



SOCIAL

Our Team

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We celebrate our employees across North America – who deliver the services we provide and are the foundation of our real estate investment advisory and property management services. Over 90% of our employees are full-time employees of the organization.

Total employees by contract type

	2014	2015	2016	2017	2018	2019
Permanent (Regular, Full-Time)	1,364	1,378	1,368	1,166	1,139	1,246
Temporary*	73	86	87	68	50	39
Part-time	33	46	44	42	33	26
Total	1,470	1,510	1,499	1,276	1,222	1,311

[GRI 102-7]

*Temporary = FT Contract, PT Contract, PT Temporary, Seasonal & Summer Interns.

Total employees by region

	2014	2015	2016	2017	2018	2019
Canada	1,333	1,350	1,331	1,113	1,057	1,104
US	137	160	168	163	165	207
Total	1,470	1,510	1,499	1,276	1,222	1,311

[GRI 102-7]



The value of diversity

We value diversity in our workforce on the conviction that different perspectives foster creativity, innovation and excellence in decision making. We seek to recruit and retain a workforce that reflects the diversity in our communities. Although we recognize that diversity is expressed in many ways, we solely report on age and gender.

Age diversity at BentallGreenOak has typically been in line with our competitors. The average age of our workforce was; 44.9 in 2013; 45.8 in 2014; 45.9 in 2015 and 2016, 45.4 in 2017, 45.3 in 2018 and 45 in 2019. According to the US Bureau of Labor Statistics , the median age for management, professional and related occupations was 44.4 in 2013; higher in some categories, such as property, real estate, and community association managers (50.9 years) and lower in others, such as business and financial operations (43.6 years). In Canada, our largest age group are those 30-50 years old, which is approximately in line with Statistics Canada’s labor information.

Employees by gender and age group

	Male	Female	Total
Under 30 years	81	81	162
30-50 years	328	309	637
Over 50 years	312	200	470
Total	721	590	1,311

Across the organization, our gender distribution is 55% male and 45% female. Like most peers in our industry, males represent a higher ratio than females at senior and executive management levels: 83.6% male and 16.4% female. We acknowledge this difference. One way we seek to influence change is to intentionally require external search firms to present diverse slates of candidates and keep gender diversity front of mind in our talent selection processes.

Detailed HR data is available for [download](#).

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.