

# RIO CAN

## **DIVERSITY, EQUITY AND INCLUSION POLICY**

**Version 1.0 – April 07, 2021**

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INTRODUCTION

RioCan is committed to promoting Diversity, Equity and Inclusion (DEI) within our organization and in communities in which we operate. RioCan's vision is to embed DEI considerations within all aspects of our business. RioCan strives for a culture and environment where everyone feels included and respected, where differences are valued and equal opportunities are provided to all. This policy will help us set our DEI vision to implement measures that drive continuous progress as we work on different initiatives that will help achieve our DEI goals.

DEFINITIONS

**Diversity:** The full range of differences and similarities visible and nonvisible that make each individual unique, such as race, ethnicity, sexual orientation, gender, abilities and disabilities, religion, age, and perspectives arising from different backgrounds, as well as additional dimensions including, but not limited to, parental/family status, work experience, educational background, geographic location, organizational affiliation, management status, etc.

**Equity:** Fairness with regard to the utilization of practices, policies and systems maintained by organizations. Equity values equal outputs and recognizes that everyone starts from a different place.

**Inclusion:** The process of engaging/leveraging a diverse population across the wide range of dimensions and welcoming them to contribute their full selves to assist in achieving the organizational mission.

OBJECTIVES

We are committed to promoting DEI efforts through the following objectives:

- o Improving RioCan’s culture through awareness and education;
- o Working with the communities in which RioCan has a presence to promote DEI and awareness of RioCan’s DEI leadership;
- o Promoting accountability at all the levels of the organization to attract a more diverse workforce; and,
- o Providing a platform to gather feedback from RioCan’s employees and report on RioCan’s DEI progress.

COMMITMENTS

RioCan’s DEI strategy is supported by the following four pillars:

- i. Training & Education: Design and deliver programs to educate and train stakeholders (employees, tenants, suppliers, Construction Managers and General Contractors) that go beyond mandatory unconscious bias training.
- ii. Community Partnership: Support communities through donations and volunteerism focused on DEI priorities.
- iii. Policies & Advocacy:
  - Leadership and accountability: RioCan has the highest level of commitment from our Senior Leadership team and the Board of Trustees (“Board”). When considering new

appointments to the Board, the Nominating and Governance Committee reviews the balance of skills, experience and diversity on the Board to identify those criteria that are determined to be vital for enhancing the Board's effectiveness.

- The DEI Council was formed in October 2020, which includes two Officers and four Members. DEI Council is accountable for establishing and measuring DEI initiatives; however, all members of the organization are responsible for the successful execution of such initiatives. The success of DEI initiatives shall be measured through internal surveys, independent external audits and also rewards and recognition as best practices in the industry.
  - Additionally, the DEI Council will endeavour to address DEI initiatives with internal committees and departments to promote organizational synergies and strive to align our strategy and goals with groups such as [The Pledge - BlackNorth Initiative](#).
- iv. Communications: RioCan will publish our DEI progress annually and utilize the DEI intranet page to provide access to related information and resources. We will also conduct a voluntary DEI survey to gather comments, concerns and ideas. Additionally, RioCan will communicate the value of DEI internally and externally and ensure all messaging is inclusive.

#### RELATED POLICIES

Policies play an important role in reinforcing RioCan's DEI culture and ensure we adhere to highest standards of conduct in the workplace. The following existing policies combined with this policy support DEI principles:

- **[Code of Business Conduct and Ethics Policy](#)**: This policy covers a wide range of business practices and procedures.
- **Discrimination and Harassment Policy**: RioCan is committed to providing each employee with a safe, positive and productive work environment, where all individuals are treated fairly, with respect and dignity. This includes protection from discrimination and harassment based on age, ancestry, colour, race, citizenship, ethnic or place of origin, creed (religion), religious or political belief, participation in a trade union or employee or employer organization, language, disability (including mental and physical disability), family status, marital status, gender, gender identity or expression, record of offences, sex (including pregnancy and breastfeeding), sexual orientation and source of income.
- **Social Media Policy**: The policy is intended to provide a framework and establish both guidelines and expectations for social media use. It focuses on the social media for business use and personal use.
- **Corporate Donations Policy**: The policy covers corporate donations that are allowable by the Trust. It covers key focus areas and the eligible organizations to receive a donation. DEI approved initiatives are an eligible key focus area for the corporate donations policy.
- **Continuing Education and Training Policy**: RioCan is dedicated to providing equal opportunities to employees with respect to training, development and education resources, through the provision of financial support. In addition, the company

encourages commitment to learning and is committed to developing resources internally to support this endeavour.


- **Whistleblower Policy**: This policy includes the roles and responsibilities of RioCan Representatives and Whistleblower reporting procedures.
- **Diversity Policy of the Board of Trustees**: This policy includes guidance with respect to diversity of RioCan’s Board of Trustees.

**REPORTING AND INVESTIGATING DEI ISSUES**

- For guidance with respect to reporting and investigating DEI issues, please refer to the Code of Conduct and Whistleblower policies above.
- All records of DEI complaints, reports filed, and subsequent investigations are considered confidential and will not be disclosed to anyone as noted in the Privacy Policy except to the extent required by law.
- For any questions or concerns, please reach us at [DEI@riocan.com](mailto:DEI@riocan.com).

**VERSION HISTORY**

Version	Date	Senior Executive Approval	Description
1.0	2021-April-07		

  
Jennifer Süss (Apr 13, 2021 13:25 EDT)