



Date Created: 25-07-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 25-07-2023

2022 - 23 Gender Equality Reporting

Submitted By:

Stockland Corporation Ltd 43000181733

Stockland Development Pty Limited 71000064835

#Workplace Overview

Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

Recruitment: Yes

Policy; Strategy

Retention: Yes

Strategy

Performance management processes: Yes

Policy; Strategy

Promotions: Yes.

Policy; Strategy

Talent identification/identification of high potentials: YesPolicy; Strategy

Succession planning: Yes

Policy; Strategy

Training and development: Yes

Policy; Strategy

Key performance indicators for managers relating to gender equality: YesPolicy;
Strategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesPolicy; Strategy

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Stockland commits to maintaining a comprehensive Diversity and Inclusion Strategy, which includes clear priorities, targets, actions, and obligations.

Our Vision

We believe in creating an environment where everyone can bring their authentic selves to work. We strive to create a culture within our communities in which people feel safe, valued and like they belong.

Guiding Principles:

- Recognise Psychological safety as key to unlocking our best
- Mirror and represent the communities we serve
- Identify and develop diverse and inclusive leaders
- Create a culture of everyday respect
- Recognise the uniqueness of all our people.

How we bring these principals to life:

- Make deliberate choices with DI priorities: Be realistic and intentional on what we prioritise based on our strategy – We won't be able to address all the

Date Created: 25-07-2023

challenges our organisation and individuals face

- Proudly share our intention and progress: Hold ourselves accountable with public commitments, knowledge sharing and progress shares succinctly to connect the dots for our people. Share and celebrate our DI work externally where appropriate
- Develop rigour in how we drive DI through advocacy and awareness, build capability, improve policies and practices and measure and sustain change
- Support EAG Leads to perform in their role and demonstrate enterprise thinking: help Leads balance passion and leadership capability to ensure they manage the demands of the role, prioritise work, and acknowledge and tailor recognition accordingly

Mobilising our strategy

Stockland has Employee Advocacy Groups (EAG), each with specified objectives, focus areas, action plans, and identified enabling partners. The EAGs are represented by all genders at various levels in the organisation and a mix of other demographics, which encourages greater diversity of thought, more informed decision making and better business outcomes. The EAGs are Gender Equity, Accessibility and Cultural Inclusion, Wellbeing, Flexibility, and LGBTQ+. Our MD plays a critical role in sponsorship and role modelling these focus areas, as well as externally, where he is a member of the Property Champions of Change (PCC) and Pay Equity Ambassador, co-lead of the PCC DFV Action Group and Chair of the Stockland Diversity and Inclusion Steering Committee.

Ways we enhance gender diversity and inclusion:

- formal target to have balanced representation across all management levels and gender pay equity across all like for like roles
- formal target to achieve a gender pay equity ratio of between 97% and 103%
- ‘Celebrating women’ networking events with internal and external panellists, within property industry and more broadly
- Programs implemented to build a gender diverse talent pipeline:
 - o Women’s Sponsorship program for high potential leaders,
 - o Career Resiliency training,
 - o Keeping in Touch program to support employees on parental leave (100% of employees returned).

Recognised as a leading organisation

- Awarded the 2021-23 WGEA Employer of Choice citation. We have held this for 13 years
- Ranked within the top 100 globally by Equileap in the Global Workplace ranking for Gender Equality
- Won the “People First Award” at the PCA in Property Awards 2022 for our leading Parental Leave Policy
- Ranked 4th in the CEW Executive Census
- Featured in leading media articles

Governing Bodies

Organisation: Stockland Corporation Ltd

1.Name of the governing body: Board of Directors

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0

Member	Female (F)	Male (M)	Non-Binary
	3	5	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: No

Selected value:

Other

Other value: Our current board NEDS composition is 37.5% female, and we give consideration to our Group wide 40/40/20 targets when considering board succession planning.

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy

Organisation: Stockland Development Pty Limited

1.Name of the governing body: Board of Directors

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
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	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	3	5	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: No

Selected value:

Other

Other value: Our current board NEDS composition is 37.5% female, and we give consideration to our Group wide 40/40/20 targets when considering board succession planning

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

At Stockland we are committed to improving the diversity of our workforce and creating an inclusive environment where diversity can lead to greater shared success for everyone. The Stockland Board recognises the important role it plays in supporting diversity and inclusion (DI), and in the setting of Stockland's diversity and inclusion agenda. Their composition is reviewed annually, including a skills matrix review to ensure diversity across mix of relevant business, backgrounds, representation, executive and professional experience. Without compromising on the necessary experience and skills to oversee the high standard of corporate governance, integrity and accountability required of a professional and ethical organisation, our Board will identify pathways and options to successfully apply the Diversity and Inclusion Guiding Principles.

Our Board believes that it is important to maintain a range of director tenures to facilitate orderly Board renewal while maintaining continuity and corporate knowledge among directors. Additionally, the P and C Committee (sub-committee of the Board) also has oversight of our Diversity and Inclusion Strategy. It considers

Date Created: 25-07-2023

diversity and inclusion objectives as part of its role in overseeing employment policies, performance planning and assessment, training and development, promotion and people management generally. We provide regular updates, including data from our employee pulse surveys to the P and C Committee on performance against a range of diversity metrics, including gender equality and gender analysis.

#Action on gender equality

Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?

Yes

Policy; Strategy

1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

Yes

To achieve gender pay equity; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To be transparent about pay scales and/or salary bands; To ensure managers are held accountable for pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

2. What was the snapshot date used for your Workplace Profile?

31/03/2023

4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

Stockland undertakes comprehensive reviews of gender pay using multiple methodologies on a regular basis. Stockland recognises the importance of the organisation-wide pay gap as described by WGEA as well as the use of other metrics to identify strengths and opportunities for improvement. As part of our commitment to reducing the gender pay gap Stockland partners with an external expert in pay equity analysis. This partnership provides an additional lens on gender pay equity and aims to leverage technology to identify statistically significant drivers of gender pay inequity through regression analysis. Results inform gender pay equity strategies moving forward.

Stockland have incorporated gender equity analysis into every process that can impact remuneration so that emerging issues can be resolved pre-emptively.

Date Created: 25-07-2023

Findings are discussed in an open and collaborative manner to calibrate results and ensure outcomes are equitable.

Analysis is provided to the Board and People and Culture Committee. Stockland reports on a variety of gender pay equity and representation metrics to the public.

In addition, Stockland continues to be focussed on 40/40/20 at all job band levels. We have continued to make progress at the SWIM level, with an increase in the number of women in Senior Management roles from the last reporting period.

Employer action on pay equality

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes

- 1.1 When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

- 1.2 Did you take any actions as a result of your gender remuneration gap analysis?

Yes

Created a pay equity strategy or action plan; Identified cause/s of the gaps; Analysed commencement salaries by gender to ensure there are no pay gaps; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Set targets to reduce any organisation-wide gap; Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Reported pay equity metrics (including gender pay gaps) externally; Implemented other changes (provide details):

Other: Stockland are preparing a targeted remuneration review that will aim to address any potential gender pay inequity identified in the most recent gender pay gap analysis.

- 1.3 What type of gender remuneration gap analysis has been undertaken?

A like-for-like gap analysis; A by-level gap analysis; An overall organisation-wide gender pay gap

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Employee Consultation

- 1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?**

Yes

- 1.1 How did you consult employees?**

Consultative committee or group; Focus groups; Exit interviews; Survey

- 1.2 Who did you consult?**

ALL staff

- 2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?**

Yes

Strategy

- 3. On what date did your organisation share your last year's public reports with employees and shareholders?**

Employees:

Yes

Date:29/08/2022

Shareholder:

Yes

Date:25/08/2022

- 4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?**

No

- 5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.**

Employee consultation happens regularly through a variety of channels across Stockland, including working groups, bi-annual employee engagement surveys and through learning events.

Working groups: Within the diversity and inclusion space we have our Employee Advocacy Groups (EAGs). One of the key reasons for having EAGs is to act as a voice for our people across a number of important diversity and inclusion focus areas. These groups meet every 6 weeks to discuss, contribute to, and feedback on their employee experience with that DI lens in mind. Members of the EAG bring with them input from their peers and business area as well as their own views.

Date Created: 25-07-2023

Engagement surveys: Our employee engagement strategy consists of two pulse surveys throughout the year. The surveys cover different themes throughout the annual cycle and include recurring statements, giving the opportunity to analyse results and trends, further consult, and inform or enhance initiatives. We analyse this data based on demographics such as Business Unit/function, gender, LGBTQ+, disability, geographic location and more, and in doing so we can understand how employees are managing and experiencing DI aspects like flexibility, balancing caring responsibilities, and what their wellbeing is currently like. From a gender equity perspective, the survey statements seek to explore themes including equal opportunity, promoting a working environment that is accepting of gender differences, and perceived opportunities for advancement. Our recent results validate our ongoing focus on balanced recruitment, everyday respect, and DI leadership.

Learning events: we run several campaigns throughout the year to raise awareness on important diversity and inclusion topics. In March we ran learning events to celebrate International Women's Day. These included an all-employee webinar with a diverse internal panel as well as a leadership event featuring a panel with Board directors and distinguished guests. These forums provide opportunity to ask open questions focused on gender equality and create social water cooler discussions.

#Flexible Work

Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

Yes

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

Yes

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

Yes

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

Yes

Leaders are held accountable for improving workplace flexibility

Yes

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

Yes

Targets have been set for men's engagement in flexible work

Yes

Team-based training is provided throughout the organisation

Yes

Other: No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?

Carer's leave: Yes

SAME options for women and men Formal options are available

Compressed working weeks: No

Other

Other:

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal options are available

Job sharing: Yes

SAME options for women and men

Formal options are available

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: Yes

SAME options for women and men Formal options are available

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available

3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?

Yes, women only

7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

Date Created: 25-07-2023

Stockland has long valued the benefits of flexible work, and we continue to embrace the fact the world has changed and evolve our approach to flexibility, through two main pillars as we believe that “Hub and Home” is the ‘future of work’.

- Hub and Home, our hybrid working model is an enterprise approach to flexibility and involves a mix of working in a hub (asset, office or local workplace) as well as at home (or remote location) which allows us to support our people to work more collaboratively, develop their skills, enhance social cohesion and support the underlying culture and people’s wellbeing.
- Future of Work Group, led by a group of passionate, strategic leaders and experts, who are charting the path forward for Stockland to become a leader in the Future of Work, both for Stockland employees and Stockland’s workplace tenants. The group research and pilot a range of innovative solutions, to shape our workplace ecosystem and culture.

Through these two pillars, we have

- Launched an enterprise-wide approach to Flexibility and hybrid work
- Developed a Hub and Home toolkit with clear guidelines, supporting leaders to work with their people to find their preferred way of work that aligns with the key principles of Mission, Team, Self.
- Encouraged Leaders to create team alignment by using the Hub and Home toolkit to align on activities that are best done in person versus those best done individually.
- Created new designs to trial how we use our Sydney Office to reflect the changing ways we work by providing new dynamic areas to optimise physical gatherings, communal spaces for collaboration, social activities and brainstorming in addition to space for quiet, individual focus work.
- Continued to experiment with activity based working
- Experimented with different ways of working including meeting free periods, focus times, agreed ways of communicating and collaboration days
- Trialled additional working space in Parramatta
- Trialled various initiatives through Future of Work to create social connection for office days e.g free lunches and coffees, end of month social gatherings,
- Created better hybrid meeting experience supported by new technologies.

The key principles to help guide our flexible work are:

- Mission: the way we work has changed and Hub and Home can give us a competitive edge by developing a high performance, inclusive and sustainable work environment that produces great results for our people, customers and stakeholders;
- Team: we believe that ‘in person’ connection is best for culture and personal growth. Wherever possible we will seek to collaborate fully online or fully face to face and we’ll continue to evolve our hybrid environment. This means that every team needs a Hub and Home plan; and
- Self: we continue to value flexibility and encourage a focus on individual wellbeing. Hub and Home is built on personal accountability and commitment to each other, our strategy and culture.

#Employee Support

Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave to all genders without using the primary/secondary carer definition

1.1. Please indicate whether your employer-funded paid parental leave covers:
Birth; Adoption; Surrogacy; Stillbirth

1.2. How do you pay employer-funded paid parental leave to your carers, regardless of primary/secondary status?

Paying the employee's full salary

1.3. Do you pay superannuation contribution to your carers while they are on parental leave?

Yes, on employer funded parental leave; Yes, on government funded parental leave; Yes, on unpaid parental leave

1.4. How many weeks of employer-funded paid parental leave for carers is provided?

20

1.5. What proportion of your total workforce has access to employer-funded paid parental leave, including casuals?

91-100%

1.6. Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer-funded parental leave?

No

1.7. Do you require carers to take employer-funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?

Yes

within 24 months

2. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

At Stockland, we recognise the valuable role parental leave plays in supporting our people during an exciting time of profound change in their lives. We understand that raising a child impacts all parents, whether they are the primary or secondary carer, biological, adoptive, surrogate or long-term foster parents, and regardless of gender. As a family friendly workplace, we were very proud our Parental Leave Policy that reflects this culture. The policy provides flexibility, removes carer distinction and eligibility

Date Created: 25-07-2023

criteria, and provides equal benefits to all our people, regardless of gender.

The changes made to our policy include:

- Permanent employees can take 20 weeks at full pay or 40 weeks at half pay
- Removal of the primary and secondary carers distinction so that the same benefit is available to all parents, irrespective of gender or sexual identity (including those who are part of LGBTQ+ families).
- Recognise our people need particular support in the tragic event of pregnancy loss or stillbirth and the same leave benefit will apply.
- Our people will be able to take parental leave at any time during the first 24 months, noting this can be at the same time as their partner to ensure there is equal opportunity for all employees.
- The leave can be taken in multiple blocks
- Removing the eligibility criteria for employees (previously 6 months), enabling Stockland to attract talent free of parental leave eligibility concerns.
- Paid Superannuation on unpaid leave (if unpaid leave is taken), addressing the impact on superannuation for carers taking extended parental leave

Additionally, employees have a tool kit that maps out the moments that matter and provides employees with tools to help navigate their way through specific moments. The moments start from that very first conversations of telling people you “need to take leave”, all the way through to “upon return”. The toolkit is packed with practical support including internal and external resources for employees and managers, aimed at clearer communication and giving parents a head-start in finding the balance.

Before launching our revised policy on 1 July 2021, historical data reflects approximately 16 male employees taking extended leave per year. Last reporting period this increased to 35, and this year we have seen an additional increase of 40% with 49 males taking extended leave.

We are proud to have won the “People First Award” at the Property Council of Australia People in Property Awards 2022 for our leading Parental Policy.

Support for carers

1. **Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**

Yes

Policy; Strategy

2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

2.1. Employer subsidised childcare

No

2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

Other

Other: Our previous return to work bonus was replaced with an additional 4 weeks of paid leave and paid superannuation on any unpaid leave taken.

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

Yes

Available at ALL worksites

2.5. Coaching for employees on returning to work from parental leave

Yes

Available at ALL worksites

2.6. Targeted communication mechanisms (e.g. intranet/forums)

Yes

Available at ALL worksites

2.7. Internal support networks for parents

Yes

Available at ALL worksites

2.8. Information packs for new parents and/or those with elder care responsibilities

Yes

Available at ALL worksites

2.9. Parenting workshops targeting fathers

No

Other: Stockland provides ample support to all parents through Keeping in touch days, buddy programs, parental toolkits and Worklife links

2.10. Parenting workshops targeting mothers

No

Other: Stockland provides ample support to all parents through Keeping in touch days, buddy programs, parental toolkits and Worklife links

2.11. Referral services to support employees with family and/or caring responsibilities

Yes

Available at ALL worksites

2.12. Support in securing school holiday care

Yes

Available at ALL worksites

2.13. On-site childcare

Yes

Available at SOME worksites

2.14. Other details: Yes

Available at ALL worksites

Provide Details:Parental Leave Toolkit

3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

We seek feedback from Carers as a specific demographic in our employee engagement survey several times per year. We seek to examine the ongoing levels of engagement based on different demographics, and have noted minimal differences in carer and non-carer engagement scores in our 2023 results relative to other demographics. We use this data to inform our programs and actions such as improving our Keeping in Touch events for those on parental leave, and communicating topics of advocacy during International Carers week.

Ongoing employee consultation for Carers

Our employee engagement strategy consists of two pulse surveys throughout the year. The surveys cover different themes throughout the annual cycle and include recurring statements, giving the opportunity to analyse results and trends, further consult, and inform or enhance initiatives. Each survey, we ask a series of demographic questions and one of them relates to being a carer or not, and subsequently if you are a carer of one or more children or anyone other than a child. We seek to examine the ongoing levels of engagement based on different demographics, and have noted minimal differences in carer and non-carer engagement scores in our 2023 results relative to other demographics.

Supporting parents as carers

Stockland offers several avenues and resources to further support parents in the workplace. An internal support network exists through a return to work buddying system that provides support, coaching and networking for parents transitioning

Date Created: 25-07-2023

back to work, and Keeping in Touch (KIT) events run quarterly for employees on parental leave to receive SLT sponsored business updates and often include panel discussion to ask topical questions and share lived experiences. While we do not specifically target parenting workshops, our KIT events cover an array of topics and discussions including parenting resources, access to WorkLife Links admin services, Benestar EAP and interview with childcare educators. Additionally, Stockland employees in Sydney have access to childcare at the Treehouse childcare facility in Piccadilly office.

Supporting Carers (anyone other than a child)

Our Flexibility Employee Advocacy Group (EAG) highlight caring for carers during International Carers Week through advocacy and communications via our internal channels including Yammer. Ongoing, employees accrue 10 days paid personal/carer's leave each year (this will be pro-rated as appropriate for part-time and fixed-term contract employees) and an employee may choose to use their paid personal/carer's leave to care for members of their immediate family who are unwell. Our focus continues on advocacy and awareness for all our carers including acknowledgement and campaigning for carers of those other than children with support from our Accessibility EAG.

Sexual harassment, harassment on the grounds of sex or discrimination

- 1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**

Yes

Policy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?**

Yes

- 2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

All Managers:

Yes

At induction

Annually

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

Stockland continued to promote our Everyday Respect campaign: The 'Everyday Respect' campaign is led by the Gender Equity EAG and is aimed at addressing everyday sexism in the workplace the campaign is built around awareness and equipping employees on how to deal with everyday sexism. The campaign continued to increase awareness and understanding of what is acceptable and unacceptable behaviour, equip employees on how to deal with everyday sexism and encourage them to speak up about behaviour that falls below our expectations.

Stockland undertook a deep dive to understand levels of psychological safety and any inhibitors to people feeling safe to speak up as we recognise the need for high level of psychological safety to create a culture in which individuals are able to report issues such as sexual harassment, and bystanders are equipped and confident to speak up and call out unacceptable behaviours. In 2022 we ran a psychological safety campaign to raise awareness around what psychological safety is, why it's important for Stockland and share examples of what good psychological safety looks like. We continue to encourage our leaders to consider how they can create higher levels of psychological safety within their teams to encourage team members to speak up, particularly in relation to issues of concern.

We have undertaken a preliminary review of our current systems and processes used to address sexual harassment and test they meet the requirements of the new Respect at Work Legislation, and understand gaps we need to address in order to comply with legislation.

Currently all whistleblower findings are reported to the Board twice a year. Due to infrequency of Sexual Harassment incidents at Stockland, Management is made aware of incidents when they occur. As part of the process review, regular reporting will be implemented whether there is an incident or not.

Family or domestic violence

1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy; Strategy

2. **Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?**

A domestic violence clause is in an enterprise agreement or workplace agreement

No

Other

Provide Details: Stockland employees on an enterprise agreement are covered through our Domestic Violence policy, we do not have employees under workplace agreements.

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

No

Other

Provide Details: Stockland would rely on professional services or third party to provide guidance on the most appropriate accommodation

Provision of financial support (e.g. advance bonus payment or advanced pay)

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

Access to medical services (e.g. doctor or nurse)

No

Insufficient resources/expertise; Other

Provide Details: Stockland would rely on professional services or third parties to provide guidance on the most appropriate medical services. Unlimited leave is provided for the employee to seek medical attention.

Training of key personnel

Yes

Referral of employees to appropriate domestic violence support services for expert advice

Yes

Workplace safety planning

Yes

Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

No

Other

Provide Details: Stockland employees through our DFV policy are provided with unlimited paid leave, we do not have employees under workplace agreements.

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

Yes

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

No

Other

Provide Details: Stockland employees through our DFV policy are provided with unlimited paid leave, we do not have employees under workplace agreements.

Access to unpaid leave

Yes

Is the leave period unlimited?

No

How many days are provided?

5

Other: Yes

Provide Details: Change of contact detail for example phone number and email address

1. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below

At Stockland, we are committed to creating a safe and inclusive environment for all our people. We have policies in place to help those who have been impacted by DFV.

Our ongoing DFV support offered includes:

- Employee Assistance Program services
- 30 DFV First Responders who have been trained to help respond appropriately to disclosures and safely support employees
- dedicated DVF support page on our internal intranet

Every year the Gender Equity EAG host a campaign for “16 Days of Activism against Gender Based Violence”.

In 2022 our CEO, Tarun Gupta, participated in a Property Champions of Change (PCC) virtual panel to discuss why gender-based violence, including DFV, is a workplace issue and practical ways workplaces can address and prevent gender-based violence. As part of 16DoA, all PCC members nominated a CBD asset within their portfolio to be lit with purple lights on the evening of 25 November, as a vigil/memorial to victims of DFV.

In addition to the PCC initiatives, Stockland also:

- Selected Stockland Sales Offices and shopping centres across the country to be lit up purple throughout the 16 day campaign
- Started trialling The Purple Bench Project; installations of a series of purple benches in public spaces to honour all victims who have lost their lives as a result of

Date Created: 25-07-2023

domestic and family violence.

- Retail Centres & Sales Offices – Campaign awareness graphics displayed on digital signs and oOh Media screens throughout our assets

During 2022, Stockland partnered with EscaBags; an Australian charity who distributes 'escape bags' for those fleeing domestic and family abuse. Stockland now stocks these escape bags at all our Retail centres across the country.

We believe in doing our bit to truly live our Stockland purpose of 'we believe there is a better way to live' by creating a safe place at every one of our assets and workplaces. We are committed to providing the place that houses the services which supports the psychological and emotional wellbeing of those impacted by DFV.