



Public report

2016-17

Submitted by

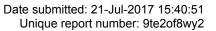
Legal Name: Stockland Development Pty Limited





Organisation and contact details

Submitting organisation details	Legal name	Stockland Development Pty Limited		
	ABN	71000064835		
	ANZSIC	L Rental, Hiring and Real Estate Services 6711 Residential Property Operators		
	Business/trading name/s	Stockland		
	ASX code (if applicable)	SGP		
	Postal address	Level 25, 133 Castlereagh Street		
		SYDNEY NSW 2000 AUSTRALIA		
	Organisation phone number	(02) 9035 2000		
Reporting structure	Ultimate parent	Stockland Corporation Ltd		
	Number of employees covered by this report	1,572		





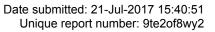


Workplace profile

Manager

Manager	Departing level to CEO	Francis manage atomic		No.	of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	7	8
		Full-time contract	0	0	0
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	7	16	23
		Full-time contract	0	0	0
Other executives/General managers	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	33	79	112
		Full-time contract	1	0	1
Senior Managers	-3	Part-time permanent	13	1	14
		Part-time contract	0	0	0
		Casual	1	0	1
		Full-time permanent	133	182	315
		Full-time contract	8	11	19
Other managers	-4	Part-time permanent	40	0	40
		Part-time contract	2	1	3
		Casual	4	1	5
Grand total: all managers			243	299	542

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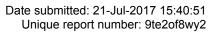


Workplace profile

Non-manager

Non manager accumational actogories	Employment status	No. of employees (excluding	graduates and apprentices)	No. of gradua	ites (if applicable)	No. of apprentic	es (if applicable)	Total ampleyees
Non-manager occupational categories	Limpioyinient status	F	M	F	М	F	M	Total employees
	Full-time permanent	178	114	5	6	0	0	303
	Full-time contract	24	15	0	1	0	0	40
Professionals	Part-time permanent	78	6	0	1	0	0	85
	Part-time contract	4	0	0	0	0	0	4
	Casual	20	1	2	3	0	0	26
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	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
	Full-time permanent	18	9	0	0	0	0	27
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	84	12	0	0	0	0	96
	Part-time contract	0	0	0	0	0	0	0
	Casual	10	4	0	0	0	0	14
	Full-time permanent	104	3	0	0	0	0	107
	Full-time contract	8	0	0	0	0	0	8
Clerical and administrative	Part-time permanent	63	0	0	0	0	0	63
	Part-time contract	3	0	0	0	0	0	3
	Casual	6	0	0	0	0	0	6
	Full-time permanent	69	30	0	0	0	0	99
	Full-time contract	1	0	0	0	0	0	1
Sales	Part-time permanent	2	0	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	0	0	0	0	0	1
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	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

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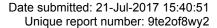






Non manager equipational estagerics	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
Non-manager occupational categories	ger occupational categories Employment status		M	F	М	F	М	Total employees
	Full-time permanent	9	111	0	0	0	0	120
	Full-time contract	1	2	0	0	0	0	3
Labourers	Part-time permanent	3	17	0	0	0	0	20
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	2	0	0	0	0	2
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	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		686	326	7	11	0	0	1,030

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Reporting questionnaire

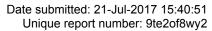
Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act means the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2016 to 31 March 2017. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.2	Retention ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.3	Performance management processes ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority



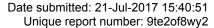


1.4

Promotions



	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority
1.5	Talent identification/identification of high potentials
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority
1.6	Succession planning
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority
1.7	Training and development
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.9	Gender equality overall
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority







1.10 How many new appointments were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)? IMPORTANT: this should incorporate appointments from both external and internal sources (including all promotions).

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	80	83
Number of appointments made to NON-MANAGER roles (including promotions)	243	128

1.11 How many employees were promoted during the reporting period against each category below? IMPORTANT: Because promotions are included in the number of appointments in Q1.10, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	21	22	23	10
Permanent/ongoing part-time employees	6	0	2	0
Fixed-term contract full-time employees	0	0	1	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.12 How many employees resigned during the reporting period against each category below?

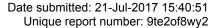
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	19	40	66	57
Permanent/ongoing part-time employees	5	0	29	11
Fixed-term contract full-time employees	0	1	9	4
Fixed-term contract part-time employees	0	0	1	1
Casual employees	1	1	3	1

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.
 - 2.1 Please answer the following questions relating to each governing body covered in this report.
 Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.







If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

2.1a.1	Orga	nisation	name?

Managing Director is a member of the Property Male Champions of Change

Managing Director is a Pay Equity ambassador with the Property Male Champions of Change.

Managing Director is Chair of the Stockland Diversity & Inclusion Committee.

Board Member is the Convenor of the Property Male Champions of Change.

In-house childcare provider that exceeds the national quality standard care rating in child care.

Group-wide membership access to National Association for Women in Construction, Property Council of Australia, Diversity Council of Australia for all our people.

Targeted career development programs (Career Foundations, Career Resiliency, Senior Resiliency,

Sponsorship program, Stockland Leadership Experience)

A culture of flexibility through an internal initiative "One Simple Thing".

General Counsel and Company Secretary hosts career development breakfasts with female graduates.

Volunteering opportunities for our people in the Sydney University Lucy mentoring program.

2.1b.1 How many Chairs on this governing body?

	Female	Male
Number	0	1

2.1c.1 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	3	2

2.1d.1	Has a target been set to increase the representation of women on this governing body?
	☐ Yes ☐ No (you may specify why a target has not been set) ☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body/board appointments (provide details why):
	☐ Not a priority

2.1g.1 Are you reporting on any other organisations in this report?

☐ Other (provide details):

	Yes
\boxtimes	No

2.2 Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?

Yes (select all applicable answers)
Policy
☐ Strategy
\crel{Q} No (you may specify why no formal selection policy or formal selection strategy is in place)
☐ In place for some governing bodies
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
□ Do not have control over governing body appointments (provide details why)



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The Stockland Board is elected by our shareholders, this means we do not have direct control over Board appointments. Where a Board vacancy occurs or whenever it is considered that the Board would benefit from the services of an additional director the Board identifies the skills and experience it seeks to complement the competencies of the current Directors. In defining the Board's requirements for a new Director, consideration is given to skills, professional experience and education of current Board members – including any identified skill gaps. Criteria includes consideration of gender diversity on the Board.

Not a priority
Other (provide details):

Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?

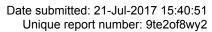
Yes
No

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

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

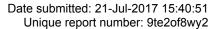
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
		s (select all applicable answers) Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries set by awards/industrial or workplace agreements Non-award employees paid market rate Not a priority Other (provide details):
	3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy? Yes (provide details in question 3.2 below) No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) Currently under development, please enter date this is due to be completed Salaries set by awards/industrial or workplace agreements Insufficient resources/expertise Non-award employees paid market rate Not a priority Other (provide details):
	3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)? ☐ 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 pay 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 ☐ Other (provide details):







	you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
⊠ Ye	s - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years
	☐ More than 2 years ago but less than 4 years ago
□ No	☐ Other (provide details): (you may specify why you have not analysed your payroll for gender remuneration gaps) ☐ Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise ☐ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
' IS roo	cations) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and ther m for discretion in pay changes (because pay increases can occur with some discretion such as performance
asses	sments) □ Non-award employees paid market rate □ Not a priority
	Other (provide details):
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	 ✓ Yes – indicate what actions were taken (select all applicable answers) ☐ Created a pay equity strategy or action plan ☐ Identified cause/s of the gaps ☐ Reviewed remuneration decision-making processes ☐ Analysed commencement salaries by gender to ensure there are no pay gaps ☐ Analysed performance ratings to ensure there is no gender bias (including unconscious bias) ☐ Analysed performance pay to ensure there is no gender bias (including unconscious bias) ☐ Trained people-managers in addressing gender bias (including unconscious bias) ☐ Set targets to reduce any like-for-like gaps ☐ Set targets to reduce any organisation-wide gaps ☐ 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) to all employees □ Reported pay equity metrics (including gender pay gaps) externally □ Corrected like-for-like gaps □ Conducted a gender-based job evaluation process
	☐ Implemented other changes (provide details): ☐ No (you may specify why no actions were taken resulting from your remuneration gap analysis) ☐ No unexplainable or unjustifiable gaps identified ☐ Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise ☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees are paid market rate
	☐ Unable to address cause/s of gaps (provide details why): ☐ Not a priority ☐ Other (provide details):
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
	To review our internal approach to gender pay, we engaged Ernest & Young to audit both our data and processes to look at alignment with external approaches including the Workplace Gender Equality best practice. The audit found that Stockland complies with the Workplace Gender Equality Act 2012 and meets
	WGEA's reporting standards



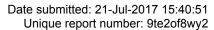




Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the 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. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

	ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
time of Notindical time of paid p	iss. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) or, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please the how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) or we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funde parental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) or combination of the payone payment (paid pre- or post- parental leave, or a combination) or combination of the payone payment (paid pre- or post- parental leave, or a combination) or combination or payone payment (paid pre- or post- parental leave, or a combination) or combination or payone payment (paid pre- or post- parental leave, or a combination) or payone payment (paid pre- or post- parental leave, or a combination) or payone payone payment (paid pre- or post- parental leave, or
5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided:
	16
carer	ir organisation would like to provide additional information on your paid parental leave for primary s e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion.





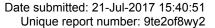


		☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☐ 91-99% ☑ 100%
6.	prima	CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ry carer.
		u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and n, in addition to any government funded parental leave scheme for secondary carers?
	☐ No	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave), we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (you may specify why employer funded paid parental leave for secondary carers is not paid) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided:
		10
6a.		r organisation would like to provide additional information on your paid parental leave for SECONDARY RS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS? • In your calculation, you MUST INCLUDE CASUALS when working out the proportion. <10%
7.	How n	nany MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include

7. employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	36	9	0	19

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.







	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	62	3	1	11

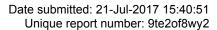
- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Females	Males
Managers	8	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	7	0

9.	Do y	ou have a formal policy and/or formal strategy on flexible working arrangements?
	⊠ Ye	es (select all applicable answers) ☑ Policy
		⊠ Strategy
	□N	o (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed
		Insufficient resources/expertise
		Don't offer flexible arrangements
		☐ Not a priority
		Other (provide details):
	9.1	You may indicate which of the following are included in your flexible working arrangements strategy:
		$oxed{\boxtimes}$ A business case for flexibility has been established and endorsed at the leadership level
		Leaders are visible role models of flexible working
		☑ Flexible working is promoted throughout the organisation ☑ Targets have been set for engagement in flexible work
		☐ Targets have been set for men's engagement in flexible work
		☑ Leaders are held accountable for improving workplace flexibility
		Manager training on flexible working is provided throughout the organisation
		 ⊠ Employee training is provided throughout the organisation ∑ Team-based training is provided throughout the organisation
		☐ Employees are surveyed on whether they have sufficient flexibility
		☐ The organisation's approach to flexibility is integrated into client conversations
		☐ The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement) ☐ Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
		☐ Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
10.	Do y	ou have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	⊠ Ye	es (select all applicable answers)
		⊠ Policy
		⊠ Strategy

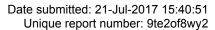






	∐ No	you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
11.		ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye □ No	s (you may specify why non-leave based measures are not in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
	11.1	Please select what support mechanisms are in place and if they are available at all worksites. • Where only one worksite exists, for example a head-office, select "Available at all worksites".
		 Employer subsidised childcare
		☐ Available at some worksites only ☐ Available at all worksites ☐ Targeted communication mechanisms, for example intranet/ forums ☐ Available at some worksites only ☐ Available at all worksites ☐ Support in securing school holiday care ☐ Available at some worksites only

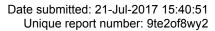
12. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?







	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Included in award/industrial or workplace agreements □ Not aware of the need □ Not a priority □ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 ∑ Yes (select all applicable answers) ∑ Employee assistance program (including access to a psychologist, chaplain or counsellor) ∑ Training of key personnel A domestic violence clause is in an enterprise agreement or workplace agreement ∑ Workplace safety planning ☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement) ∑ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) ∑ Access to unpaid leave ∑ Confidentiality of matters disclosed ∑ Referral of employees to appropriate domestic violence support services for expert advice ∑ Protection from any adverse action or discrimination based on the disclosure of domestic violence ∑ Flexible working arrangements ∑ Provision of financial support (e.g. advance bonus payment or advanced pay) ∑ Offer change of office location □ Emergency accommodation assistance □ Access to medical services (e.g. doctor or nurse) □ Other (provide details): □ No (you may specify why no other support mechanisms are in place) □ □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not aware of the need □ Not a priority □ Other (provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? • flexible hours of work • compressed working weeks • time-in-lieu • telecommuting • part-time work • job sharing • carer's leave • purchased leave • unpaid leave. Options may be offered both formally and/or informally. For example, if time-in-lieu is available to women formally but to men informally, you would select NO. Yes, the option/s in place are available to both women and men. No, some/all options are not available to both women AND men.
	 Which options from the list below are available? Please tick the related checkboxes. Unticked checkboxes mean this option is NOT available to your employees.





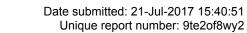


	Mar	Managers		anagers
	Formal	Informal	Formal	Informal
Flexible hours of work	\boxtimes	\boxtimes	\boxtimes	\boxtimes
Compressed working weeks				
Time-in-lieu			\boxtimes	
Telecommuting	\boxtimes	\boxtimes	\boxtimes	\boxtimes
Part-time work			\boxtimes	
Job sharing			\boxtimes	
Carer's leave			\boxtimes	
Purchased leave	\boxtimes		\boxtimes	
Unpaid leave				

	Carer's leave	\boxtimes		\boxtimes	
	Purchased leave	\boxtimes		\boxtimes	
	Unpaid leave	\boxtimes		\boxtimes	
14.3	You may specify why any of the above option Currently under development, please enter description in the insufficient resources/expertise Not a priority Other (provide details): Given the nature of work, and to ensure consprovided	ate this is due	to be completed		d hours are not
14.4	Stockland Keeping in Touch Days are held in our capital cities and provide employees on parental leave the opportunity to visit head office while on leave and hear a business update from a member of the Executive Committee and have lunch with their manager. Stockland organises a child care to ensure there are no barriers to our people on parental leave participating in our Keeping in Touch days. Stockland also offers the following support mechanisms: - Parents and Carers employee advocacy group. - Keeping in Touch social media group. - Work Life links our employee advisory service. - Kids at Work day events.			ental leave the ne Executive	
	equality indicator 5: Consul ning gender equality in the w			yees on i	issues
	quality indicator seeks information on what consuender equality in the workplace.	Itation occurs t	oetween employe	ers and employ	ees on issues

Gen cond

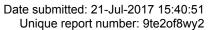
		quality indicator seeks information on what consultation occurs between employers and employees on issuender equality in the workplace.
15.	Have	you consulted with employees on issues concerning gender equality in your workplace?
	⊠ Ye □ No	(you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		SurveyConsultative committee or groupFocus groups







		☑ Exit interviews☑ Performance discussions☐ Other (provide details):
	15.2	Who did you consult?
		 All staff Women only Men only Human resources managers Management Employee representative group(s) Diversity committee or equivalent Women and men who have resigned while on parental leave Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
particip	oation.	on of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Ye	s (select all applicable answers) Policy
	□ No	 ☐ Strategy (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority
		Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		 Yes No (you may specify why a grievance process is not included) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority □ Other (provide details):
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
	⊠ Ye	s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details):





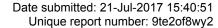


☐ No	(you may specify why this training is not provided)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	☐ Not a priority
	Other (provide details):
17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)







Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press Submit at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 59.5% females and 40.5% males.

Promotions

- 2. 62.4% of employees awarded promotions were women and 37.6% were men
 - i. 55.1% of all manager promotions were awarded to women
 - ii. 72.2% of all non-manager promotions were awarded to women.
- 3. 21.0% of your workforce was part-time and 9.4% of promotions were awarded to part-time employees.

Resignations

- 4. 53.4% of employees who resigned were women and 46.6% were men
 - i. 37.3% of all managers who resigned were women
 - ii. 59.3% of all non-managers who resigned were women.
- 5. 21.0% of your workforce was part-time and 18.9% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 15.2% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- 100.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were

Notification and access List of employee organisations: CEO sign off confirmation Name of CEO or equivalent: M.Steinert CEO signature: Date: