



WHISTLEBLOWER POLICY

The following whistleblower policy was adopted by the board of trustees of Slate Office REIT (the “REIT”) in 2016, and subsequently in March 2018, as may be amended, supplemented or amended and restated from time to time.

As indicated in the Code of Business Conduct and Ethics of the REIT, the REIT, its subsidiaries (the “Slate Office REIT Entities”) and the external manager of the REIT (the “Manager”) have a strong commitment to the conduct of their business in a lawful and ethical manner. Trustees, directors, officers, and managers of the Slate Office REIT Entities and employees of the Manager, as well as suppliers, property managers, tenants and business partners of the Slate Office REIT Entities (collectively, “Slate Office REIT Personnel”) are expected to talk to supervisors, managers or other appropriate personnel about concerns they may have in respect of illegal or unethical behavior and when in doubt about the best course of action in a particular situation. It is the policy of the Slate Office REIT Entities and the Manager not to allow retaliation for reports of such conduct made in good faith. It is, at the same time, unacceptable to file a report knowing it is false.

The Slate Office REIT Entities and the Manager require honest and accurate recording and reporting of information. The Slate Office REIT Entities’ accounting records are relied upon to produce reports for management, directors, managers, security holders, governmental agencies and persons with whom the Slate Office REIT Entities do business. All of the REIT’s financial statements and the books, records and accounts on which they are based must appropriately reflect the Slate Office REIT Entities’ activities and conform to applicable legal, accounting and auditing requirements and to the Slate Office REIT Entities’ system of internal controls.

1. Confidential Complaint Procedures

Any employee of the Manager with a good faith concern about any accounting or auditing matter or any other matter which such employee believes in violation of the Code of Business Conduct and Ethics, including:

- fraud or deliberate error in the preparation, evaluation, review or audit of any financial statements of the REIT,
- fraud or deliberate error in the recording or maintaining of financial records of the Slate Office REIT Entities,
- deficiencies in, or non-compliance with, the Slate Office REIT Entities’ system of internal controls,
- misrepresentations or false statements to or by a senior officer or accountant regarding a matter contained in the financial records, financial reports or audit reports of the Slate Office REIT Entities, or
- deviations from full and fair reporting of the Slate Office REIT Entities’ financial condition,

can report those concerns directly to the Audit Committee of the REIT (who is independent of management of the Slate Office REIT Entities and the Manager) on a secure, confidential and, if desired, anonymous basis at the following email address:

Email: auditcommittee@slateofficereit.com

Confidentiality of complaints received by the Audit Committee of the REIT will be maintained to the fullest extent possible, consistent with the need to conduct an appropriate review. When possible, the Audit Committee of the REIT will acknowledge receipt of a complaint, although it is not the intention to communicate to the person making the complaint the status of its review or resolution.

Upon receipt of a complaint, the Audit Committee of the REIT will determine whether the complaint relates to a questionable accounting or auditing matter, and the Chair will follow the administration of complaints procedures set out in Appendix "A".

The Audit Committee will maintain a log of all complaints that are received, tracking their receipt, investigation and resolution.

2. Protection of Slate Office REIT Personnel

The Slate Office REIT Entities and the Manager will not discharge, demote, suspend, threaten, harass or in any manner discriminate against any Slate Office REIT Personnel in the terms and conditions of employment based upon any lawful actions with respect to good faith reporting of complaints as contemplated in these procedures.

Appendix A

SLATE OFFICE REIT WHISTLEBLOWER POLICY ADMINISTRATION OF COMPLAINTS

1. All complaints / reports under the whistleblower policy are made to the Chair of the Trust's Audit Committee. Currently this is Monty Baker (auditcommittee@slateofficereit.com).
2. Upon receipt of a complaint, the AC Chair will contact the individual who made the complaint directly and establish details of the complaint.
3. The AC Chair will open and maintain a file regarding all activity/details/correspondence related to the complaint. The file will ultimately outline the resolution of the complaint and be duly closed on completion. The file will be retained and safeguarded by the General Counsel upon completion.
4. The AC Chair will advise members of the audit committee as well as the Chair of the Board and the external auditors that a complaint has been received, the nature of the complaint and the fact that it is being investigated (or not).
5. If the complainant wishes to remain anonymous (although this will be discouraged by the AC Chair), this will be respected. As well and for clarity, it is understood that the AC Chair is responsible for ensuring the organization protects the whistleblower from retaliation when a complaint is made in good faith.
6. The AC Chair will be responsible for supervising the investigation of the complaint. Both internal or external resources may be engaged to undertake the investigation. The AC Chair will keep the members of the audit committee, the Chair of the Board, and the external auditors informed periodically on the progress of the investigation.
7. If the nature of the complaint requires reporting to law enforcement or regulatory authorities, the AC Chair is responsible for ensuring appropriate reporting is undertaken.
8. Upon completion of the investigation, the AC Chair will recommend an appropriate response/course of action to be taken to the Board of Trustees.
9. The foregoing procedures reflect "normal course whistleblower complaints". The following special circumstances require potentially different administration of the complaint:
 - (a) The complaint relates to a Code of Conduct violation that is unrelated to accuracy of records and reporting, in which case the complaint should be made directly to the General Counsel of the REIT in accordance with the REIT's Code of Conduct.
 - (b) If the AC Chair is named/implicated in a whistleblower complaint he will recuse himself from the investigation of the complaint and the investigation of the complaint will be assumed by the Chair of the Compensation, Governance and Nominating Committee (or such other person as the Board may appoint to investigate the matter).
 - (c) The receipt of an anonymous complaint may or may not be investigated. The inability of the AC Chair to discuss details of the complaint with the complainant may result in the complaint being ignored. However, the nature of the anonymous complaint will determine the degree to which the complaint is investigated. In such circumstances the course of action to be taken will be discussed/recommended to the AC Chair by the Members of the audit committee.