

Brookfield

COVID-19 Staff Vaccination Policy – Australia

1. DEFINITIONS

For the purposes of this Policy, the following terms have the following meanings:

“Affiliate Employees” means employees of Brookfield affiliated entities (including Brookfield Properties Australia Pty Ltd and affiliated properties management entities in Australia) who work at, attend or enter a Brookfield Site.

“Brookfield” means Brookfield Global Manager Australia Pty Ltd, BPIH Pty Ltd, Brookfield Capital Australia Pty Ltd, Brookfield Infrastructure Group (Australia) Pty Ltd, Brookfield Property Group Australia Pty Ltd, Brookfield Property Partners Corporate Pty Ltd, Brookfield Australia Investments Pty Ltd and their affiliated entities in Australia.

“Brookfield Site” means any site occupied or leased by Brookfield in Australia.

“Employees” means employees of Brookfield.

“Fully Vaccinated” means having received) full dosage of a COVID-19 vaccine approved by Commonwealth of Australia / ATAGI (such as Pfizer, Moderna or Oxford/AstraZeneca, or any combination of those vaccines), including, where designated by relevant State or Federal public health officials as constituting a full dosage.

“Staff” means Employees and Affiliate Employees

2. PURPOSE

Brookfield is committed to providing a safe and healthy work environment and this policy represents our ongoing commitment to ensuring the well being of all our employees and our ability to ensure business requirements can be met, for example having employees vaccinated to meet travel and international border regulations.

Brookfield has implemented protocols in relation to COVID-19. All Staff are still required to comply with all protocols that Brookfield has implemented or may implement from time to time.

Brookfield will maintain and may revise this Policy as required in response to public health guidance and its business requirements. Brookfield expressly reserves the right to change, modify or delete portions of this Policy at any time and from time to time, without notice. This Policy (as amended from time to time) will be available on the intranet. Any oral statement or representations do not change this Policy.

2. SCOPE

This Policy applies to all Staff.

4. POLICY

A. Vaccination Requirement

Except as set out in this Policy, on and from 10 January 2022 (for NSW, Victoria and Queensland) and on and from 7 February 2022 (for other Australian states and territories), or such earlier dates as may be required pursuant to any applicable State or Federal legislation, all Staff must be Fully Vaccinated.

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Brookfield will provide paid time off for Employees to receive the COVID-19 vaccine in accordance with Brookfield policies and applicable laws.

B. Disclosure of Vaccination Status

All Staff must disclose their current vaccination status to Brookfield, and such status must be updated as soon as possible upon any change.

To make such disclosure, Employees and Affiliate Employees must enter their Covid-19 vaccination status in Workday within 2 days of receiving their vaccination. Employees and Affiliate Employees who have previously provided proof of being Fully Vaccinated should review and update Workday as necessary to ensure this status is accurately recorded.

If an Employee or Affiliate Employee has not disclosed their Covid-19 vaccination status in Workday, the Employee will be considered to not be Fully Vaccinated for the purposes of this Policy.

C. Exemptions

If a person has a legally protected ground for accommodation from the requirement of this Policy (for instance, a valid medical exemption as defined by any applicable law or public health order), this should be communicated in writing to Human Resources. The Staff member must retain any such medical exemption (as documented by a qualified physician) and produce/provide a copy to Human Resources where so requested, and needed, by Brookfield. All accommodation requests require written support of the need for accommodation to be submitted along with the request.

For Employees previously granted an exemption, that exemption will continue to apply.

Staff who are not Fully Vaccinated may be required to take additional protective measures. Brookfield shall provide a written communication of such additional measures as required from time to time as needed to the relevant Staff member.

D. Consequences of non-compliance

Any Employee who is not Fully Vaccinated, without a valid basis for exemption approved by Brookfield, may be subject to additional actions, which depending on the circumstances, may include:

- additional protective measures as noted above;
- unpaid leave of absence; and/or
- corrective and/or other action, up to and including termination.

Any Affiliate Employee who is not Fully Vaccinated, without a valid legal basis for exemption approved by Brookfield, may be subject to additional actions, which depending on the circumstances, may include:

- additional safety protocols as noted above;
- refusal of access to the relevant Brookfield Site; and/or
- such other action in accordance with their employer's vaccination policy.

E. Privacy

Brookfield is committed to protecting the privacy and security of personal information.

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All information collected under this Policy will be treated as confidential and will be used or disclosed only by Human Resources for the purposes of administering this Policy and implementing infection control procedures in the workplace. All personal information will be collected, stored, used and disclosed in accordance with all applicable privacy legislation and in a secure manner consistent with Brookfield privacy policy and practices.

5. ADDITIONAL INFORMATION

If you have a query about this Policy or need more information, please contact Human Resources.

This Policy does not impose any contractual obligations on Brookfield. However, to the extent that this Policy requires Staff to do or refrain from doing something, it forms a direction of Brookfield with which Staff must comply. In any event, an individual Employee's contract of employment or a Contractor's written contract will apply to the extent of any inconsistency with this Policy.