

R I O  C A N

Health and Safety Policy

Version 1.0 – September 9, 2022

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OBJECTIVE

RioCan Real Estate Investment Trust (“RioCan” or the “Trust”) is committed to providing and maintaining a healthy and safe workplace for the prevention of occupational injury, disease, violence and harassment. To ensure this commitment is upheld to the highest standard for all employees and stakeholders, RioCan is dedicated to the development, implementation and preservation of a comprehensive occupational health and safety system (“HS System”) that is grounded in the Internal Responsibility System (“IRS”), supported by the organisation’s senior leadership team (“Leadership Team”) and aligned with Canadian occupational health and safety legislation (“HS Legislation”).

SCOPE

This policy applies to all RioCan employees (permanent, part-time, or contract) and stakeholders (tenants, partners, contractors and sub-contractors) working on-site at any RioCan owned and/or managed property.

POLICY

RioCan has voluntarily positioned its HS System with ISO 45001:2018. The HS System is administered by the Manager, Health & Safety and Emergency and governed by the Leadership Team; particularly, the VP, National Property Management and the President & Chief Executive Officer.

RioCan takes every reasonable precaution to foster a culture and workplace that is dedicated to the prevention of occupational injury, disease, violence and harassment. Accordingly, the establishment and management of RioCan’s HS System is underpinned by six (6) guiding principles:

Leadership

RioCan’s Leadership Team is committed to ensuring that the development, implementation and preservation of the organisation’s health and safety policy (“HS Policy”) and HS System align with the company’s strategic direction and objectives. In addition, the Leadership Team makes certain that the availability and allocation of resources are commensurate to the effective formulation, performance and continual improvement of RioCan’s HS System, as well as compliance with HS Legislation.

Responsibility

RioCan, serving in the capacity of employer, and its Leadership Team assume overall responsibility and accountability for the provision of a safe and healthy workplace.

Managers and supervisors are not only responsible for the health and safety of employees under their supervision, but for ensuring that employees operate in compliance with established safe work procedures and that equipment, machinery and work areas are kept safe to reduce occurrences of occupational injury and disease.

The IRS, moreover, serves as the foundation by which the HS System functions and remains in compliance with HS Legislation. Namely, it is expected that all RioCan employees and stakeholders, (i) act responsibly to protect their own health and safety, as well as that of their colleagues; (ii) take every reasonable measure to reduce occupational hazards and risks; and (iii) invoke their right to refuse to perform any work they believe endangers their health and safety or that of their colleagues.

Communication

RioCan is committed to proactively ensuring that all employees and stakeholders are informed of known or potential occupational hazards and what reasonable precautions, under the particular circumstances, can be exercised and/or provided to protect employee health and safety. Additionally, RioCan strives to cultivate a barrier-free workplace that encourages employees and stakeholders to report unsafe or potentially hazardous conditions without fear of reprisal, as well as offer suggestions on how to make the workplace safe.

Collaboration

Collaboration is an integral component to the HS System and, as such, RioCan endorses participation by all employees and stakeholders in maintaining a safe and healthy workplace. In particular, RioCan has established regional Joint Health and Safety Committees (“JHSC”) and Health and Safety Representatives (“HS Reps”) in accordance with HS Legislation to, (i) regularly review safe work practices; (ii) address healthy and safety concerns; and (iii) ensure corrective actions to manage health and safety concerns are implemented in a timely manner .

Training and Education

In compliance with HS Legislation, RioCan is committed to ensuring all employees are provided with health and safety training and that JHSC members and HS Reps are afforded access and reasonable accommodation to requisite training and education.

Continuous Improvement

RioCan is dedicated to the continuous improvement of the HS System through, (i) the identification and correction of non-compliant workplace procedures and/or stations; (ii) documented annual reviews of the HS Policy & System; (iii) ongoing examination of HS Legislation and industry best practices; (iv) monthly and annual workplace inspections; (v) participation of and collaboration with all employees and stakeholders; and (vi) analysis of key performance indicators.

The success and resilience of RioCan’s HS System is not only incumbent upon the Trust’s culture championing the merits of the six (6) guiding principles as a united whole, but the continuing support of RioCan, the employer, and its Leadership Team to ensuring every reasonable precaution is taken to proactively mitigate occupational hazards and risks and protect the health and safety of all its employees and stakeholders.

INQUIRIES OR REQUESTS

Any questions or inquiries about the HS Policy should be directed to:

Manager, Health & Safety and Emergency Management

E-mail: pdewolf@riocan.com

VERSION HISTORY

Version	Date	Executive Approval	Description
1.0	09-Sep-22	 <small>John Bellantyne (Nov 10, 2022 14:10 EST)</small>	Initial Release