

# Human Rights Statement

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# ChoiceProperties

At Choice Properties REIT (“Choice”), our purpose is to *Create Enduring Value for Generations*. This purpose is founded on the belief that enduring value can be created through choosing to do what is right. We recognize our responsibility to respect and protect the human rights of our colleagues, tenants, suppliers and the people in the communities in which we operate and build. Through our policies, codes of conduct (for colleagues and suppliers), comprehensive compliance program and robust governance framework, we strive to uphold the rights of our colleagues, as well as the many workers across our supply chain.

## Scope

Choice is committed to respecting human rights. Our commitment to respecting human rights applies to our colleagues, our business partners and those who supply goods and services to Choice. We expect our business partners and suppliers to uphold the same commitment within their operations and adhere to applicable human rights and employment standards laws.

Our policies and practices are informed by the United Nations’ (UN) Universal Declaration of Human Rights, and human rights and employment laws and regulations applicable in the regions in which we operate.

## Governance

Choice is dedicated to strong governance practices. These practices are designed to maintain high standards of oversight, accountability, integrity and ethics, to ensure compliance with Canadian laws, and to promote long-term growth of the business. Oversight is provided at the senior executive level and is resourced by a dedicated compliance team that oversees our regulatory compliance and ethics programs. The Audit Committee of the Board of Trustees receives updates regarding the compliance program on a quarterly basis.

## Code of Conduct

Our Colleague Code of Conduct (the “Code”) reflects our CORE values of Care, Ownership, Respect and Excellence, and reinforces our commitment to integrity, professionalism and accountability. The Code outlines the expectations we have for all colleagues: to treat each other fairly and with respect, to behave ethically and honestly, to ensure there is zero tolerance for discrimination and harassment, and to speak up when something doesn’t feel right. The Code is managed by our Compliance team and is reviewed annually and updated as necessary. We require our colleagues to annually acknowledge that they have read and understand the Code.

Our Supplier Code of Conduct (the “Supplier Code”) applies to those who supply goods and services and includes consultants, agents, retainers, brokers, and other third-parties who conduct business with Choice. Suppliers are responsible for any breaches of the Supplier Code including those by their contractors, agents, sub-contractors and sub-agents. The Supplier Code sets out expectations with regards to ethical conduct and, compliance with applicable laws. The Supplier Code expects suppliers to treat people with dignity and to respect their human rights. This applies to their own workers and the workers of related parties. Our suppliers are responsible for addressing human rights issues within their operations and we are committed to supporting them in these efforts. Through our contractual agreements with suppliers, we ask them to acknowledge and agree to adhere to our Supplier Code. The Supplier Code is managed by our Compliance team and is reviewed annually and updated as necessary.

The Colleague Code and Supplier Code are both available on our website at [choicereit.ca/governance/](https://choicereit.ca/governance/).

## Integrity Action Line

Colleagues and Suppliers are encouraged to report all instances of non-compliance with the Code and Supplier Code as well as any instances of unethical matters. There are many options to report any such instance including an independent externally managed [Integrity Action Line](#). All reports are investigated by the Compliance Team and the Audit Committee receives a quarterly update of all reported instances.