





2013-14 public report form submitted by Stockland Development Pty Limited to the Workplace Gender Equality Agency

Organisation and contact details

| Organisation registration | Legal name ABN | Stockland Development Pty Limited 71000064835 |
|---------------------------|---|---|
| | ANZSIC | 6711 Residential Property Operators |
| Organisation | Trading name/s | Stockland |
| details | ASX code (if relevant) | SGP |
| | Postal address | GPO Box 998 |
| | | SYDNEY NSW 2001 |
| | | Australia |
| | Organisation phone number | (02) 9035 2000 |
| Reporting structure | Number of employees covered in this report submission | 1373 |
| | Other organisations reported on in this report | Aevum Limited |



Workplace profile Manager

| Manager occupational categories | Reporting level to CEO | Employment status | | No. of employees | | | |
|-----------------------------------|------------------------|---------------------|-----|------------------|-----------------|--|--|
| | | | F | М | Total employees | | |
| CEO/Head of Business in Australia | 0 | Full-time permanent | 0 | 1 | 1 | | |
| | | Full-time contract | 0 | 0 | 0 | | |
| | | Part-time permanent | 0 | 0 | 0 | | |
| | | Part-time contract | 0 | 0 | 0 | | |
| | | Casual | 0 | 0 | 0 | | |
| Key management personnel | -1 | Full-time permanent | 0 | 5 | 5 | | |
| | | Full-time contract | 0 | 0 | 0 | | |
| | | Part-time permanent | 0 | 0 | 0 | | |
| | | Part-time contract | 0 | 0 | 0 | | |
| | | Casual | 0 | 0 | 0 | | |
| Other executives/General managers | -2 | Full-time permanent | 10 | 17 | 27 | | |
| | | Full-time contract | 0 | 0 | 0 | | |
| | | Part-time permanent | 0 | 0 | 0 | | |
| | | Part-time contract | 0 | 0 | 0 | | |
| | | Casual | 0 | 0 | 0 | | |
| Senior Managers | -3 | Full-time permanent | 25 | 72 | 97 | | |
| | | Full-time contract | 1 | 2 | 3 | | |
| | | Part-time permanent | 11 | 1 | 12 | | |
| | | Part-time contract | 0 | 0 | 0 | | |
| | | Casual | 0 | 0 | 0 | | |
| Other managers | -4 | Full-time permanent | 112 | 179 | 291 | | |
| | | Full-time contract | 8 | 8 | 16 | | |
| | | Part-time permanent | 40 | 1 | 41 | | |
| | | Part-time contract | 1 | 0 | 1 | | |
| | | Casual | 0 | 0 | 0 | | |
| Grand total: all managers | | | 208 | 286 | 494 | | |





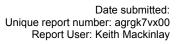
Non-manager

| Non-manager occupational categories | Employment status | | cluding graduates and ntices) | No. of gr appli | aduates (if cable) | No. of application | Total employees | |
|-------------------------------------|----------------------|-----|----------------------------------|--------------------|-----------------------|--------------------|-----------------|-----|
| Ů | | F | M | F | M | F | M | , , |
| Professionals | Full-time | 206 | 122 | 7 | 2 | 0 | 0 | 337 |
| | permanent | | | | | | | |
| | Full-time contract | 12 | 7 | 0 | 0 | 0 | 0 | 19 |
| | Part-time permanent | 64 | 4 | 0 | 0 | 0 | 0 | 68 |
| | Part-time | 3 | 0 | 0 | 0 | 0 | 0 | 3 |
| | contract | 40 | - | 0 | 0 | | | 40 |
| | Casual | 13 | 5 | 0 | 0 | 0 | 0 | 18 |
| Technicians and trade | Full-time permanent | 1 | 48 | 0 | 0 | 0 | 0 | 49 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time permanent | 1 | 2 | 0 | 0 | 0 | 0 | 3 |
| | Part-time | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | contract | | | • | | | | |
| | Casual | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Community and personal service | Full-time permanent | 20 | 40 | 1 | 0 | 0 | 0 | 61 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time permanent | 57 | 28 | 0 | 0 | 0 | 0 | 85 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 12 | 6 | 0 | 0 | 0 | 0 | 18 |
| Clerical and administrative | Full-time permanent | 101 | 3 | 0 | 0 | 0 | 0 | 104 |
| | Full-time contract | 7 | 0 | 0 | 0 | 0 | 0 | 7 |
| | Part-time | 32 | 0 | 0 | 0 | 0 | 0 | 32 |
| | permanent | | | | | | | |
| | Part-time contract | 4 | 0 | 0 | 0 | 0 | 0 | 4 |
| | Casual | 3 | 0 | 0 | 0 | 0 | 0 | 3 |
| Sales | Full-time permanent | 42 | 24 | 0 | 0 | 0 | 0 | 66 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time permanent | 1 | 0 | 0 | 0 | 0 | 0 | 1 |





| Non-manager occupational categories | Employment status | appre | cluding graduates and ntices) | appl | aduates (if icable) | No. of appli | Total employees | |
|-------------------------------------|---------------------|-------|-------------------------------|------|------------------------|--------------|--------------------|-----|
| | | F | М | F | М | F | M | |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Machinery operators and drivers | Full-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Labourers | Full-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Others | Full-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand total: all non-managers | | 579 | 290 | 8 | 2 | 0 | 0 | 879 |







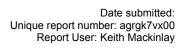
1.5

Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

| 1 SUPPC | Do you have formal policies or formal strategies in place that SPECIFICALLY DRT GENDER EQUALITY in relation to: |
|----------------|--|
| ☐ No, ☐ No, | Recruitment? Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority |
| 1.2 ⊠ Yes | Retention? Standalone policy Policy is contained within another policy Standalone strategy |
| ☐ No, ☐ No, | Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority |
| ☐ No, ☐ No, | Performance management processes? Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority |
| 1.4 ⊠ Yes | Promotions? ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy |
| ☐ No, ☐ No, | currently under development insufficient human resources staff don't have expertise not a priority |

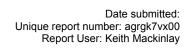
Talent identification/identification of high potentials?







| Yes | |
|----------------|--|
| | ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☑ Strategy is contained within another strategy |
| ☐ No, ☐ No, | currently under development insufficient human resources staff don't have expertise not a priority |
| 1.6 ⊠ Yes | Succession planning? |
| | ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☑ Strategy is contained within another strategy |
| ☐ No, ☐ No, | currently under development insufficient human resources staff don't have expertise not a priority |
| 1.7 ⊠ Yes | Training and development? |
| <u> </u> | ☐ Standalone policy ☑ Policy is contained within another policy ☐ Standalone strategy ☑ Strategy is contained within another strategy |
| ☐ No, ☐ No, | currently under development insufficient human resources staff don't have expertise not a priority |
| 1.8 ⊠ Yes | Resignations? |
| _ res | ☐ Standalone policy ☑ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy |
| ☐ No, ☐ No, | currently under development insufficient human resources staff don't have expertise not a priority |
| 1.9 ⊠ Yes | Key performance indicators for managers relating to gender equality? |
| | ☐ Standalone policy ☑ Policy is contained within another policy ☐ Standalone strategy ☑ Strategy is contained within another strategy |
| ☐ No, ☐ No, | currently under development insufficient human resources staff don't have expertise not a priority |
| 1.10 | Gender equality overall? |







| Yes | | | | | |
|-------------------|---|------------------|--|--------------|---------------------------------------|
| | ☐ Standalone po☑ Policy is conta | | ther policy | | |
| | ☐ Standalone str | ategy | , , | | |
| □No | ⊠ Strategy is cor | itained within a | nother strategy | | |
| | currently under de | velopment | | | |
| No, i | nsufficient human | resources staff | f | | |
| | don't have expertisnot a priority | e | | | |
| <u> </u> | iot a priority | | | | |
| | | | | ormal strate | egies that specifically |
| | gender equality th nd has a range of : | | ace: rams that support o | gender egua | ality including: |
| | _ | | | ,0 | , |
| | An award winning | | | a halaed us | achieve a 90% retur |
| - rate | A progressive i ai | elilai Hansilioi | is program macha | S lieipeu us | acilieve a 50 /0 retui |
| | | | eadership programs | | |
| | 's Program run an er annum | nually and the r | more junior prograr | n - Springi | Board - now run four |
| - ' | Quarterly network | | feature key-note s | | |
| - | Sponsorship of the | e NAWIC 'Inno | vation in Design' A | ward | |
| | | | sed of our female Core junior women in | | nagers focused on |
| | Participation in Th | | | Otoomana | |
| | | | | | |
| Candor | life indicator | O: Candar aam | itien of governing | hadioo | |
| Gender | equality indicator | 2: Gender com | position of governing | ng bodies | |
| | | | | | on, have a governing |
| | | ered no, you wil | Il only be required t | to answer q | uestion 2.4, if |
| applicab ⊠ Yes | ле) | | | | |
| □ No | | | | | |
| 2.1 | Please complete t | the table below | . List the names of | organisatio | ne on whose |
| | | | | | indicate the gender |
| | | | d; and where in place | | |
| | | | year the target is to been entered in the | | d. IMPORTANT must enter the gend |
| | | | ody/board. If no tar | | |
| | | | enter the number 0 | | |
| | | | ank. Otherwise, pie n the format of YY\ | | number from 0-100 'ear to be reached' |
| column. | | d latare date | | | |
| | Organisation | Chairperson | Board | _ % | Year to be |

| | Organisation name | Chair | rperson Board membe | | | % Target | Year to be reached |
|---|-------------------|-------|------------------------|---|---|-------------|--------------------|
| | | F | M | F | М | | |
| 1 | Stockland | | 1 | 2 | 5 | | |
| 2 | | | | | | | |
| 3 | | | | | | | |
| 4 | | | | | | | |





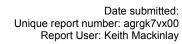
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|---|----|--|--|--|--|
| 7 8 9 | 5 | | | | |
| 8 8 8 8 8 8 9 | 6 | | | | |
| 9 | 7 | | | | |
| 10 | 8 | | | | |
| 11 12 13 14 15 16 17 18 19 <td< td=""><td>9</td><td></td><td></td><td></td><td></td></td<> | 9 | | | | |
| 12 | 10 | | | | |
| 13 | 11 | | | | |
| 14 | 12 | | | | |
| 15 | 13 | | | | |
| 16 | 14 | | | | |
| 17 | 15 | | | | |
| 18 | l | | | | |
| 19 | | | | | |
| 20 | l | | | | |
| 21 | | | | | |
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| 23 | 21 | | | | |
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| 26 27 28 29 30 31 | 24 | | | | |
| 27 28 29 30 31 | 25 | | | | |
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| 50 | | | | | | | |
| 2.2 For any governing bodies/boards where gender composition targets have not been set, you may specify why below: Governing body has gender balance (e.g 40% women/40% men/20% either) Currently under development Insufficient human resources staff Don't have expertise Don't have control over board appointments (provide details why): Not a priority Other (provide details): | | | | | | | |
| 2.3 Do you have a formal selection policy or formal selection strategy for governing body/board members for ALL organisations covered in this report? ☑ Yes | | | | | | | |

| Insufficient human resources staff Don't have expertise |
|---|
| Don't have control over board appointments (provide details why): |
| Not a priority Other (provide details): |
| Other (provide details): |
| Do you have a formal selection policy or formal selection strategy for governing dy/board members for ALL organisations covered in this report? Yes |
| |
| Policy is contained within another policy |
| ☐ Standalone strategy |
| ☐ Strategy is contained within another strategy |
| No |
| No, in place for some governing bodies |





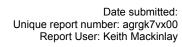


| No, currently under development No, insufficient human resources staff No, do not have control over board appointments (provide detail | ils why): | |
|---|--------------------------------|------------------------------------|
| No, don't have expertiseNo, not a priorityNo, other (provide details): | | |
| 2.4 If your organisation, or any organisation you are reporting enter the total number of male and female EQUITY PARTNERS ir managing partner is also an equity partner enter those details sep below). If you have a separate governing body/board of directors, in 2.1 | the followin arately in the | g table (if your e relevant row |
| | F | M |
| Managing partner | | |
| Other equity partners | | |
| | | |
| Gender equality indicator 3: Equal remuneration between women | and men | |
| Do you have a formal policy or strategy on remuneration of Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, salaries set by awards or industrial agreements No non-award employees paid market rate No, not a priority No, other (provide details): | | |
| 3.1 Are specific gender pay equity objectives included in your strategy? ☐ Yes ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, salaries set by awards or industrial agreements ☐ No, non-award employees paid market rate ☐ No, not a priority ☐ No, other (provide details): | formal policy | y or formal |
| 3.2 If you answered yes to question 3.1, please provide detail equity objectives are included in your formal policy or formal strate for achieving these objectives: | | |

A comprehensive analysis of all proposed remuneration increases is also undertaken as part of the annual remuneration review. Completed by Human Resources and endorsed by the

Managing Director, this special review assists in promoting pay equity.

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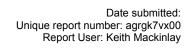






| Yes - please indicate when this analysis was most recently undetaken Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): |
|---|
| No No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees paid market rate No, not a priority No, other (provide details): |
| 4.1 Were any actions taken as a result of your gender remuneration gap analysis? ☑ Yes - please indicate what actions were taken: ☑ Identified cause/s of the gaps ☐ Created an action plan to address causes ☑ Reviewed remuneration decision-making processes ☑ Reviewed individual remuneration outcomes ☐ Conducted a gender-based job evaluation process ☐ Implemented other changes (provide details): |
| No No gaps identified No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees paid market rate No, unable to address cause/s of gaps (provide details why): |
| No, not a priorityNo, other (provide details): |
| Gender equality indicator 4: Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities |
| Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers? ☐ Yes ☐ No ☐ No, currently being considered ☐ No, insufficient human resources staff ☐ No, government scheme is sufficient ☐ No, don't know how to implement ☐ No, not a priority ☐ No, other (provide details): |

5.1 Please indicate the number of weeks of employer funded paid parental leave that are provided for primary carers.







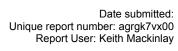
Non-managers

| | | | ovided to the primary and the government's p | | |
|--|--|------------------|--|---------------|--|
| By paying the employee's full salary (in addition to the government's paid scheme) regardless of the period of time over which it is paid for example, full pay for 12 weeks or half pay for 24 weeks) | | | | | |
| As a lump sum payı | ment (paid pre- or բ | post- parental | leave, or a combinati | on) | |
| Do you provide addition to any governr Yes, one week or go Yes, less than one volume No Currently being No, insufficient hum | ment funded parent reater week considered | | for SECONDARY Come for secondary car | | |
| No, government scheme is sufficient No, don't know how to implement | | | | | |
| ☐ No, not a priority ☐ No, other (provide details) | | | | | |
| ☐ No, other (provide o | letails) | | | | |
| 6.1 Please indicate provided for secondary 2 | | eks of employ | er funded parental le | ave that are | |
| | | | nale and male non-m | anagers, have | |
| utilised parental leave (| (paid and/or unpaid | d) during the la | st reporting period? | | |
| | Primary care | r's leave | Secondary car | er's leave | |
| | Female | Male | Female | Male | |
| Managers | 32 | 3 | 0 | 22 | |

| 8 | What proportion of your total workforce has access to employer funded paid parental |
|--------|---|
| leave? | |

| | Primary carer's leave | Secondary carer's leave |
|---|-----------------------|-------------------------|
| % | 100 | 100 |

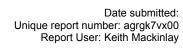
| 9 ⊠ Yes | Do you have a formal policy or formal strategy on flexible working arrangements? |
|------------|---|
| | Standalone policy ■ Standalone policy ■ |
| | Policy is contained within another policy |
| | ☐ Standalone strategy |
| | ☐ Strategy is contained within another strategy |
| ☐ No | |
| ☐ No, | currently under development |
| ☐ No, | insufficient human resources staff |
| ☐ No, | included in workplace agreement |
| No, | don't have expertise |
| = | don't offer flexible arrangements |
| _ | not a priority |
| No, | other (provide details): |







| caring responsibilities? |
|---|
| ✓ Yes ☐ Standalone policy ✓ Policy is contained within another policy |
| ☐ Standalone strategy |
| ☐ Strategy is contained within another strategy ☐ No |
| ☐ No, currently under development |
| No, insufficient human resources staff |
| No, included in workplace agreement |
| No, don't have expertiseNo, not a priority |
| No, other (provide details): |
| |
| Do you have any non-leave based measures to support employees with family and caring responsibilities? ☐ Yes ☐ No |
| No, currently under development |
| No, insufficient human resources staff |
| ☐ No, don't have expertise ☐ No, not a priority |
| No, other (provide details): |
| |
| 11.1 To understand where these measures are available, do you have other worksites in addition to your head office? ☑ Yes ☐ No |
| |
| 11.2 Please indicate what measures are in place and in which worksites they are available (if you do not have multiple worksites, you would select 'Head office only'): Employer subsidised childcare |
| ☐ Head office only |
| Other worksites only |
| Head office and some other worksites |
| ☐ All worksites including head office ☐ On-site childcare |
| ☐ Head office only |
| Other worksites only |
| Head office and some other worksites |
| All worksites including head office |
| IXI Breastfeeding facilities |
| □ Breastfeeding facilities □ Head office only |
| ☐ Head office only ☐ Other worksites only |
| ☐ Head office only ☐ Other worksites only ☑ Head office and some other worksites |
| ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office |
| ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☐ Childcare referral services |
| ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☐ Childcare referral services ☐ Head office only ☐ Other worksites only |
| ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☐ Childcare referral services ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites |
| ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☐ Childcare referral services ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office |
| ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☐ Childcare referral services ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☐ Internal support network for parents |
| ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☐ Childcare referral services ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☐ Internal support network for parents ☐ Head office only ☐ Other worksites only |
| ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☑ Childcare referral services ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☑ All worksites including head office ☑ Internal support network for parents ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites |
| ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☐ Childcare referral services ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☐ Internal support network for parents ☐ Head office only ☐ Other worksites only |

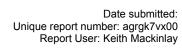






| Head office only |
|--|
| Other worksites only |
| Head office and some other worksites |
| All worksites including head office |
| Information packs to support new parents and/or those with elder care responsibilities |
| ☐ Head office only |
| Other worksites only |
| Head office and some other worksites |
| ☐ All worksites including head office |
| Referral services to support employees with family and/or caring responsibilities |
| Head office only |
| ☐ Other worksites only ☐ Head office and some other worksites |
| |
| ☐ All worksites including head office |
| |
| ☐ Other worksites only |
| ☐ Head office and some other worksites |
| ☐ Head office and some office |
| None of the above, please complete question 11.3 below |
| Trone of the above, please complete question 11.0 below |
| Do you have a formal policy or formal strategy to support employees who are |
| experiencing family or domestic violence? |
| ☐Yes |
| ☐ Standalone policy |
| Policy is contained within another policy |
| ☐ Standalone strategy |
| ☐ Strategy is contained within another strategy |
| □ No |
| No, currently under development |
| ☐ No, insufficient human resources staff |
| No, included in workplace agreement |
| No, not aware of the need |
| No, don't have expertise |
| No, not a priority |
| No, other (provide details): ■ No, other (provide details): No, |
| Stockland have been in discussions with White Ribbon regarding their broader |
| accreditation program. Stockland is still determining their approach to this issue. |
| • |
| 40 Others the grant live and test and decrease have a grant and the same and a second and the same and a second and the same and the sa |
| Other than a policy or strategy, do you have any measures to support employees who |
| are experiencing family or domestic violence? |
| Yes - please indicate the type of measures in place: |
| Employee assistance program |
| Access to leave |
| ☐ Training of human resources (or other) staff |
| Other (provide details): |
| □No |
| □ No, currently under development |
| No, insufficient human resources staff |
| No, not aware of the need |
| No, don't have expertise |
| □ No, not a priority |
| No, other (provide details): |
| ·· · |

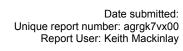
Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):







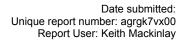
| | Managers | | Non-managers | | | | | |
|--|-------------|-----------|--------------|-------------|-------------|----------|-------------|----------|
| | | male Male | | Female Male | | | | |
| | Formal | Informal | Formal | Informal | Formal | Informal | Formal | Informal |
| Flexible hours of work | | | \boxtimes | | | | | |
| Compressed working weeks | | | | | | | | |
| Time-in-lieu | \boxtimes | | \boxtimes | | | | | |
| Telecommuting | \boxtimes | | \boxtimes | | \boxtimes | | \boxtimes | |
| Part-time work | \boxtimes | | \boxtimes | | | | \boxtimes | |
| Job sharing | | | \boxtimes | | | | | |
| Carer's leave | | | \boxtimes | | | | | |
| Purchased leave | | | \boxtimes | | | | | |
| Unpaid leave | \boxtimes | | \boxtimes | | | | | |
| 14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below? ☐ Currently under development ☐ Insufficient human resources staff ☐ Don't have expertise ☐ Not a priority ☐ Other (provide details): ☐ Given the extent of other flexibility initiatives, and a desire to encourage appropriate work/life balance, we do not offer compressed working hours. | | | | | | | | |
| Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace | | | | | | | | |
| Have you consulted with employees on issues concerning gender equality in your workplace? ☐ Yes ☐ No ☐ No, not needed (provide details why): | | | | | | | | |
| No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details): | | | | | | | | |
| 15.1 How did you consult with employees on issues concerning gender equality in your workplace? ☑ Survey ☑ Consultative committee or group ☑ Focus groups | | | | | | | | |







| ☐ Exit interviews ☐ Performance discussions ☐ Other (provide details): |
|---|
| Other (provide details): |
| 15.2 What categories of employees did you consult? |
| Gender equality indicator 6: Sex-based harassment and discrimination |
| 16 Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention? ⊠ Yes |
| ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy |
| ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, included in workplace agreement ☐ No, don't have expertise |
| No, not a priority No, other (provide details): |
| 16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy? ☑ Yes ☐ No |
| No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority |
| No, other (provide details): |
| 17 Does your workplace provide training for all managers on sex-based harassment and discrimination prevention? ☑ Yes - please indicate how often this training is provided: ☑ At induction ☐ At least annually ☑ Every one-to-two years ☐ Every three years ☐ Varies across business units ☐ Other (provide details): |
| No No, currently under development No, insufficient human resources staff |







| No, don't have expertise |
|------------------------------|
| No, not a priority |
| No, other (provide details): |

Other

Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (Please note that any information you provide here will appear in your public report)

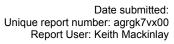
Two of our key gender initiatives that were undertaken last year included; a series of focus groups with women across our geographies, and Gender events involving three of our Board members.

Over 150 female employees participated in focus groups across the country to determine what was working well in the Gender space and what we can do differently to improve the progression of women at Stockland. The findings were presented to our D&I Steering Committee, chaired by our CEO and MD. The findings were used to agree some key new initiatives in the Gender area including a Sponsor program and a project team focused on the Development Job Family. Executive Committee members held follow up sessions to share the key themes and the associated actions. This was very well received by our female population and the agreed initiatives are underway.

Our Managing Director and Chief Operating Officer hold roundtable discussions with females at all levels across Stockland. The purpose of these meetings is for them to get to know our female employees and provide them with an opportunity to share their perspectives directly in more informal settings. It also allows our MD and COO to reinforce our commitment to gender equality.

We have a Board (which includes two female) that actively supports our D&I initiatives and progress is tracked as part of our corporate performance scorecard. In November 2013, three of our Board members participate in a lunch with our senior females and members of our ExCo to discuss the complex topic of Gender balance - sharing their insights and market knowledge. Two of these Board members (one male, one female) also participated in a Gender Inclusion panel conversation that was open to all employees. The session was taped and posted on our intranet site for all employees to access. These events were very positively received and have contributed to reinforcing Stockland's commitment to Gender Inclusion.

19 You may provide additional details on any information provided in the report below. Data provided excludes the Aged Care business.







Notification and access

List of employee organisations

CEO sign off confirmation

| Name of CEO or equivalent | Mark Steinert |
|--|---------------|
| Confirmation CEO has signed the report | Yes |