

HEALTH AND SAFETY POLICY STATEMENT

RioCan Management Inc. is committed to the health and safety of its employees. Protecting our employees from injury, occupational disease or workplace violence is a continuing objective. RioCan will make every effort to provide a safe, healthy work environment. RioCan, as an employer, is ultimately responsible for worker health and safety. As Chief Executive Officer, I give you my promise that every reasonable precaution will be taken for the protection of workers.

Managers and Supervisors will be held accountable for the health and safety of employees under their supervision. Managers and Supervisors are responsible for ensuring that equipment, machinery and working areas are safe, and that employees work in compliance with established safe work procedures. Workers must receive adequate and appropriate training in their specific work tasks to protect their health and safety.

All employees must be dedicated to the continuing objective of reducing risk of injury. Every employee must act responsibly to protect his or her own health and safety, as well as that of their co-workers, by working in compliance with the law.

It is critical that everyone at RioCan considers the health and safety aspects of every activity while in the workplace. Commitment to health and safety must form an integral part of this organization.



Edward Sonshine, O.Ont., Q.C.

Chief Executive Officer

January 2021