



ARTIS REAL ESTATE INVESTMENT TRUST HUMAN RIGHTS POLICY

Adopted as of February 28, 2023

Artis Real Estate Investment Trust (“Artis” or “the REIT”) is committed to creating and fostering an environment that supports the protection of human rights, as defined by the United Nations Universal Declaration of Human Rights, in all jurisdictions in which the REIT operates.

Artis is committed to respecting and incorporating global best practices such as those described by the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, as applicable. Artis also strives to promote an equitable, diverse and inclusive work environment, including protecting the rights of women and minority groups.

Specifically, Artis will respect human rights and will avoid causing or contributing to adverse human rights impacts through its business activities and will endeavor to take appropriate action to prevent or mitigate adverse human rights impacts that are directly linked to the REIT’s business operations or resulting from a business relationship. Should the REIT identify that it has caused or contributed to adverse human rights impacts, Artis will co-operate as appropriate, in the remediation of such impact.

1. SCOPE

Artis expects that its employees, tenants, suppliers, partners and all others with whom the REIT has a business relationship share this commitment to respect for human rights.

2. FAIR EMPLOYMENT AND LABOUR PRACTICES

Artis will at all times act in compliance with all employment and labour laws and regulations applicable in the jurisdictions in which the REIT operates and is committed to fair employment and labor practices, respecting the dignity and human rights of all workers. Employment laws include, without limitation, laws regarding minimum wage, minimum age of employment, working hours, overtime, hours free from work, health and safety and human rights. Local labour laws include, without limitation, laws permitting trade union or other forms of employee representation and freedom of association. Artis prohibits forced labour and the unlawful employment of children in the workplace.

Artis does not tolerate workplace harassment and abuse, discrimination and/or violence.

3. ANTI-SLAVERY AND HUMAN TRAFFICKING

Artis stands against slavery and human trafficking in its business and supply chain. Artis complies with all laws and regulations in the jurisdictions in which it operates, which prohibit slavery and human trafficking.

4. HEALTH AND SAFETY

Artis is committed to establishing and promoting a health and safety-conscious work environment for all employees. Unsafe working conditions are not tolerated. To this end, Artis works to ensure that all legislative requirements respecting occupational health and safety legislation are met or exceeded.

Artis believes that access to safe drinking water and sanitation is a fundamental human right.

Artis has a Health and Safety Policy Statement outlining Artis's commitment to ensuring that all reasonable efforts are made to protect the health and safety of its employees and to reduce the risk of and prevent injury or occupational illness. A copy of this policy statement can be found on the REIT's website.

Artis has adopted a Supplier Code of Conduct, which requires its suppliers to provide healthy and safe workplaces to their employees.

5. DIVERSITY, EQUITY AND INCLUSION

Artis believes that a diversity of backgrounds, opinions and perspectives and a culture of equity and inclusion at the operational level fosters a healthy and dynamic work environment, which supports the overall business objectives of the REIT. Artis is committed to protecting the rights of all employees, including those groups that are listed in the definition of diversity as follows:

"Diversity" refers to any characteristic or quality that can be used to differentiate groups and people from one another, including gender expression/identity, sexual orientation, age, nationality, race, culture and other ethnic distinctions, language, education, regional or industry experience and expertise, and status as a member of a "designated group" as defined in the Employment Equity Act (Canada).

Artis has adopted a Diversity, Equity and Inclusion Policy, a copy of which can be accessed on Artis's website.

6. ADDITIONAL POLICIES

Policies that are in place that are supplementary or related to this policy and should be reviewed and considered in connection with this policy and its enforcement are:

- Diversity, Equity and Inclusion Policy;
- Board Diversity and Renewal Policy;
- Health and Safety Policy Statement;
- Supplier Code of Conduct;
- Code of Business Conduct and Ethics; and,
- Whistleblower Protection Policy.

A copy of the above listed policies can be accessed on Artis's website.

7. TRAINING

Artis will provide training related to human rights to all employees and requires all new employees to receive training related to human rights upon commencement of their employment with Artis.

8. ANNUAL REVIEW AND COMPLIANCE

The Board of Trustees is responsible for the Human Rights Policy. This policy will be monitored and reviewed annually to ensure that respect for human rights is continually promoted in the workplace.

If any violations of the Human Rights Policy are identified, they should be reported to the Chief Operating Officer of Artis immediately or alternatively should be reported by following the steps outlined in the REIT's Whistleblower Protection Policy. Violations of this policy may be subject to disciplinary action.

9. STAKEHOLDER ENGAGEMENT

Artis values input and feedback from its stakeholders and encourages stakeholders to engage with the REIT regarding the REIT's Human Rights Policy and practices. For further information or to provide feedback regarding this policy or practices in relation to this policy, please contact the Chief Operating Officer of Artis at coo@artisreit.com.