



Kimco Realty Corporation

Management

Q 1.1 Does your company/fund have a long-term vision on sustainability?

- Yes, the vision on sustainability is publicly available. *Please communicate the vision (maximum 250 words)*

Kimco is focused on building a thriving and sustainable business – one that succeeds by delivering long-term value for investors, tenants, associates and communities. At Kimco, we take pride in how we conduct business, including the positive contribution we make to communities and our initiatives to safeguard the environment. Creating long-term value means understanding and working to meet the needs of our many stakeholders – periodically rethinking our approach to business to respond to changing market conditions, continually renewing our commitment to the communities in which we operate, and taking steps to restore and preserve the global environment on which we all depend.

Please provide the corresponding hyperlink (if applicable). Hyperlink:
<http://tinyurl.com/p3pr5wr>

- Yes, but the vision on sustainability is not publicly available. *Please communicate the vision (maximum 250 words)*
- No

Q 1.2 Does your company/fund have specific sustainability objectives for the reporting period?

- Yes, the objectives are publicly available. *Please state the objectives (maximum 250 words)*

Please provide the corresponding hyperlink (if applicable). Hyperlink:

- Yes, but the objectives are not publicly available. *Please state the objectives (maximum 250 words)*

Kimco's program objectives for 2012 were: 1) Develop an energy/carbon goal to be measured against a 2012 baseline, 2) Pilot common area energy conservation projects for at least 50 properties and budget for deployment at an additional 100-150 shopping center properties in 2013, 3) Develop a business model to scale Kimco's successful New Jersey solar PV initiative to other viable markets within the U.S., 4) Continue the expansion of the company's utility management program to include collection of water and waste performance data and to allow for enhanced reporting capabilities, and 5) Launch a comprehensive effort to improve stakeholder communication including detailed investor disclosure, a new Corporate Responsibility website, blogging and social media.

- No

Q 2.1 Who was responsible for implementing your company/fund's sustainability objectives during the reporting period? (multiple answers possible)

- Dedicated employee(s) for whom sustainability is the core responsibility

Please provide the name and contact details for the most senior of these employees

Name	Job title	E-mail address (optional)
Will Teichman	Director of Sustainability	wteichman@kimcorealty.com

- Employee(s) for whom sustainability is one of the responsibilities

Please confirm the name and contact details for the most senior of these employees

Name	Job title	E-mail address (optional)
Mike Pappagallo	Chief Operating Officer	

- External consultants/managers. *Name of the organization* Confidential Information - Professional sustainability/real estate consultancies
- Other. *Name of the organization* _____
- None of the above

Q 2.2 Did your company/fund have a sustainability taskforce or committee at the company/fund management level during the reporting period?

- Yes
- No

Q 2.3 Did this sustainability taskforce or committee involve: (multiple answers possible)

- Senior management board
- Fund/portfolio managers
- Asset managers
- Property managers
- External consultants *Name of the organization* _____

- Other _____
- Not applicable

Q 3.1 Is the most senior decision-maker on sustainability issues: (multiple answers possible)

- A member of the senior management board
- A person who directly reports to the senior management board
- None of the above

Please provide the name and contact details for the most senior decision-maker on sustainability issues

Name	Job title	E-mail address (optional)
Mike Pappagallo	Chief Operating Officer	

Q 3.2 During the reporting period did a representative of the senior management board receive formal updates on the organization's sustainability objectives?

- Yes, on a monthly basis
- Yes, on a quarterly basis
- Yes, on a bi-annual basis
- Yes, on an annual basis
- Yes, other. _____
- None of the above

Q 3.3 Please describe the process used to inform the senior management board about the sustainability objectives during the reporting period (maximum 250 words)

During 2012 key members of the management and executive team including the VP of Property Management, Director of Sustainability, and COO met on a quarterly basis to review the company's strategy and progress toward addressing the company's sustainability objectives. Formal presentations and memorandums were created summarizing recommendations and discussion topics for each meeting. Individual initiatives such as the company's utility management, building controls, solar, and other efforts were evaluated on the basis of actual results versus plan. Results are measured based on key performance indicators (KPIs) established for each program which include both environmental/social and economic impact measures. At the conclusion of each meeting, new initiatives or objectives are formalized and become a part of the running agenda for subsequent meetings. Moving forward we will continue to re-assess and review these issues on a quarterly basis or more frequently as-needed.

- Not applicable

Q 4 Did your company/fund have a structured approach for communicating its sustainability strategy to employees and external asset/property managers during the reporting period?

- Yes. *Please describe the process (maximum 250 words)*

Kimco has structured a multi-faceted approach to communicating its sustainability strategy to employees. On a quarterly basis all employees are informed of major developments in the company's sustainability efforts via an internal earnings call led by senior management. The COO typically provides program updates, and from time-to-time the Director of Sustainability participates. On a quarterly basis, departmental conference calls are conducted to review objectives and progress toward key initiatives. In 2012, topics of these calls included key sustainability initiatives such as the transition to a managed utility bill payment system, the expansion of roof-top solar, parking lot lighting controls, tenant sub-metering, and lighting/irrigation efficiency retrofits. On an as-needed basis the company conducts training across impacted departments on the management of energy expenses through programs such as its utility management and parking lot lighting controls initiatives. In 2012, the company also launched an all-employee internal education effort aimed at raising awareness of the company's Corporate Responsibility program. This included the posting of break-room posters, email memorandums, corporate blog postings, and the widespread publicity of the company's new Corporate Responsibility website.

- No

Q 5 Did your company/fund include sustainability factors in the annual performance review of the following employees during the reporting period? (multiple answers possible)

- Senior management board
- Fund/portfolio managers
- Asset managers
- Property managers
- Other Sustainability director; Energy manager
- None of the above

Q 6 Is your company/fund currently involved in nationally/internationally recognized committees or working groups concerning sustainability?

- Yes. *Please provide the name of the committee or working group and a brief description of its/their objectives (maximum 100 words)*

ICSC Sustainability Working Group – Defines key sustainability priorities, and benchmarking tools, for the largest association of retail landlords; ICSC-RILA Landlord Tenant Working Group- Focus on removing barriers to sustainability through collaboration between national retailers and landlords; NAREIT Leader in the Light Working Forum – Defines key sustainability priorities for the largest association of Real Estate Investment Trusts; US DOE Commercial Buildings Energy Alliance – Leading government partnership dedicated to driving adoption of energy efficiency practices; UC Davis MTL Research Program – California-funded effort to remove barriers to energy efficiency in multi-tenant light commercial buildings.

- No, but the parent organization/investment house is. *Please provide the name of the committee(s) or working group(s) and a brief description of its/their objectives (maximum 100 words)*

- No involvement during the reporting period

Q 7 During the reporting period did your company/fund receive sustainability awards or other recognition related to the implementation of sustainability best practices?

- Yes. *Please provide the name of the award and a brief description (maximum 100 words)*

Kimco has not applied for formal awards in 2012, but has received significant media recognition for its sustainability efforts. This includes coverage of our utility management, building controls, solar, tenant engagement, and communications efforts. In 2012 Kimco was recognized in publications including REIT Magazine, Shopping Centers

No

Policy and Disclosure

Q 8 How did your company/fund disclose its sustainability performance during the reporting period? (multiple answers possible)

- Section in Annual Report, page ____ | **Upload** or provide Hyperlink ____
- Stand-alone Corporate Social Responsibility or Corporate Sustainability Report, | **Upload** or provide Hyperlink ____
- Integrated Report (sustainability disclosure fully integrated into the Annual Report), page ____ | **Upload** or provide Hyperlink ____
- Dedicated section on corporate website, provide Hyperlink <http://tinyurl.com/p8y2zqx>
- Section in Fund reporting to investors. State frequency ____ and upload specific page(s) on sustainability | **Upload**
- Other **Carbon Disclosure Project** | **Upload FILE ID: 9428**
- None of the above

Q 9.1 Was the disclosure of the sustainability performance of your company/ fund during the reporting period externally assured?

- Yes, fully assured by a third party. *Name of the organization* ____
- Yes, partially assured by a third party. *Name of the organization* ____
- No, but a third party reviewed the information. *Name of the organization* **Confidential Information - Professional sustainability consultancy**
- No, the information has not been assured or reviewed by a third-party
- Not applicable

Q 9.2 Which framework was used to disclose information related to sustainability performance during the reporting period?

- Global Reporting Initiative (GRI, CRESS) *level* ____
- Carbon Disclosure Project (CDP)
- AA1000
- ISAE 3000
- ISO standard ____
- Other ____
- No reporting or accounting standard was used
- Not applicable

Q 10 During the reporting period, did your company/fund have a policy/policies in place which addressed the following sustainability issues: (multiple answers possible)

- Energy consumption/management
- GHG emissions/management
- Water consumption/management
- Waste management
- Climate change
- Health and safety
- Other ____
- None of the above

Please upload supporting documents for the selected policy/policies | **Upload FILE ID: 9666**

Risks & Opportunities

Q 11.1 Please confirm the following: (in each case please respond for the reporting period)

Bribery & Corruption	
Does your company/fund have a policy in place, approved by the senior management board, to address the risks from exposure to bribery and corruption? Upload FILE ID: 9668	Yes
Does your company/fund assess the exposure to bribery and corruption risk on a regular basis?	Yes
Does your company/fund have comprehensive systems and procedures in place to ensure the effective implementation of the policy by your own staff as well as its business partners?	Yes
Do you carry out regular training for employees most exposed to corrupt demands?	Yes
<i>The percentage of employees who received training on anti-corruption issues is</i> 100 %	
Do you have an effective whistle-blower mechanism in place at the senior management level?	Yes
Is bribery and corruption included in the investment due diligence processes of your company/fund, e.g. during mergers and acquisitions and when working with third-party partners?	Yes

Q 11.2 During the reporting period was your company/fund, its employees or business partners involved in any legal cases regarding corrupt practices?

- Yes
Please specify the total number of cases in which employees were dismissed or disciplined for corruption ____
Please specify the total number of cases when contracts with business partners were not renewed due to violations related to corruption ____
- No

Q 12 Did your company/fund perform sustainability risk assessments of its standing investments/acquisitions during the last 3 years up to the end of the reporting period, involving one of more of the following: (multiple answers possible)

Issue	Standing Investments	Acquisitions

Flooding risks	No	No
Extreme weather conditions	Yes	No
Vulnerability to (geomagnetic) storms	No	No
Other climate/climate change risks <u>Mandatory Energy Disclosure</u>	Yes	No
Extreme volatility in energy prices	Yes	No
Energy efficiency of the building	-	No
Water efficiency of the building	-	No
Contaminated land	No	Yes
Irremediable pollution	No	No
Materials used in construction	No	No
Alternative means of transportation	No	No
Severe income disparity	No	No
Other _____	No	No

Please provide supporting documents for the risk assessment procedure in place during the reporting period | Upload FILE ID: 9446

Q 13 Did your company/fund assess the energy performance of the portfolio during the last 3 years up to the end of the reporting period? (multiple answers possible)

Type of assessment	100%	>50%	<51%	0%
(percentage of assets)				
In-house assessment	✔			
External assessment. Name of the assessor _____				✔
External energy audit. Name of the auditor _____				✔

Q 14.1 Did your company/fund have an energy efficiency or energy conservation program for the portfolio during the last 3 years up to the end of the reporting period? (multiple answers possible)

Actions taken	100%	>50%	<51%	0%
(percentage of portfolio by floor area)				
Wall/roof insulation				✔
Window replacements				✔
HVAC upgrades/replacements		✔		
System commissioning		✔		
Building energy management systems		✔		
Lighting upgrades/replacements		✔		
Smart grid/ smart building technologies				✔
Other _____				✔

Q 14.2 Please describe the energy efficiency and/or energy conservation program (maximum 250 words)

During 2012, Kimco continued to implement a range of initiatives that will reduce our use of energy, water, and other scarce resources. We have established a series of programs – including but not limited to building controls, retro commissioning and lighting retrofits - that are being rolled out within our portfolio in order to optimize financial and environmental returns. Beyond operational efficiency measures, during 2012 Kimco evaluated and identified a number of income-generating programs relating to energy and climate change. We estimate that, at a typical shopping center property, the business operations of our tenants result in approximately 10 times the emissions than are created by direct landlord activities. Additionally, we know that energy is typically the second largest operating expense for our tenants – behind store payroll. Since we associate regulatory risks and opportunities with proper energy use, Kimco believes that there are potential income opportunities tied to addressing tenant energy needs, and has validated this theory through the creation of an onsite solar energy business which was further expanded in 2012. Over the coming year, we will take steps to expand this program as well as evaluate other potential programs to address tenant needs.

Not applicable

Q 15.1 Has your company/fund implemented a water efficiency and/or water conservation program for the portfolio during the last 3 years up to the end of the reporting period which includes the following elements: (multiple answers possible)

- Use of high-efficiency fixtures
- Use of dry fixtures such as composting toilet systems and non-water using urinals
- Use of occupant sensors to reduce the potable water demand
- Reuse of storm water and grey water for non-potable applications
- Options for on-site waste water treatment
- Other Weather-based Irrigation Controls, Tenant Submetering
- No

Q 15.2 Please describe the water efficiency and/or water conservation program: (maximum 250 words)

During 2012, Kimco took steps to address the two major sources of water consumption for which the company has direct financial responsibility - common area irrigation and tenant domestic water consumption supplied by landlord-controlled master meters. In order to reduce un-necessary common area irrigation, the company has installed and is piloting weather-based irrigation controls. The initiative is a part of the company's enterprise building controls program and when deployed more widely will ensure that water is only applied to landscaping when it is needed. In order to address tenant domestic water consumption, which is driven by tenant business operations, Kimco is undertaking a program to individually sub-meter tenants supplied by a landlord-controlled master water meter. By sub-metering tenants, Kimco ensures that tenants are billed for only their share of water consumption and cost. Actual use-based billing provides a greater incentive than traditional pro rata share allocations for tenants to undertake conservation efforts within their leased space, because the savings associated with any investments they make in efficiency will accrue to themselves.

Not applicable

Q 16.1 Did your company/fund perform indoor air quality (IAQ) assessments during the reporting period:

- Yes, internal assessments.
- Yes, external assessments. Name of the organization _____
- No

No

Q 16.2 Did the indoor air quality (IAQ) assessment include the following elements: *(multiple answers possible)*

Type of assessment	100%	>50%	<50%	0%
(percentage of portfolio by floor area)				
Mold testing				<input checked="" type="checkbox"/>
Air sampling				<input checked="" type="checkbox"/>
HVAC inspection				<input checked="" type="checkbox"/>
Duct inspection				<input checked="" type="checkbox"/>
Legionella risk assessments				<input checked="" type="checkbox"/>
Other _____				<input checked="" type="checkbox"/>

Q 17.1 Voluntary question: please provide an example of the use of an innovative sustainability technology for an asset within your portfolio

Asset characteristics

Name of the asset _____

Innovative technology used _____

Floor area covered _____

Amount of initial investment _____

Expected return on investment (ROI) _____

Other _____

Expected improvement in sustainability performance: (e.g. in MWh, savings, etc) _____

Q 17.2 Please describe the asset and why the technology used is innovative *(maximum 250 words)*

Please upload a picture of the asset | [Upload](#)

Monitoring & Environmental Management Systems

Q 18.1 Did your company/fund have an Environmental Management System (EMS) in place during the reporting period? *(multiple answers possible)*

Yes, at corporate level

Yes, at asset level. Please specify the percentage of your whole portfolio covered by an EMS: _____% and the percentage of your managed portfolio (landlord controlled) covered by an EMS: _____%

No

Please upload supporting documents for the selected answer | [Upload](#)

Q 18.2 Has the EMS been certified by a third party during the last 3 years up to the end of the reporting period?

Yes, the EMS has been certified by a third party. *Name of certifying organization*

No, but a third party verified the EMS. *Name of the organization*

No, the EMS has not been certified or verified by a third party

Not applicable

Q 19 What aspects are covered by the Environmental Management System (EMS)? *(multiple answers possible)*

Energy consumption/management

Water consumption/management

GHG emissions/ management

Waste management

Refrigerants

Health and safety

Business travel

Other _____

No EMS in place

Q 20 How did your company/fund monitor the energy consumption of the portfolio during the reporting period? *(multiple answers possible)*

Automatic meter readings. Please specify the percentage of the whole portfolio covered by floor area: _____%

Based on invoices. Please specify the percentage of the whole portfolio covered by floor area: 100%

By taking manual-visual readings. Please specify the percentage of the whole portfolio covered by floor area: _____%

Other. Please specify _____. Please specify the percentage of the whole portfolio covered by floor area: _____%

None of the above

Q 21 How did your company/fund monitor the water consumption of the portfolio during the reporting period? *(multiple answers possible)*

Automatic meter readings. Please specify the percentage of the whole portfolio covered by floor area: _____%

Based on invoices. Please specify the percentage of the whole portfolio covered by floor area: 100%

By taking manual-visual readings. Please specify the percentage of the whole portfolio covered by floor area: _____%

Other. Please specify _____. Please specify the percentage of the whole portfolio covered by floor area: _____%

None of the above

Performance Indicators

Please complete the following sections per property type

Retail, Shopping Center

Q 22.1 Energy consumption

Energy consumption	Absolute measurement Like for like data			
	2011	2012	2011	2012
1 Fuels (natural gas, gasoline, etc.) for shared landlord services (for common parts and tenant areas on un-metered basis) in MWh	25740.9	20347.7	19601.4	18436.5
2 District heating and cooling for shared landlord services (for common parts and tenant areas on un-metered basis) in MWh	0	0	0	0
3 Electricity consumption for shared landlord services (for common parts and tenant areas on un-metered basis) in MWh	145577.4	141935.4	130570.4	134689.5
4 Fuels (natural gas, gasoline, etc.) for exclusive tenant consumption (on (sub)metered* basis) in MWh	5555	4945.1	5555	4945
5 District heating and cooling for exclusive tenant consumption (on (sub)metered* basis) in MWh	0	0	0	0
6 Electricity consumption for exclusive tenant consumption (on (sub)metered* basis) in MWh	40374.3	46170.2	39941.7	46038.3
7 Corresponding floor area for data in rows 1-6 in m ² /sq.ft./units	106827290	102616904	95387423	
8 Tenant obtained energy consumption in MWh	0	0		
9 Corresponding floor area for tenant obtained energy in m ² /sq.ft./units	0	0		
10 Total energy consumption (Rows 1-6 and 8) in MWh	217247.6	213398.4		
11 Total corresponding floor area (Rows 7 and 9) in m ² /sq.ft./units	106827290	102616904		
12 Occupancy rate (%)			100	100
13 Percentage of the floor area of your <u>managed</u> portfolio (landlord controlled) that is covered?	0	0	0	
14 Percentage of the <u>whole</u> portfolio <u>that</u> is covered?	99	98	98	
15 Number of assets included in disclosure	716	676	615	
16 Total energy expenditures in €/\$/£	25304444	21534700.8	23139754.7	20881561.6
17 Total renewable energy produced onsite in MWh	1876.2	3661.3	1876.2	3661.3
18 Total renewable energy generated offsite in MWh	0	0	0	0

Q 22.2 Has the above energy consumption data been externally verified/ assured/ audited?

- Yes, externally verified. *Name of the organization*
- Yes, externally assured. *Name of the organization*
- Yes, externally audited. *Name of the organization*
- No
- Not applicable

Q 23.1 GHG emissions

GHG emissions	Absolute measurement Like-for-Like			
	2011	2012	2011	2012
1 Scope 1 Direct green-house gas emissions by weight in metric tonnes CO2	4670	3704	3558	3358
2 Scope 2 Indirect green-house gas emissions by weight in metric tonnes CO2	73400	71082	64874	66887
3 Scope 3 Emissions by tenants in metric tonnes CO2	21672	23861	21487	23818

Q 23.2 Has the above GHG emissions data been externally verified/ assured/ audited?

- Yes, externally verified. *Name of the organization*
- Yes, externally assured. *Name of the organization*
- Yes, externally audited. *Name of the organization*
- No
- Not applicable

Q 24.1 Water consumption

Water consumption	Absolute measurement Like-for-Like			
	2011	2012	2011	2012
1 Water consumption for shared landlord services (for common parts and tenant areas on un-metered basis) in m ³ /year	0	8945739	0	8793801
2 Water consumption for exclusive tenant consumption (on (sub)metered basis) in m ³ /year	0	8917287	0	8746113
3 Corresponding floor area in m ² /sq.ft./units	0	97424872	89877128	
4 Number of assets included in disclosure	0	646	585	
5 Total water expenditures in €/\$/£	0	8126680	0	7744000

Q 24.2 Has the above water consumption data been externally verified/ assured/ audited?

- Yes, externally verified. *Name of the organization*
- Yes, externally assured. *Name of the organization*
- Yes, externally audited. *Name of the organization*
- No
- Not applicable

Q 25.1 Waste management

Absolute measurement Like for like data

Waste management				
	2011	2012	2011	2012
Total weight of hazardous waste	0	0	0	0
Total weight of non-hazardous waste	0	221947	0	221947
Proportion of waste by disposal route (% of total by weight)				
- Recycling	0	22	0	22
- Incineration	0	0	0	0
- Landfill	0	78	0	78
Corresponding floor area	0	80551389	80551389	
Number of assets included in disclosure	0	499	499	

Q 25.2 Has the above water management data been externally verified/ assured/ audited?

- Yes, externally verified. *Name of the organization*
- Yes, externally assured. *Name of the organization*
- Yes, externally audited. *Name of the organization*
- No
- Not Applicable

Q 26.1 Has your company/fund set any annual reduction targets for the next reporting period?

	Annualized target (%)	Are these targets communicated externally?	
		Yes	No
<input checked="" type="radio"/> Energy consumption	5	<input checked="" type="radio"/>	<input type="radio"/>
<input checked="" type="radio"/> GHG emissions	5	<input checked="" type="radio"/>	<input type="radio"/>
<input type="radio"/> Water consumption		<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Waste diverted from landfill		<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Other _____		<input type="radio"/>	<input type="radio"/>
<input type="radio"/> No			

Q 26.2 Has your company/fund set any annual reduction targets for the next reporting period?

	Reduction target (%)	Base year	End year	Are these targets communicated externally?	
				Yes	No
<input type="radio"/> Energy consumption				<input type="radio"/>	<input type="radio"/>
<input type="radio"/> GHG emissions				<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Water consumption				<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Waste diverted from landfill				<input type="radio"/>	<input type="radio"/>
<input type="radio"/> Other _____				<input type="radio"/>	<input type="radio"/>
<input checked="" type="radio"/> No					

Q 25.3 If you wish to provide additional information regarding the collection of data for this section of the survey, please do so (*maximum 250 words*)

○ Building Certification & Benchmarking

Retail, Shopping Center

Q 27 Please specify the percentage of your portfolio certified by the following schemes (multiple answers possible). *Please complete the following table per property type.*

	LEED	BREEAM	Green Star	HQE	DGNB	CASBEE	Other: _____
% of portfolio by floor area	0	0	0	0	0	0	0

Q 28.1 Please specify the percentage of your portfolio which has an energy rating awarded by a public agency: (*multiple answers possible*). *Please complete the following by property type*

- EPC (energy performance certificates): _____% of the portfolio by floor area. Please specify the percentage of the portfolio by floor area rated with EPC label A: _____%, EPC label B: _____%, EPC label C: _____%, EPC label D: _____%, EPC label E: _____%, EPC label F: _____ and EPC label G: _____%
- NABERS Energy: _____% of the portfolio by floor area. Floor area weighted score: _____
- Energy Star: _____% of the portfolio by floor area. Floor area weighted score: _____
- Other rating _____ for _____% of the portfolio by floor area
- None of the above

If the EPC measurement system applicable to the largest proportion of portfolio assets differs from the A-G labeling system outlined above, in the box below please (a) name the country with the largest proportion of assets and (b) specify the percentage of the portfolio by floor area rated with each level of EPC label (*maximum 100 words*).

Q 28.2 Please specify the percentage of the portfolio benchmarked using an internationally recognized scheme in the last 3 years up to the end of the reporting period: *(multiple answers possible)*

Benchmarking Scheme	100%	>50%	<50%	0%
(percentage of portfolio by floor area)				
International Sustainability Alliance (ISA)				✔
IPD EcoPAS				✔
Greenprint		✔		
Green Rating Alliance (GRA)				✔
Other _____				✔

Stakeholder Engagement

Q 29 Did your company/fund have an employee policy in place during the reporting period, covering the following: *(multiple answers possible)*

- Attracting, developing and retaining qualified personnel
- Diversity (gender, region, type of contract)
- Equal career opportunities for men and women
- Collective bargaining agreements
- Retention rates after parental leave by gender
- Other _____
- No

Please upload supporting documents for the selected policy/policies | [Upload FILE ID: 9437](#)

Q 30.1 Did your company/fund have a remuneration policy in place during the reporting period?

- Yes
- No

Q 30.2 Did this policy include a clause on equal remuneration for men and women?

- Yes
- No
- Not applicable

Q 30.3 Does this policy include long-term incentives?

- Yes, those incentives are performance related
- Yes, those incentives are not performance related
- No
- Not applicable

Q 31 Did your company/fund have an independent remuneration committee in place during the reporting period?

- Yes
- No

Q 32 Did the employees of your company/fund receive regular performance and career development reviews during the reporting period?

- Yes. Percentage of the employees 80%
- No

Q 33.1 Did the employees of your company/fund receive training during the reporting period?

- Yes. Percentage of the employees 50%
- No

Q 33.2 Was part of that training specifically related to sustainability?

- Yes. Percentage of the training 15%
- No

Q 34 Did your company/fund undertake an employee satisfaction survey during the last 3 years up to the end of the reporting period?

- Yes, undertaken by a third party for _____% employees. Name of the organization _____
- Yes, undertaken in-house for _____% employees
- No

Q 35.1 Did your company/fund undertake a survey on health and safety during the last 3 years up to the end of the reporting period?

- Yes, undertaken by a third party for _____% employees. Name of the organization _____
- Yes, undertaken in-house for _____% employees
- No

Q 35.2 Did your company/fund have an internationally recognized occupational health and safety management system in place during the reporting period?

- Yes, OHSAS 18001
- Yes, covered by ISO 9001
- Yes, covered by ISO 14001
- Yes, other _____
- No

Q 35.3 Did your company/fund report or receive on occupational health and safety indicators during the reporting period? (multiple answers possible)

- Yes. Please specify the Injury Rate _____
- Yes. Please specify the Lost Day Rate _____
- Yes. Please specify the Absentee Rate _____
- No

Q 36.1 During the reporting period did your company/fund have a tenant engagement program in place to address sustainability issues? (multiple answers possible)

	100%	>50%	<50%	0%
	(percentage of tenants)			
Tenant sustainability guide				<input checked="" type="checkbox"/>
Tenant engagement meetings		<input checked="" type="checkbox"/>		
Sustainability training				<input checked="" type="checkbox"/>
Events focused on increasing sustainability awareness				<input checked="" type="checkbox"/>
Provide tenants with feedback on energy/water/waste consumption		<input checked="" type="checkbox"/>		
Other _____				<input checked="" type="checkbox"/>

Q 36.2 Please describe the fund/company tenant engagement program: (maximum 250 words)

Kimco began a stand-alone effort to engage one-on-one with executive leaders our top national retailers to discuss opportunities to collaborate on sustainability initiatives. Additionally, the company participates in an ongoing series of landlord-tenant dialogues sponsored by the International Council of Shopping Centers and the Retail Industry Leaders Association. The company provides energy and water consumption data to tenants, when feasible, for sites where a Kimco-controlled master meter supplies tenants.

- Not applicable

Q 37 Did your company/fund carry out tenant (customer) satisfaction surveys during the reporting period?

- Yes, for 20 % tenants/customers
- No

Please upload a copy of the Survey undertaken during the reporting period | [Upload FILE ID: 9438](#)

Q 38 During the reporting period did your company/fund have a fit-out and refurbishment program in place for tenants incorporating sustainability issues?

- Yes, tenant fit-out guide for _____% tenants
- Yes, tenant fit-out and refurbishment assistance for _____% tenants
- Yes, minimum fit-out standards are prescribed for tenants.
- No

Q 39 Did your company/fund have green leases or MoUs in place during the reporting period?

- Yes, 87 % of the leases are green leases
- Yes, _____% of the leases include MoUs addressing sustainability issues
- No

Q 40.1 Did your company/fund have sustainability requirements in place for external property/ asset managers during the reporting period?

- Yes, for _____% external property/asset managers
- No

Q 40.2 During the reporting period how did your company/fund monitor external property/ asset managers' compliance with your sustainability requirements? (multiple answers possible)

- Received update reports from service providers
- Discussed during regular meetings with service providers
- Checks performed by fund/company employees
- Checks performed by external consultants. Name of the organization _____
- Other NOT RELEVANT - NO 3rd PARTY MANAGEMENT
- No

Q 41.1 Did your company/fund have in place any sustainability requirements in place for direct/external suppliers/service providers during the reporting period?

- Yes, integrated into contracts for 100 % suppliers/service providers
- No

Q 41.2 During the reporting period how did your company/fund monitor direct external suppliers' and/or service providers' compliance with its sustainability requirements? (multiple answers possible)

- Received update reports from suppliers
- Regular meetings with suppliers
- Checks performed by company/fund employees
- Checks performed by external consultants. Name of the consultant _____
- Certification requirements. Please specify _____
- Other _____
- No

Q 42 Did your company/fund have a community engagement program in place (or similar) for sustainability issues during the reporting period? (multiple answers possible)

- Sustainability education programs

- Sustainability enhancement programs for public spaces
- Employment creation in local communities
- Research and networking activities
- Supporting charities and community groups
- Other _____
- No