

BentallGreenOak Social Data Pack

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

GRI 102-7

EMPLOYEES BY CONTRACT TYPE			
	Permanent	Temporary	Part-Time
2014	93%	5%	2%
2015	91%	6%	3%
2016	91%	6%	3%
2017	91%	5%	3%
2018	93%	4%	3%
2019	95%	3%	2%

GRI 102-8

Canada	Employment Contract Type	Employee Count by Gender	Total Count
Canada	Perm FT	F	450
		M	591
	Temp	F	27
		M	12
	Perm PT	F	17
		M	7
Total	F	494	
	M	610	
US			1,104
US	Employment Contract Type	Employee Count by Gender	Total Count
US	Perm FT	F	95
		M	110
	Temp	F	0
		M	0
	Perm PT	F	1
		M	1
Total	F	96	
	M	111	
CA & US			207
CA & US	Grand Total	Employee Count by Gender	Total Count
CA & US	Perm FT - F	F	545
		M	701
	Temp - F	F	27
		M	12
	Perm PT - F	F	18
		M	8
	Total	F	1,311
	M	1,104	

*Temporary = FT Contract, PT Contract, PT Temporary, Casual, Seasonal & Intern
GRI 102-8

Canada	Employment Type	Employee Count by Gender	Total Count
Canada	FT	F	466
		M	600
	PT	F	28
		M	10
Total	F	494	
	M	610	
US			1,104
US	Employment Type	Employee Count by Gender	Total Count
US	FT	F	95
		M	110
	PT	F	1
		M	1
Total	F	96	
	M	111	
CA & US			207
CA & US	Grand Total	Employee Count by Gender	Total Count
CA & US	FT - Females	F	561
		M	710
	PT - Females	F	29
		M	11
Total	F	1,311	
	M	1,104	

*FT = ALL FT employees including temporary
*PT = All PT employees including temporary
GRI 102-8

	Canada: Employment Contract						US: Employment Contract					
	2014	2015	2016	2017	2018	2019	2014	2015	2016	2017	2018	2019
Permanent	1,228	1,222	1,204	1,008	976	1,041	136	156	164	158	163	205
Temporary	73	85	87	67	50	39	0	1	0	1	0	0
Part-Time	32	43	40	38	31	24	1	3	4	4	2	2
	2014	2015	2016	2017	2018	2019	2014	2015	2016	2017	2018	2019
Permanent	92%	91%	90%	91%	92%	94%	99%	97.5%	97.6%	96.9%	98.8%	99%
Temporary	5%	6%	7%	6%	5%	4%	0%	0.6%	0.0%	0.6%	0%	0%
Part-Time	2%	3%	3%	3%	3%	2%	1%	1.9%	2.4%	2.5%	1.2%	1%

GRI 102-8

COLLECTIVE BARGAINING AGREEMENTS				
	Union Employees	Non-union Employees	Total Employees	% Union Employees
Canada	43	1,061	1,104	4.0%
US	0	207	207	0.0%
Total	43	1,268	1,311	4.0%

GRI 102-41

EMPLOYEES BY GENDER, AGE AND REGION

NUMBER OF EMPLOYEES BY GENDER - 2014						
	2014-Canada		2014-US		2014 Total	
	Male	Female	Male	Female	Male	Female
Under 30 yrs	81	83	8	15	89	98
30-50 yrs	319	327	32	39	351	366
Over 50 yrs	337	186	24	19	361	205
Total	737	596	64	73	801	669

	2014-Canada		2014-US		2014 Total	
	Male	Female	Male	Female	Male	Female
Under 30 yrs	49%	51%	35%	65%	48%	52%
30-50 yrs	49%	51%	45%	55%	49%	51%
Over 50 yrs	64%	36%	56%	44%	64%	36%
Total	55%	45%	47%	53%	54%	46%

NUMBER OF EMPLOYEES BY GENDER - 2016						
	2016-Canada		2016-US		2016 Total	
	Male	Female	Male	Female	Male	Female
Under 30 yrs	64	81	18	12	82	93
30-50 yrs	315	309	36	52	351	361
Over 50 yrs	337	225	26	24	363	249
Total	716	615	80	88	796	703

	2016-Canada		2016-US		2016 Total	
	Male	Female	Male	Female	Male	Female
Under 30 yrs	44%	56%	60%	40%	47%	53%
30-50 yrs	50%	50%	41%	59%	49%	51%
Over 50 yrs	60%	40%	52%	48%	59%	41%
Total	54%	46%	48%	52%	53%	47%

NUMBER OF EMPLOYEES BY GENDER - 2018						
	2018-Canada		2018-US		2018 Total	
	Male	Female	Male	Female	Male	Female
Under 30 yrs	50	72	21	8	71	80
30-50 yrs	275	236	43	47	318	283
Over 50 yrs	264	160	23	23	287	183
Total	589	468	87	78	676	546

	2018-Canada		2018-US		2018 Total	
	Male	Female	Male	Female	Male	Female
Under 30 yrs	41%	59%	72%	28%	47%	53%
30-50 yrs	54%	46%	48%	52%	53%	47%
Over 50 yrs	62%	38%	50%	50%	61%	39%
Total	56%	44%	53%	47%	55%	45%

GRI 405-1
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NUMBER OF EMPLOYEES BY GENDER - 2015						
	2015-Canada		2015-US		2015 Total	
	Male	Female	Male	Female	Male	Female
Under 30 yrs	75	91	16	13	91	104
30-50 yrs	311	324	34	49	345	373
Over 50 yrs	341	208	24	24	365	232
Total	727	623	74	86	801	709

	2015-Canada		2015-US		2015 Total	
	Male	Female	Male	Female	Male	Female
Under 30 yrs	45%	55%	55%	45%	47%	53%
30-50 yrs	49%	51%	41%	59%	48%	52%
Over 50 yrs	62%	38%	50%	50%	61%	39%
Total	54%	46%	46%	54%	53%	47%

NUMBER OF EMPLOYEES BY GENDER - 2017						
	2017-Canada		2017-US		2017 Total	
	Male	Female	Male	Female	Male	Female
Under 30 yrs	35	55	11	4	46	59
30-50 yrs	81	70	6	8	87	78
Over 50 yrs	44	22	1	4	45	26
Total	160	147	18	16	178	163

	2017-Canada		2017-US		2017 Total	
	Male	Female	Male	Female	Male	Female
Under 30 yrs	39%	61%	73%	27%	44%	56%
30-50 yrs	54%	46%	43%	57%	53%	47%
Over 50 yrs	67%	33%	20%	80%	63%	37%
Total	52%	48%	53%	47%	52%	48%

NUMBER OF EMPLOYEES BY GENDER - 2019						
	2019-Canada		2019-US		2019 Total	
	Male	Female	Male	Female	Male	Female
Under 30 yrs	58	70	23	11	81	81
30-50 yrs	271	251	57	58	328	309
Over 50 yrs	281	173	31	27	312	200
Total	610	494	111	96	721	590

	2019-Canada		2019-US		2019 Total	
	Male	Female	Male	Female	Male	Female
Under 30 yrs	5%	6%	11%	5%	6%	6%
30-50 yrs	25%	23%	28%	28%	25%	24%
Over 50 yrs	25%	16%	15%	13%	24%	15%
Total	55%	45%	54%	46%	55%	45%

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EMPLOYEES BY EMPLOYMENT CATEGORY AND GENDER												
Category	2014		2015		2016		2017		2018		2019	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive Management	84%	16%	83%	17%	85%	15%	83%	17%	81%	19%	88%	12%
Senior Management	69%	31%	64%	36%	59%	41%	61%	39%	59%	41%	82%	18%
Middle Management	53%	47%	51%	49%	50%	50%	53%	47%	55%	45%	55%	45%
Professional / Technical	45%	55%	45%	55%	46%	54%	46%	54%	49%	51%	48%	52%
Administrative / Operations	54%	46%	53%	47%	54%	46%	52%	48%	55%	45%	55%	45%

PERCENTAGE OF EMPLOYEES RECEIVING PERFORMANCE REVIEWS						
	2014	2015	2016	2017	2018	2019
Executive Management	100%	100%	100%	100%	100%	100%
Senior Management	100%	100%	100%	100%	100%	100%
Middle Management	100%	100%	100%	100%	100%	100%
Professional/Technical	100%	100%	100%	100%	100%	100%
Admin./Operations	100%	100%	100%	100%	100%	100%
Overall	100%	100%	100%	100%	100%	100%

PERCENTAGE OF EMPLOYEES RECEIVING PERFORMANCE REVIEWS		2019
Male		100%
Female		100%
Overall		100%

GRI 404-3

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: US Male	3.13%	0	0	0	0	0
Injury Rate: US Female	0	0	0	0	0	0
Total working days missed as a result of these claims*	221	287.5	254	122	351	49.5
Total working days missed relating 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

GRI 403-2

EMPLOYEE TURNOVER										
	2014***			2015***			2016***			
	Canada	US	Total	Canada	US	Total	Canada	US	Total	
# of New Hires	249	29	278	269	23	292	220	45	265	
Turnover	140	20	160	162	27	189	174	26	200	
Total Employees	1,147	147	1,294	1,260	137	1,397	1,244	168	1,412	
% Turnover	12.2%	13.6%	12.4%	12.9%	19.7%	13.5%	14.0%	15.5%	14.2%	

	2017***			2018***			2019***			
	Canada	US	Total	Canada	US	Total	Canada	US	Total	
# of New Hires	307	34	341	263	30	293	223	39	262	
Turnover	149	33	182	196	25	221	163	39	202	
Total Employees	1,113	163	1,276	1,057	165	1,222	1,104	207	1,311	
% Turnover	13.4%	20.2%	14.3%	18.5%	15.2%	18.1%	15.0%	19.0%	15.0%	

EMPLOYEE TURNOVER BY GENDER										
	2014***			2015***			2016***			
	Canada	US	Total	Canada	US	Total	Canada	US	Total	
Male Turnover	86	13	99	62	16	78	89	13	102	
Total Males	713	64	777	700	74	774	686	80	766	
Male Turnover Rate	12.1%	20.3%	12.7%	8.9%	21.6%	10.1%	13.0%	16.3%	13.3%	
Female Turnover	76	14	90	66	12	78	85	13	98	
Total Females	547	73	620	565	85	650	558	88	646	
Female Turnover Rate	13.9%	19.2%	14.5%	11.7%	14.1%	12.0%	15.2%	14.8%	15.2%	

	2017***			2018***			2019***			
	Canada	US	Total	Canada	US	Total	Canada	US	Total	
Male Turnover	76	13	89	91	12	103	83	19	102	
Total Males	591	84	675	589	87	676	610	111	721	
Male Turnover Rate	12.9%	15.5%	13.2%	15.4%	13.8%	15.2%	14.0%	17.0%	14.0%	
Female Turnover	73	20	93	105	13	118	80	20	100	
Total Females	522	79	601	468	78	546	494	96	590	
Female Turnover Rate	14.0%	25.3%	15.5%	22.4%	16.7%	21.6%	16.0%	21.0%	17.0%	

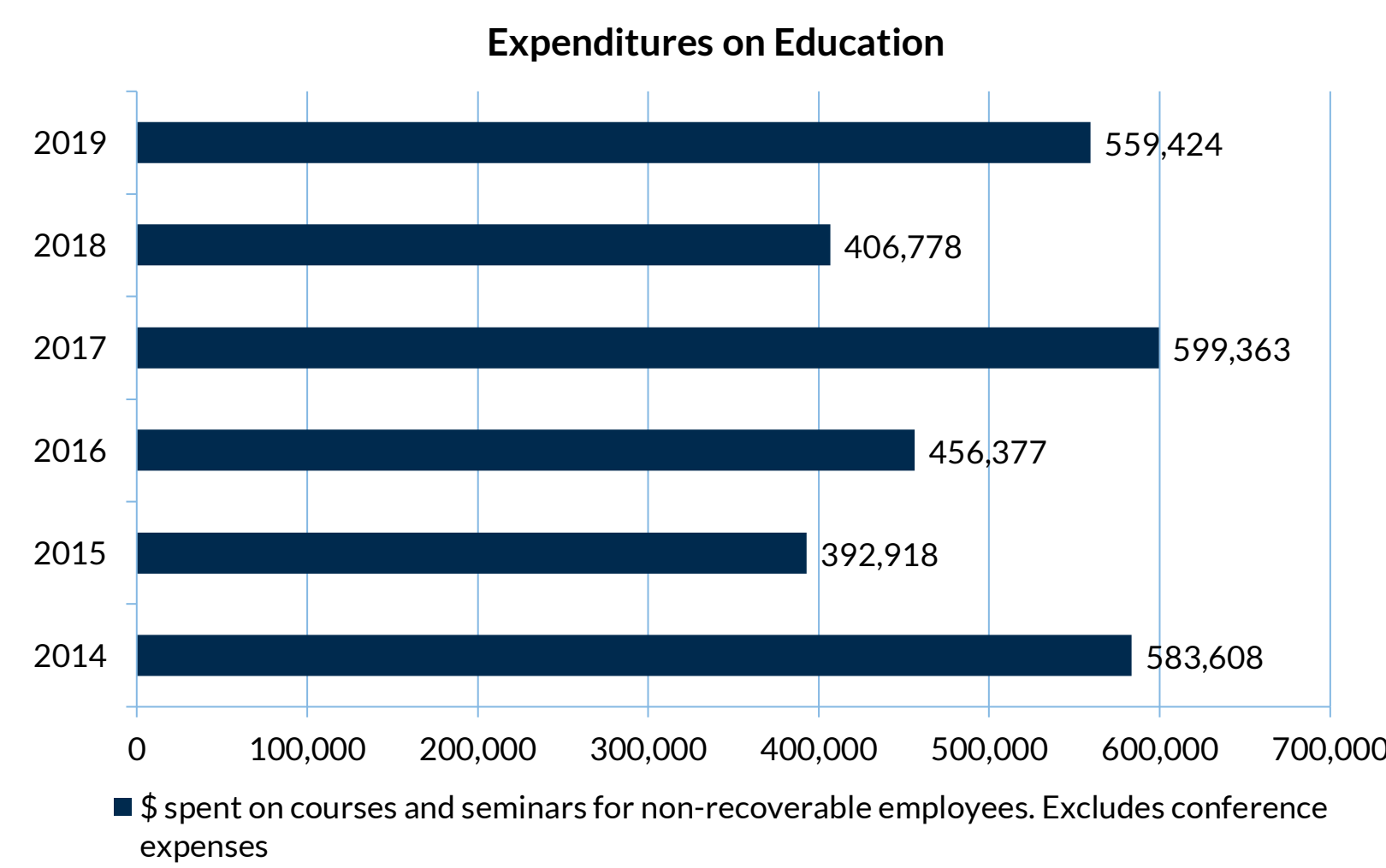
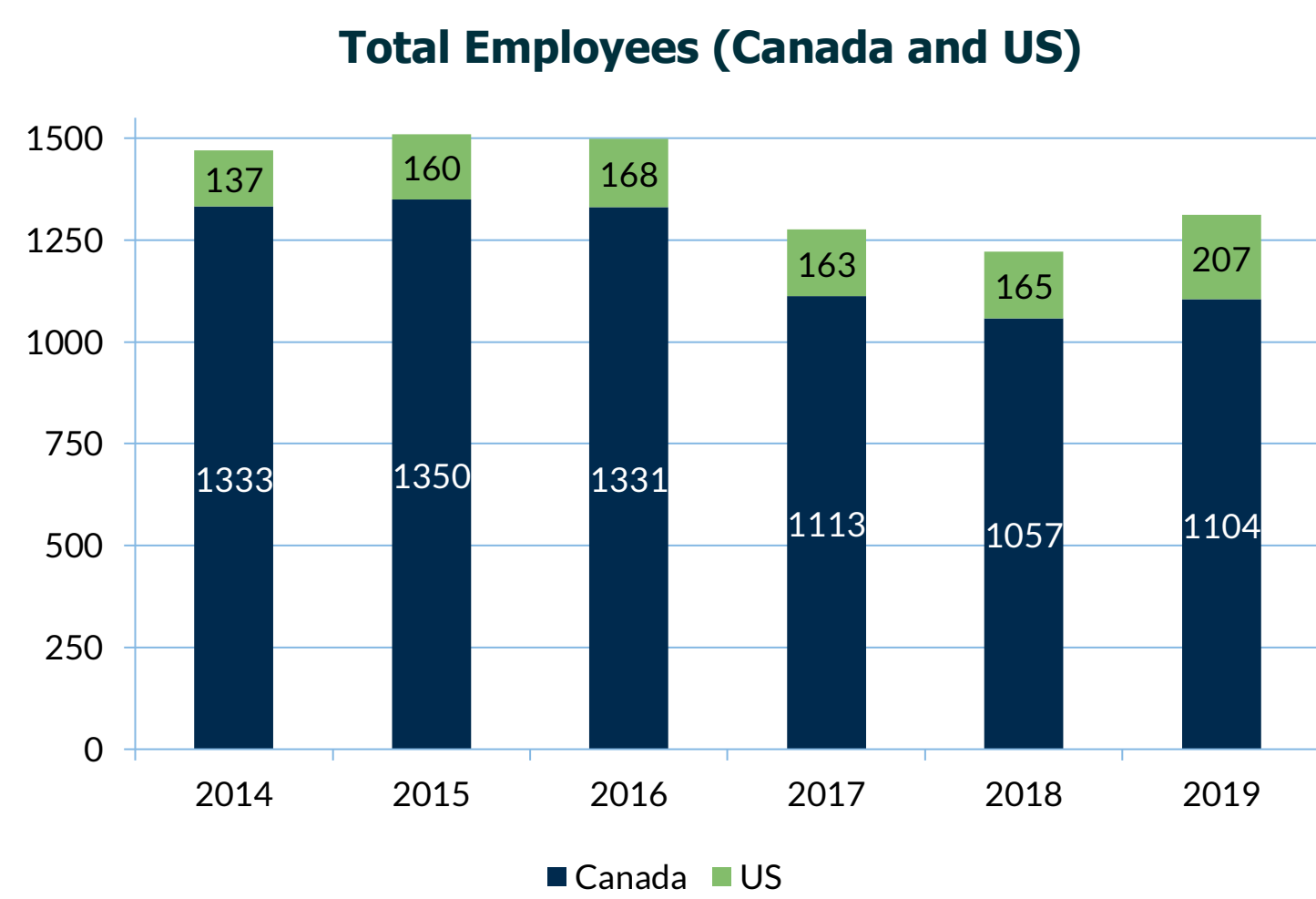
EMPLOYEE TURNOVER BY AGE GROUP										
	2014***			2015***			2016***			
	Canada	US	Total	Canada	US	Total	Canada	US	Total	
<30 Turnover	26	5	31	22	4	26	28	5	33	
Total <30	124	23	147	122	28	150	108	30	138	
<30 Turnover Rate	21.0%	21.7%	21.1%	18.0%	14.3%	17.3%	25.9%	16.7%	23.9%	
30-50 Turnover	77	17	94	61	16	77	71	14	85	
Total 30-50	628	71	699	611	83	694	601	88	689	
30-50 Turnover Rate	12.3%	23.9%	13.4%	10.0%	19.3%	11.1%	11.8%	15.9%	12.3%	
>50 Turnover	59	5	64	45	8	53	75	7	82	
Total >50	508	43	551	532	48	580	535	50	585	
>50 Turnover Rate	11.6%	11.6%	11.6%	8.5%	16.7%	9.1%	14.0%	14.0%	14.0%	

	2017***			2018***			2019***			
	Canada	US	Total	Canada	US	Total	Canada	US	Total	
<30 Turnover	26	9	35	42	6	48	26	9	35	
Total <30	128	30	158	122	29	151	128	34	162	
<30 Turnover Rate	20.3%	30.0%	22.2%	34.4%	20.7%	31.8%	20.0%	26.0%	22.0%	
30-50 Turnover	78	18	96	87	13	100	67	23	90	
Total 30-50	550	85	635	511	90	601	522	115	637	
30-50 Turnover Rate	14.2%	21.2%	15.1%	17.0%	14.4%	16.6%	13.0%	20.0%	14.0%	
>50 Turnover	45	6	51	67	6	73	70	7	77	
Total >50	435	48	483	424	46	470	454	58	512	
>50 Turnover Rate	10.3%	12.5%	10.6%	15.9%	13.0%	15.5%	15.0%	12.0%	15.0%	

***Turnover rates are based on full-time and part-time regular employees only. Terminations as a result of property disposals and contract employees are excluded.

GRI 401-1

GRAPHS



OTHER

Volunteer hours invested by our employees to give back to the communities in which they live **500**

Total corporate donations **CAD \$403,734**

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.