

## Environment, Social and Governance Policy

### Our philosophy

We founded Kalium Health with an ambition to improve the health and wellbeing of ordinary people around the world. We set out our mission as providing real-world electrolyte data to transform the treatment of cardiorenal diseases.

Whilst we are a for-profit business, we hold very high standards when it comes to collaborating with colleagues and external organisations, our approach to doing business and our impact upon society.

This Environment, Social and Governance (ESG) policy reflects our commitment to our staff's wellbeing – physical, mental and social; our ethical behaviours in our day to day activities and working with partners who share our ambition and passion to succeed in our mission.

### Environment

We strive to work sustainably by:

- minimising non-renewable resource use to reduce our carbon footprint;
- managing waste responsibly by using recycling schemes;
- complying with relevant legislation and guidelines for hazardous waste disposal; and
- using modern technology to reduce our amount of business travel.

We do not carry out activities or operations that risk harming the environment and we do not test on animals or people without independent ethical committee approval.

As we develop our home health monitoring technology, we are proud of the environmental impact we will make in reducing the travel, emissions and carbon footprint resulting from people having to travel for health tests.

### Social

We base the way we do business upon our corporate values as follows:

- **Care:** Patients are at the heart of everything we do
- **Creativity:** We encourage new ideas and ways of thinking
- **Integrity:** We are fair, honest and considerate
- **Respect:** We respect individual differences
- **Teamwork:** We listen and we encourage collaboration

We publicise our corporate values to our staff, shareholders and investors, and refer to these when deciding which external customers, partners and suppliers we work with.

Staff remuneration, including executive pay, is decided by a Remuneration Committee of the Board which has investor representation. Pay is based on an individual's role within the company and their experience within the particular role, regardless of gender or any other protected characteristics. We ensure the fair payment of staff by benchmarking against the wider job market, publicising remuneration within job adverts and always paying at least the national living wage.

We work closely together on a daily basis. We encourage training and development and we understand that to fulfil our ambition means having a team of dedicated and enthusiastic staff at our core.

We promote equity, diversity and inclusion at every level and every area of our company. We are proud of our team and our team is proud of the work we do.

### Governance

We conduct our business with a high level of integrity. The company has an experienced Board of Directors which meets at least 10 times a year to monitor company performance and ensure that standards are upheld. We regularly provide updates to our investors. Board members are required to declare any conflicts of interest.

We always comply with relevant laws and regulations including staff health and safety, GDPR and cybersecurity.

Financial probity is ensured by regular Board review and approval of accounts, and independent approval of payroll.

We provide staff with a comprehensive handbook and have specific policies regarding leave, sickness, discipline, confidentiality and data protection.

As a company we continuously look for opportunities for improvement across all areas of ESG and welcome discussion and suggestions from our Board, staff and partners.