



SOCIAL

# Health, Safety & Wellness

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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.

## 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.

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

Education is essential; that is why OHS training and annual environmental training modules are mandatory for 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 corporate Health and Safety Policy is designed to protect employees, visitors, occupants and customers at our workplaces and at properties we manage.



## Work related injuries

	2012	2013	2014	2015	2016	2017
Total employee work-related claims		8	14	18	7	0
Injury rate*		0.6	0.95	1.19	0.53	0.81
Injury rate: Canada male		0.9	1.5	2.1	0.7	1.18
Injury rate: Canada female		0	0.2	0.5	0.33	0.38
Injury rate: US male		2.8	3.1	0	0	0
Injury rate: US female		0	0	0	0	0
Total working days missed as a result**		441	221	288	253.71	122
Total working days missed related to employee claims from previous year		366.5	342	0	0	0
Fatalities due to work-related injuries		0	0	0	0	0
Citations issued for non-compliance		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 Bentall Kennedy 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 health & wellness survey, the results of which informed our approach moving into 2018 and beyond.

Our program offerings include a robust health benefits program, emergency leave, personal days, and vacation entitlements. 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.