite well at the Cascade Power Project provided 57,978 m³ of water. At the Cascade Power Project, water serves various essential purposes, including boiler feedwater in the steam cycle, firewater, and potable water systems. Recognizing the importance of water purity and sustainability, we are contemplating the integration of stormwater reserves and a water treatment plant right at the project site. This proactive approach aims to optimize water usage to meet the specific needs of the plant while minimizing environmental impact and ensuring long-term water resource sustainability.

Continuous monitoring of water withdrawals ensures compliance with regulatory standards set by the Alberta Energy Regulator, providing valuable insights into daily water consumption. However, it is important to note that our current water permit may not cover water needs during extreme temperature conditions. Therefore, we are actively collaborating with Alberta Environment and Protected Areas to be able to utilize water from a stormwater pond.

In response to the 2023 Edson wildfire incident, we have taken proactive measures to enhance our emergency preparedness protocols. Specifically, we have developed comprehensive emergency plans delineating the strategic use of water resources in the event of a fire or any other emergency scenario. These plans include the deployment of specialized pumps and hoses, strategically positioned for optimal accessibility and effectiveness. Moreover, we are leveraging resources such as stormwater ponds and clear feeds to bolster our water supply capabilities, ensuring robust contingency measures are in place to address any unforeseen emergencies with efficiency and efficacy.



ENVIRONMENT:

Environmental Preservation

In our ongoing commitment to environmental stewardship, Kinetikor acknowledges the necessity for additional metrics in waste generation and local biodiversity impacts. We aim to establish robust processes for tracking and reporting data, fostering a deeper understanding of our impacts, and strengthening our disclosure initiatives.

Energy Transition

COMMITMENT

- Kinetikor remains committed to diligently examining prospective regulatory frameworks and accompanying carbon compliance risks and opportunities.

In alignment with the global push for decarbonization, Alberta's electricity system is undergoing significant changes. Kinetikor stands at the forefront of this transition, dedicated to facilitating Alberta's Energy Transition journey towards low-emission, reliable power. As the province shifts from coal-fired power to embrace renewables and net-zero energy sources, we are poised to play a key role in shaping a more sustainable energy landscape for Alberta.

Waste Management

COMMITMENT

- Refine data tracking process for waste disposal to improve disclosure and inform us in developing a reduction target.

Considering the commitment we made in 2022, we have been working to develop a process to quantify our waste disposal. In 2023, we made significant progress in developing our current projects, however, the limited amount of control that Kinetikor maintains over the project operations inhibits our ability to make significant

progress in this area. In 2024, Kinetikor will assume responsibility over the Cascade Power Project and will be better able to identify a process for capturing our waste disposal metrics.

Biodiversity

COMMITMENT

- Assess how Kinetikor impacts the surrounding environment and understand how to contribute to protecting wildlife in the areas where Kinetikor operates.

Kinetikor acknowledges the significant overlap between our operations and the natural environment, as well as the global decline in biodiversity. We are committed to understanding our ecological impact through thorough assessments and actively supporting local wildlife populations.



SOCIAL:

Kineticor prioritizes empowering our people. We are committed to fostering a culture rooted in health and safety, diversity, innovation, and community support.

Health & Safety

COMMITMENT

- Always strive toward zero safety-related incidents. Ensuring the well-being and safety of our people and community lies at the core of our corporate values. We maintain an unwavering commitment to upholding industry-leading health and safety practices and continuously strive for excellence in performance.

Our focus on comprehensive training programs not only equips our staff with the necessary skills and knowledge but also ensures their safety and well-being. Led by our dedicated management team, we prioritize health, safety, and inclusivity in the workplace, adhering to robust policies, procedures, and industry best practices.

In the past calendar year, our Total Recordable Incident Rate (TRIR) stands at an impressive 0.31, reflecting our commitment to safety across all operations. Notably, this TRIR encompasses incidents involving both our direct employees and contract employees. It is important to note that this year, our site accommodated a significant workforce, with over 1,100 personnel on site at Cascade Power Project during peak construction—a doubling from previous years.

With a staggering 4.5 million hours worked, the magnitude of our project underscores the importance of our safety protocols. Despite the scale of our operations, we are proud to report a Lost Time Injury Frequency Rate (LTIFR) and fatality rate of zero, indicating that no lost time incidents or fatalities occurred.

CASCADE POWER PROJECT SAFETY STATS

(including Employees and Operators)

	2023	2022
TRIR (Total Recordable Injury Rate)	0.26	0.31
LTIFR (Lost Time Injury Frequency Rate)	0	0
Site employees trained on safety (%)	100	100
Mandatory safety training for all site visitors (%)	100	100
Hours of employee safety training	6,595	183
Hours of contractor safety	8,296	19,786
Number of contractors trained on safety	321	965

Additionally, our proactive approach extends to addressing near misses, ensuring that potential hazards are identified and mitigated promptly. Our commitment to transparency and accountability is evident in our monthly safety package, which includes key metrics such as TRIR, fatality rate, and near-miss frequency rate. These metrics consistently meet or exceed industry standards, providing assurance of our dedication to safety excellence.

Moving forward, we remain steadfast in our commitment to maintaining a safe and inclusive work environment, prioritizing the well-being of our employees, contractors, and the wider community.



SOCIAL:

Employee Development & Wellness

COMMITMENT

- Continual evaluation of employee benefit programs and training opportunities for career development.

At Kinetikor, we prioritize the development and well-being of our employees, recognizing them as our most valuable asset. Upholding high standards of ethics and self-regulation, we recently completed a new ethics training program in 2023. Our commitment to fostering a supportive work environment is underscored by several initiatives:

- **Flexible Remote Working Options:** Empowering employees to balance work and life effectively while ensuring productivity and collaboration.
- **Flexible Working Hours:** Enabling individuals to customize their schedules to optimize productivity and accommodate personal commitments.
- **Progressive Parental Leave Policy:** Offering extended leave beyond legal requirements to support employees during significant life transitions.
- **Volunteering Hours:** Encouraging and supporting employees to engage in charitable activities during paid work hours.
- **Communication:** Regular employee engagement is conducted through our internal website and routine newsletters communicating any updates or changes within the organization.

- **Team Social Events:** Promoting camaraderie and teamwork through organized events outside of the workplace.
- **Progressive Holiday Policy:** Providing additional vacation days to facilitate rest, rejuvenation, and the maintenance of a healthy work-life balance.
- **Offsite Team Building:** Committed to annual offsite team building sessions. In 2023, these events took place in February in Banff and in September in Invermere, further strengthening our commitment to fostering a cohesive and supportive work culture.

Kinetikor proudly maintains a remarkable employee retention record, with the majority of our workforce remaining with the corporation for over a decade. This longevity underscores our commitment to fostering a supportive and rewarding work environment, characterized by strong employee relationships and a positive corporate culture. By prioritizing employee satisfaction and professional development, we have cultivated a loyal and dedicated workforce, contributing to our overall success and sustainability as an organization.



SOCIAL:

Diversity, Equity & Inclusion (DE&I)

COMMITMENT

- Incorporate training focused on DE&I for all employees.

At Kinetikor, we embrace diversity as a cornerstone of our organizational strength and innovation. Our commitment lies in fostering an equitable and inclusive workplace where each individual is esteemed and honored.

To fulfill this pledge, we prioritize inclusive practices in our recruitment and advancement procedures, ensuring the representation and celebration of diverse perspectives and experiences at every organizational tier. We understand that maintaining an inclusive environment demands continuous dedication and involvement.

Through the cultivation of a diverse culture, we nurture an atmosphere conducive to collaboration, creativity, and innovation, thereby enhancing outcomes and fostering sustainable growth within our organization.



SOCIAL:

Communities & Partnerships

COMMITMENT

- We are committed to providing direct support to every community we operate in.

At Kinetikor, we recognize the pivotal role of collaboration and partnerships in attaining success. Our pride lies in cultivating lasting partnerships and actively involving all stakeholders throughout project development, including local communities, Indigenous Peoples, and government bodies.

We are steadfast in our commitment to fostering enduring relationships with Indigenous Peoples, built on mutual respect and trust. Acknowledging the significance of the traditional territories in which we operate, we prioritize early and meaningful engagement with Indigenous communities. We are honored to continue our partnerships with local First Nations of the Cascade Power Project, jointly striving towards sustainable prosperity.

Moreover, Kinetikor is dedicated to nurturing lasting partnerships with our natural gas producer counterparts. These alliances are vital in advancing the Energy Transition and harnessing the potential of natural gas for power generation as we progress towards a decarbonized grid.



In alignment with our commitment to partnerships, particularly at the Cascade Power Plant, we are pleased to announce our collaboration with Indspire to establish an annual

\$25,000 scholarship aimed at supporting the Indigenous community. Specifically focused in Alberta, this initiative underscores our dedication to driving positive change and fostering a sustainable energy future.

This scholarship program, known as the “Building Brighter Future Program”, aims to provide educational opportunities for Indigenous students and solidifies

our commitment to empowering Indigenous communities. The recipients of this scholarship must be from the six First Nations bands within the McLeod River area. This program will offer two awards annually, supporting First Nations individuals who are looking to pursue post-secondary education.

During the construction phase of the Cascade Power Project, Kinetikor is proud to have contributed over \$40 million in contracts to local First Nation companies. This significant investment not only underscores our commitment to fostering economic development and job creation within Indigenous communities but also exemplifies our dedication to meaningful engagement and collaboration with local stakeholders. By prioritizing partnerships with First Nation businesses, we aim to not only enhance the socioeconomic fabric of the regions in which we operate but also promote sustainable growth and prosperity for all involved parties.



GOVERNANCE:

Integrity has been ingrained in our business from the outset. With strong governance and dedicated leadership, we have established a solid foundation to enhance our ESG performance and transparency.

Good Governance

COMMITMENT

- We are dedicated to ensuring robust governance practices, particularly in our approach to data protection and cybersecurity.

Kineticor prioritizes strong governance practices to uphold transparency, accountability, and ethical conduct across our operations. Our comprehensive set of governance documents serves as guiding principles for the organization, ensuring effective oversight and decision-making. These encompass our Code of Ethics, Committee Charters, Board of Directors Terms of Reference, Corporate Governance Guidelines, Legal Authorities and Spending Limits, Position Descriptions, Health, Safety & Environment Policy, Whistleblower Policy, Corporate Approval Policy, Respectful Workplace Policy, and Diversity & Inclusion Policy. These documents collectively form the framework for our governance structure, aligning with best practices and fostering a workplace culture grounded in integrity and responsibility.

Kineticor adheres to robust governance practices to ensure transparency, accountability, and ethical conduct across our operations. Our governance framework encompasses:

- **Code of Ethics:** Sets standards for ethical behavior, integrity, and compliance.
- **Committee Charters:** Defines roles, responsibilities, and objectives for oversight and decision-making.
- **Board of Directors Terms of Reference:** Outlines composition, responsibilities, and operating procedures.

- **Corporate Governance Guidelines:** Establishes principles and practices for governance structure alignment with best practices.
- **Diversity & Inclusion Policy:** Fosters a diverse and inclusive workplace, guiding recruitment, retention, and professional development practices.
- **Legal Authorities and Spending Limits:** Clearly defined limits for decision-making and financial management.
- **Position Descriptions:** Provides clarity and accountability for roles and responsibilities.
- **Health, Safety & Environment Policy:** Commitment to maintaining a safe and healthy work environment.
- **Whistleblower Policy:** Encourages reporting of illegal or unethical conduct without fear of retaliation.
- **Corporate Approval Policy:** Guidelines for obtaining necessary approvals for corporate actions.
- **Respectful Workplace Policy:** Promotes a culture of respect, inclusion, and fairness.
- **Maternity, Parental and Adoption Leave Policy and Procedures**
- **Anti-Corruption Policy**
- **Drug, Alcohol and Substance Use Policy**
- **Cybersecurity Policy**
- **ESG Incident Reporting & Investigation Policy**
- **Verification of Formal Labour Agreements for Subcontractors Procedures**

GOVERNANCE:

Data Protection & Cybersecurity

COMMITMENT

- We are committed to fortify our cyber defenses and elevate our IT infrastructure.

Recognizing the growing significance of cybersecurity in today's digital landscape, our organization has embarked on major initiatives to bolster our cyber defenses and enhance our IT infrastructure. Among these efforts is the development of new cybersecurity and IT programs aimed at fortifying our systems against emerging threats. This includes implementing a new server to replace our incumbent physical server, a critical step in modernizing our infrastructure for enhanced security and efficiency. Additionally, we are introducing multi-factor authentication measures to further safeguard access to sensitive data and systems.

Moreover, our commitment to robust data management is evident in our adoption of a comprehensive Microsoft Intune Management Process, which will facilitate more effective oversight and control over our data assets. These initiatives not only signify our proactive approach to cybersecurity and IT governance but also enhance our remote working capabilities, making flexible working arrangements significantly more efficient and secure.

Scheduled for launch in the first quarter of 2024, these endeavors represent a pivotal step forward in strengthening our cybersecurity posture and ensuring the resilience of our organization in the face of evolving cyber threats. Our dedication to safeguarding our operations and protecting the interests of our stakeholders remains unwavering.



GOVERNANCE:

Anti-corruption & Ethical Business Practices

COMMITMENT

- We are committed to ongoing training in anti-fraud, anti-bribery, and anti-corruption measures, as well as maintaining a supply chain network that adheres to our organizational values.

Kinetikor is dedicated to combatting corruption and upholding the highest ethical standards in our business practices. Our approach involves implementing robust policies to ensure strict compliance with anti-corruption laws, fostering an environment of integrity and fairness.

At the core of our strategy is the Anti-Corruption Policy, serving as a stringent framework that unequivocally prohibits bribery, corruption, and unethical practices. This policy outlines explicit guidelines for employees and stakeholders, emphasizing the critical importance of adherence to both legal and ethical standards.

Communication is key in our anti-corruption efforts. We prioritize regular communication to all stakeholders. Our training programs offered to staff are designed to heighten awareness and understanding of anti-corruption measures, fostering a corporate culture rooted in compliance and accountability.

These measures reflect our unwavering dedication to maintaining the utmost standards of ethical conduct, championing transparency, and ensuring the integrity of our business practices. We are proud to share that we have achieved our 2022 commitment and all Kinetikor employees completed an additional ethics training course which focused on anti-fraud, bribery and corruption related to ensuring we maintain the highest ethics standards within our organization. Furthermore, we are pleased to report that we have had zero whistleblower incidents, underscoring the effectiveness of our efforts to maintain the highest ethical standards within our organization.



GOVERNANCE:

Supply Chain Management

COMMITMENT

- We are committed to fostering responsible and ethical practices throughout our supply chain.

Kineticor places paramount importance on upholding responsible and ethical practices within our supply chain. We meticulously integrate robust due diligence processes and establish clear contractual obligations to ensure the integrity and ethical standards of our supply chain management.

We manage supply chain risks in several ways. We evaluate our suppliers based on size and location of operation to understand risks associated with the location and activity that our suppliers participate in. As part of our supplier onboarding process, suppliers must acknowledge and agree to abide by Kineticor's principles on human rights and risk management related to modern slavery and unjust working conditions.

Kineticor remains committed to sustainable business practices and responsible corporate citizenship. Through diligent adherence to ESG principles and continuous improvement initiatives, we strive to mitigate environmental impact, foster social well-being, and uphold the highest standards of governance. Our ongoing efforts are guided by a dedication to creating long-term value for our stakeholders while contributing positively to the communities in which we operate. As we look to the future, Kineticor remains resolute in our pursuit of sustainability, innovation, and excellence across all facets of our operations.



APPENDICES

Emissions	
Gross global Scope 1 emissions covered under emissions-limiting regulations	100%
Water	
Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	57,978 m ³
Incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	4
Water management risks and discussion of strategies and practices to mitigate those risks	Water (page 10)
Environmental Preservation	
Land affected with endangered populations	0%
Total Land Use	57.8 Acres
Health and Safety	
Management systems used to integrate a culture of safety throughout the value chain and project lifecycle	Site employees have successfully completed safety training under BPC's program, with each individual receiving approximately 0.5 days of instruction.
Emergency preparedness and response plan (ERP)	Plant Operators have an operational Emergency Response Plan (ERP) with the county.
Employee Development & Wellness	
Measures to promote work-life balance among its employees	Employee Development & Wellness (page 13)

Diversity, Equity & Inclusion	
Diversity & Inclusion Policies and Support	Diversity, Equity & Inclusion (DE&I) (page 14)
Gender Diversity – Head Office	29% female, 71% male
Full time employees	7 employees
Temporary employees	8 contractors
Staff communication and engagement	Employee Development & Wellness (page 13)
Community & Partnerships	
Projects that include Indigenous partnerships	33%
Good Governance	
Description of Board Committee	Good Governance (page 16)
Description of Governance policies	Good Governance (page 16)
Description of Board procedures	Good Governance (page 16)
Independent Directors/Committee chairs	Good Governance (page 16)
Anti-Corruption & Ethical Business Practices	
Management system for prevention of corruption and bribery throughout the value chain	See anti-corruption policy (page 18)
Employees that have acknowledged the Code of Conduct	100%
Employees that have acknowledged the Health & Safety Policy	100%
Describe how this acknowledgement is done	Much acknowledge all policies upon initial contract being executed. Planning to implement annual acknowledgment requirements.
Bribery and corruption in the project bidding processes	Anti-corruption & Ethical Business Practices (page 18)

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