

# Human Rights Policy

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## 1. Introduction – Commitment to Human Rights

Stockland has a strong commitment to its values of CARE (community, accountability, respect and excellence).

In accordance with these values, and the UN Guiding Principles on Business and Human Rights, Stockland is committed to respecting and promoting Human Rights consistent with the:

- International Bill of Rights (including the Universal Declaration of Human Rights)
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- Declaration on the Rights of Indigenous Peoples
- Eight fundamental Conventions of the International Labour Organisation

This includes a commitment to identify and eliminate any modern slavery taking place in our operations and supply chain and demonstrating continuous improvement in this regard through our annual reporting under the Modern Slavery Act 2018 (Cth).

Stockland operates wholly within Australia, a country with a long history of democratic government, judicial independence and high standards of governance, with legislative regimes relating to human rights including labour standards, privacy, non-discrimination and modern slavery.

Stockland respects and promotes human rights through our corporate policies, programs and initiatives, project and asset guidelines and toolkits, and broader governance and stakeholder management methods.

Stockland does not tolerate behaviour that is in breach of the law, our Code of Conduct, or our corporate policies.

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## 2. Respecting and Promoting Human Rights

Corporate policies that reflect and support our commitment to respecting and promoting human rights include:

- Code of Conduct
- Conflicts of Interest Policy
- Diversity and Inclusion Policy
- Flexible Working Policy
- Fraud and Corruption Policy
- Government Relations Policy
- Privacy Policy
- Procurement to Pay Policy
- Respectful Workplace Policy
- Reconciliation Action Plan
- Sustainability Policy
- [What Stockland Expects from its Suppliers](#)
- [What Stockland Expects from its Partners](#)
- [Supply Change Management Approach](#)
- Whistleblower Policy
- Work, Health and Safety Policy

These policies promote and respect fundamental human rights such as:

- Right to equality
- Freedom from discrimination
- Right to a safe work environment
- Right to family life
- Right to rest and leisure
- Right to fair remuneration
- Freedom of association
- Right to collective bargaining
- Right to social security
- Right to political participation
- Right to privacy
- Freedom of thought, conscience and religion
- Rights of Indigenous peoples

We also proactively promote human rights through our business activities and other initiatives, including (for example):

- Right to own property Providing affordable house and land packages
- Right to work Offering a range of employment support in and around our communities
- Rights of the child Offering a range of employment support activities including for school students living in and around our communities
- Right to an adequate standard of living Ensuring the quality and affordability of our products and services
- Right to education Supporting and delivering employee training and development as well as lifelong learning programs in our various communities
- Right to physical and mental health Supporting and delivering programs which promote health and wellbeing both in the workplace and in our communities
- Right to participate in cultural life of the community Supporting and delivering community programs which enhance sense of belonging and vitality
- Right of Indigenous and Culturally and Linguistically Diverse Peoples To maintain and strengthen their own institutions, cultures and traditions through cultural learning initiatives and community engagement on projects and developments.

We strongly support and promote the rights of **our employees and contractors** and aim to create a vibrant, safe and inclusive work environment. Our CARE values and our Code of Conduct set the behaviour and conduct expected of all Stockland directors and employees.

We are committed to responsible procurement and sustainable supply chain management. We expect that **our suppliers** operate in a manner which is consistent with our values and standards by considering social, environmental and human rights-related factors in our procurement decisions. Our expectation is that our Suppliers comply with Australian state and federal legislation (including labour laws, environmental regulations and workplace health and safety standards). In line with our procurement guidelines Stockland prefers to engage with Suppliers who demonstrate corporate responsibility and sustainability policies and practices which align with Stockland's corporate values, objectives and

standards. What Stockland Expects from its Suppliers Policy sets out our expectation for all suppliers to operate and promotes policy inclusions that underpin ethical operations.

Our commitment to **our customers and communities** is reflected in the products we offer and in the way we engage, value and respect our diverse range of customers. We regularly engage with our customers and communities to understand and respond to their changing needs. Our communities are also empowered and encouraged to engage with and assume ownership of development programs and initiatives.

We acknowledge that human rights risks and impacts relate not only to our business activities, but also to the relationships with **our business partners**. We monitor and encourage the respect of human rights in our dealings with key business partners, including government relations, through adherence to key corporate policies and stakeholder management methods. What Stockland Expects from its Partners Guideline provides guidance on how we expect partners to operate and promotes policy inclusions that underpin ethical operations.

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### 3. Policy Compliance

This policy has been endorsed by the Board and is supported by a series of processes to promote, monitor and evaluate compliance.

- 3.1. Employees who breach this policy may face disciplinary action including possible termination of employment.
- 3.2. You must adhere to Stockland's Escalation Policy in reporting any breach of this policy that you are involved in or become aware of and do so in a timely manner.

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### 4. Review

This policy is reviewed at least annually, or when there are relevant changes in business practice, legislation and compliance obligation.

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### 5. Contact for Questions

For further details on any aspect of this policy, please contact the People Services team on (02) 9035 2020, select option 2 or email [peopleservices@stockland.com.au](mailto:peopleservices@stockland.com.au).

## 6. Document Control

Revision	Date	Owner	Description of changes
1.0	14 June 2014	General Manager, Human Resources	Original policy
1.1	02 May 2016	General Manager, Human Resources	Multiple updates
1.2	02 May 2016	General Manager, Human Resources	Minor formatting changes
1.3	02 May 2018	General Manager, Human Resources	Updated formatting
1.4	31 March 2023	General Manager, Organisational Development and Corporate, People and Culture	Update to include: <ul style="list-style-type: none"> <li>- rights of Indigenous and Culturally and Linguistically Diverse Peoples</li> <li>- ethical sourcing / modern slavery commitments</li> </ul>
1.5	1 March 2024	General Manager, Organisational Development and Corporate, People and Culture	Updated item 2 to include Respectful Workplace Policy and removed two policies that are no longer live.