

## Occupational Health and Safety Policy

BentallGreenOak (Canada) Limited Partnership ("BGO") is committed to providing a safe and healthy workplace for its employees, which includes physical, psychological, and general wellness considerations. To achieve this goal, BGO is dedicated to the continuing objective of employee protection and prevention of occupational illness and injury. This Policy will be satisfied by the programs and procedures, as outlined in BGO's Occupational Health and Safety Manual.

BGO will:

- Manage its operations and activities to meet the requirements of applicable legislation, regulations, and good practices regarding occupational health and safety matters.
- Identify and evaluate potential workplace health and safety risks to BGO's employees, and develop, implement, and maintain appropriate preventative control measures.
- Promote and develop occupational health and safety awareness, leadership, and accountability among all employees. To this end, Business Unit Leaders will provide leadership and support for occupational health and safety initiatives. Supervisors will be responsible and accountable for identifying safety needs, communicating safety information, investigating hazardous conditions and accidents, ensuring that equipment and machinery is safe and that employees work in accordance with established safe work practices, and have the authority to carry out these duties. Employees will be responsible and accountable for following all internal occupational health and safety policies and procedures, and for immediately informing supervisors of any unsafe and/or unhealthy conditions in the workplace.
- Integrate occupational health and safety considerations and practices into our daily business activities and decisions.
- Provide contractors, subcontractors, building consultants and suppliers with the information to protect the health and safety of workers as required by regulatory requirements, as well as promote compliance by contractors, subcontractors, building consultants, and suppliers with regulatory requirements through the use of appropriate means in the circumstances.
- Ensure continued commitment through BGO's Occupational Health and Safety Committee by the regular review of this Policy, and its overall effectiveness as it applies to the health and safety system.
- Ensure that arrangements are made to implement this Policy and that our procedures are supported by open communication, as well as appropriate training and education, and workplace inspections.

The underlying philosophy of BGO's occupational health and safety system is that of "internal responsibility". All workplace parties, including senior management, supervisors, and employees recognize that health and safety hazards can be best dealt within the workplace itself through communication, consultation, and cooperation between all parties.



Date :

03 March 2026

Sonny Kals  
Co-Chief Executive Officer  
BGO