

CROMBIE REIT

WHISTLEBLOWER

Crombie believes that the highest standards of governance are essential in the effective management of Crombie as well as the ability to build long term value for customers, business partners, employees and investors. Every trustee, director, officer and employee is responsible for knowing, understanding and complying with the Code of Business Conduct and Ethics. If there is ever any doubt as to the acceptability of any actions or involvement, the matter should be discussed with a manager or our Talent Management Department to obtain clarification of Crombie's position on an issue.

Any trustee, officer, director or employee who sees or suspects a situation that could violate the Code or any laws must report those concerns right away. All concerns should be brought to the attention of the Chief Talent Officer or another member of senior management. As an alternative, the Ethics Line is a reporting tool that is available to all trustees, officers, directors or employees to report any real or suspected actions or behaviours that are illegal, unethical or potentially damaging to Crombie's reputation, including complaints regarding accounting, internal accounting controls or auditing matters. The Ethics Line may be accessed by phone or mail, and is operated by an independent, third-party organization. All calls remain anonymous.

Please see Crombie REIT's Code of Business Conduct and Ethics for more information.