
Crombie believes that the well-being and reputation of our company is based on our commitment to the health and safety of our employees. Crombie's management will ensure that every reasonable precaution will be taken to ensure the health and safety of its employees. No job is to be regarded so urgent that health and safety is compromised.

Policy Owner:	Talent Management
Policy Applies to:	All Crombie REIT employees
Accountability:	All employees
Updated:	September 10, 2020


The promotion of safe working attitudes and behaviors is a commitment that we, at Crombie, take seriously. We will ensure that we have met or exceeded all legislated health and safety requirements. We are committed to:

- Ensuring the integration of workplace health and safety program requirements into each operating business unit;
- Supporting and encouraging the compliance and performance improvement activities of our Joint Health and Safety Committees and representatives;
- Ensuring that all managers, supervisors and contractors are accountable for the:
 - health and safety of employees under their supervision,
 - identification and management of hazards in their workplace,
 - safe operation and condition of all machinery and equipment utilized by their employees,
 - compliance of established safe practices and procedures,
 - maintenance of a workplace free of impairment; ensuring employees are mentally, emotionally and physically fit for the job task.
- Ensure that every employee is equipped with the knowledge and training to protect his or her own health and safety and the health and safety of those for whom they are responsible; and
- Ensure employees are aware of their responsibilities in the Crombie early safe return to work program and actively participate when required.

It is the responsibility of every supervisor to understand all legal requirements, ensure that safe and healthy work conditions are maintained, that employees are trained and that safe practices are followed and enforced.

It is the responsibility of every employee to report all unsafe conditions and to comply with all safe work practices, procedures and codes established by Crombie.

We give our commitment to ensuring that health and safety is an integral part of this organization and promote best practices in order to manage operational risks and continually improve our health and safety performance.



Donald E. Clow, President and CEO

November 3, 2020

Date