



SOCIAL

Health, Safety & Wellness

Taking responsibility for our actions is the foundation of our approach to health and safety. Wellness goes a step beyond and aims to improve the physical and mental well-being of our people.

PAGE 1: Occupational Health and Safety

Occupational Health and Safety

Our approach to occupational health and safety (OHS) is one of accountability. We see it as everyone's responsibility, and this is recognized across the company from senior management and supervisors to employees. We believe health and safety are best managed through communication, consultation, and cooperation between all parties, as outlined in our occupational health and safety program.

PAGE 2: Wellness

To ensure that employees are aware of both their rights and their responsibilities related to health and safety, our program includes an OHS Policy, Manual, associated procedures and awareness training programs.

Education is essential; that is why OHS training and annual environmental training modules are mandatory for a cross-section of our employees.

Our approach requires integrating OHS considerations and practices into our daily business activities and decisions.

Our employees are represented on matters of health and safety by Joint Health and Safety Committees at the property level, a Corporate OHS Committee comprised of representatives across our property management portfolio and a Steering Committee with representatives from Business Unit leaders, HR and Compliance.

Our to protect employees, visitors, occupants and customers at our OHS Program is designed workplaces and at properties we manage.



Work related injuries

	2014	2015	2016	2017	2018	2019
Total employee work-related claims	14	18	7	9	7	26
Injury rate*	0.95	1.19	0.53	0.81	0.66	1.90
Injury rate: Canada male	1.49	1.87	0.70	1.18	0.85	3.27
Injury rate: Canada female	0.17	0.42	0.33	0.38	0.43	1.21
Injury rate: U.S. male	3.13	0	0	0	0	0
Injury rate: U.S. female	0	0	0	0	0	0
Total working days missed as a result**	221	287.5	254	122	351	49.5
Total working days missed related to employee claims from previous year	342	0	0	0	0	0
Fatalities due to work-related injuries	0	0	0	0	0	0
Citations issued for non-compliance	0	0	0	0	0	0

*The injury rate is calculated using the estimated total number of hours worked by all employees during the year. **Lost days are counted from the day following the incident.

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Wellness

As we continue to establish our place as an employer of choice for the best minds in the real estate industry, we are equally committed to the health and wellness of all our employees. This commitment to our employees extends to programming for our tenants and residents, expanding the definition of sustainability to include the health and wellness benefits that improve the quality of life for those who call BentallGreenOak home.

Encouraging employee health and wellness is another important priority. Our focus on health and wellness looks to enrich the lives of our employees. In order to understand the health and wellness priorities of our employees and how we can support them on their wellness journey going forward, we carried out an all-employee survey in 2018 which contained health and wellness questions. The results of this survey determined our approach in 2019 and thereafter.

Our program offerings include a robust health benefits program, emergency leave, Short Term Disability,

Long Term Disability, personal days, and vacation entitlements. In addition, to support employees during the Covid-19 pandemic, we temporarily introduced the Lumino Health program, whereby employees can connect with a health professional from the comfort of their home.

We offer free annual flu clinics, and most corporate offices either have fitness centers available for employee use or may arrange discounted memberships at nearby fitness centers. In addition, lunch-n-learns on topics such as heart smart, ovarian cancer, diabetes and living well with stress were held in our larger corporate offices.

The Employee Assistance Program (EAP) is available as part of our benefits package for employees. The EAP service is completely confidential and provides 24-7 counseling services and other types of support for employees to address any health and wellness concern.

These initiatives are a few of the ways that we contribute to the health and wellness of our team.



Scope

Effective July 1, 2019, GreenOak Real Estate merged with the Bentall Kennedy real estate investment management platform and now operates as BentallGreenOak through various legal entities on a global basis. As a result of the merger, as BentallGreenOak works through its integration process, for the 2020 reporting cycle BentallGreenOak has elected to report only on the Corporate Responsibility (“CR”) performance of the former business Bentall Kennedy, pre- and post-merger. This includes all assets in BentallGreenOak’s North American Core & Core Plus strategies, separate accounts and its Canadian Real Estate Services business. Accordingly, the CR performance associated with the business previously operated as GreenOak Real Estate, pre- and post-merger, has been omitted; including for example, the assets in BentallGreenOak’s European Core Plus and global Value-Add strategies, Asian and European separate accounts and Asian debt series. Similarly, the ESG investment processes, commitments and standards reflect BentallGreenOak’s approach to the Core & Core Plus funds, separate accounts and its Canadian Real Estate Services business. BentallGreenOak intends to assess the operational control of, all relevant assets managed by the former business, GreenOak Real Estate, and implementing a consistent ESG approach across the firm, in the next three years.