



# Public report

2018-19

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	1,626





# Workplace profile

# Manager

Managanasanatianalastasaria	Deposition level to CEO	Francis una curt atatura		No. (	of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	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	3	3	6
		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	10	15	25
		Full-time contract	0	1	1
Other executives/General managers	-2	Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	38	63	101
		Full-time contract	1	2	3
Senior Managers	-3	Part-time permanent	8	1	9
		Part-time contract	0	0	0
		Casual	1	0	1
		Full-time permanent	156	216	372
		Full-time contract	8	9	17
Other managers	-4	Part-time permanent	27	2	29
		Part-time contract	3	0	3
		Casual	3	0	3
Grand total: all managers		·	260	313	573

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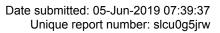


# Workplace profile

# Non-manager

Non manager accumational actogories	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	189	149	22	19	0	0	379
	Full-time contract	2	0	0	0	0	0	2
Professionals	Part-time permanent	79	4	0	0	0	0	83
	Part-time contract	0	1	0	0	0	0	1
	Casual	26	5	0	0	0	0	31
	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	5	4	0	0	0	0	9
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	79	10	0	0	0	0	89
	Part-time contract	0	1	0	0	0	0	1
	Casual	8	1	0	0	0	0	9
	Full-time permanent	108	3	1	0	0	0	112
	Full-time contract	10	0	0	0	0	0	10
Clerical and administrative	Part-time permanent	63	0	0	0	0	0	63
	Part-time contract	3	0	0	0	0	0	3
	Casual	3	0	0	0	0	0	3
	Full-time permanent	104	36	2	0	0	0	142
	Full-time contract	0	1	0	0	0	0	1
Sales	Part-time permanent	6	1	0	0	0	0	7
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	0	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
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 assumptional estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	
	Full-time permanent	0	83	0	0	0	0	83
	Full-time contract	0	1	0	0	0	0	1
	Part-time permanent	2	18	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		689	320	25	19	0	0	1,053

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# Reporting questionnaire

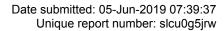
# Gender equality indicator 1: Gender composition of workforce

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 mean 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 2018 to 31 March 2019. (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
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.2	Retention
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>☐ Policy</li> <li>☑ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.3	Performance management processes
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>







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





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	22	22	26	9
Permanent/ongoing part-time employees	1	0	5	0
Fixed-term contract full-time employees	1	0	1	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	59	48
Number of appointments made to NON-MANAGER roles (including promotions)	252	122

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

	Mana	Managers		Non-managers		
	Female		Female	Male		
Permanent/ongoing full-time employees	27	43	89	50		
Permanent/ongoing part-time employees	9	1	31	5		
Fixed-term contract full-time employees	2	1	10	10		
Fixed-term contract part-time employees	0	0	1	2		
Casual employees	2	0	8	1		

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

Managing Director is a member of the Property Male Champions of Change and Pay Equity Ambassador.

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

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

Gender Equity leadership recognition through organisations including Equileap (13th ranking globally), Property Council of Australia (Diversity Award Finalist) and Top 20 Workforce for New Dads (Direct Advice for

Dads).

Targeted career development programs including Sponsorship Program, Senior Career Resiliency,

Acceleration Development and the Stockland Leadership Experience.

Keeping in Touch program to support parental leave employees.

Gender leadership events with internal and external panellists.

Annual gender pay audit incorporated into the Remuneration Review process.

# Gender equality indicator 2: Gender composition of governing bodies

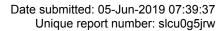
Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies.





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.

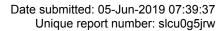
2.1	Please answer the following questions relating to each governing body covered in this report.  Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.					
		body is the same as your parent enti merical details of your parent entity's				
2.1a.1	Organisation name?					
	Stockland Corporation Limited					
2.1b.1	How many Chairs on this govern	ing body?				
		Female	Male			
	Number	0	1			
_		3	2			
	Number	3	3			
2.1d.1	Has a target been set to increase	the representation of women on this	12			
2.1d.1	Has a target been set to increase  ☐ Yes ☐ No (you may specify why a targ ☐ Governing body/board h	e the representation of women on this et has not been set) as gender balance (e.g. 40% women/40	s governing body?  0% men/20% either)			
2.1d.1	Has a target been set to increase  ☐ Yes ☐ No (you may specify why a targ ☐ Governing body/board h ☐ Currently under develop ☐ Insufficient resources/ex	e the representation of women on this et has not been set) as gender balance (e.g. 40% women/40 ment, please enter date this is due to be	s governing body?  0% men/20% either) e completed			
	Has a target been set to increase  Yes  No (you may specify why a targ  Governing body/board h  Currently under develop  Insufficient resources/ex  Do not have control over	e the representation of women on this et has not been set) as gender balance (e.g. 40% women/40 ment, please enter date this is due to be pertise governing body/board appointments (p	s governing body?  0% men/20% either) e completed			
	Has a target been set to increase  Yes  No (you may specify why a targ Governing body/board h Currently under develop Insufficient resources/ex Do not have control over Not a priority Other (provide details):	e the representation of women on this et has not been set) as gender balance (e.g. 40% women/40 ment, please enter date this is due to be pertise governing body/board appointments (p	s governing body?  0% men/20% either) e completed			
	Has a target been set to increase  Yes  No (you may specify why a target been set to increase by the second of the	et has not been set) as gender balance (e.g. 40% women/40 ment, please enter date this is due to be pertise governing body/board appointments (p	ow men/20% either) e completed provide details why):			
2.1g.1	Has a target been set to increase  Yes  No (you may specify why a targ  Governing body/board h  Currently under develop  Insufficient resources/ex  Do not have control over  Not a priority  Other (provide details):  Are you reporting on any other of Yes  No  Do you have a formal selection proganisations covered in this reporting on the proganisations covered in the proganisation covered in the proganisatio	et has not been set) as gender balance (e.g. 40% women/40 ment, please enter date this is due to be pertise governing body/board appointments (p	g governing body?  """  """  """  """  """  """  """			







		<ul> <li>☐ Insufficient resources/expertise</li> <li>☐ Do not have control over governing body appointments (provide details why)</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
	2.3	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
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
		Melinda Conrad, Christine O' Reilly and Carol Schwartz are our female Board Members with Melinda and Christine appointed in 2018.
Ger	nder	equality indicator 3: Equal remuneration between women and men
	remune r equalit	ration between women and men is a key component of improving women's economic security and progressing cy.
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?
		<ul> <li>✓ Yes (provide details in question 3.2 below)</li> <li>☐ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Salaries set by awards/industrial or workplace agreements</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Non-award employees paid market rate</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
	3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
		<ul> <li>☒ To achieve gender pay equity</li> <li>☒ 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)</li> <li>☒ To be transparent about pay scales and/or salary bands</li> <li>☒ To ensure managers are held accountable for pay equity outcomes</li> <li>☒ To implement and/or maintain a transparent and rigorous performance assessment process</li> <li>☒ Other (provide details):</li> </ul>







	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   Other (provide details):
□ No	Unter (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 cations)
IS roo	☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and the m for discretion in pay changes (because pay increases can occur with some discretion such as performance sments)
	<ul> <li>Non-award employees paid market rate</li> <li>Not a priority</li> <li>Other (provide details):</li> </ul>
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertake (for example like-for-like and/or organisation-wide).
	We undertake a comprehensive review of gender pay including like for like comparison which is the key metric we utilise. We also analyse by job band, business unit and overall. We also incorporate gender analysis for performance ratings (which drives STI outcomes, STI outcomes and Fixed Pay increases.
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	<ul> <li>✓ Yes – indicate what actions were taken (select all applicable answers)</li> <li>✓ Created a pay equity strategy or action plan</li> <li>✓ Identified cause/s of the gaps</li> <li>✓ Reviewed remuneration decision-making processes</li> <li>✓ Analysed commencement salaries by gender to ensure there are no pay gaps</li> <li>✓ Analysed performance ratings to ensure there is no gender bias (including unconscious bias)</li> <li>✓ Analysed performance pay to ensure there is no gender bias (including unconscious bias)</li> <li>✓ Trained people-managers in addressing gender bias (including unconscious bias)</li> <li>✓ Set targets to reduce any like-for-like gaps</li> <li>✓ Set targets to reduce any organisation-wide gaps</li> <li>✓ Reported pay equity metrics (including gender pay gaps) to the governing body</li> </ul>
	<ul> <li>□ Reported pay equity metrics (including gender pay gaps) to the executive</li> <li>□ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>□ Reported pay equity metrics (including gender pay gaps) externally</li> <li>□ Corrected like-for-like gaps</li> <li>□ Conducted a gender-based job evaluation process</li> <li>□ Implemented other changes (provide details):</li> </ul>
	☐ No (you may specify why no actions were taken resulting from your remuneration gap analysis)



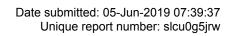


Our key focus around equal pay is ensuring equity on a like for like basis comparing remuneration in similar roles. On this basis our Gender Pay Equity Ratio measuring Female Fixed Pay relative to Male Fixed Pay was 99.1% post the annual remuneration review

# 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.

5.	A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.
	Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?
	<ul> <li>Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer):</li></ul>
	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 to eligible employees:
	16
5а.	If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements you may have in place, please do so below.
	In addition to 16 weeks of primary carers leave at Stockland we also offer Parental Flex Options where employees can select one of three options:  1. Two additional weeks of paid parental leave or  2. Superannuation paid during Unpaid Parental Leave at the same rate prior to going on parental leave for a maximum of 36 weeks or  3. A lump sum of \$3,000 (gross amount) on return from parental leave







	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.
		☐ <10% ☐ 10-20%
		☐ 21-30% ☐ 31-40%
		☐ 41-50% ☐ 51-60%
		☐ 61-70% ☐ 71-80%
		□ 81-90% □ 91-99%
		☑ 100%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
		Adoption
		<ul><li>☑ Surrogacy</li><li>☑ Stillbirth</li></ul>
6.		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the
	Do yo	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?
		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 to eligible employees:
		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.
		econdary carer can choose to use the 10 days over a twelve month period rather than just the option to one block. This provides more flexibility for carer to assist with supporting the primary carer.
	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%
		☐ 10-20% ☐ 21-30%
		☐ 31-40% ☐ 41-50%
		□ 51-60% □ 61-70%



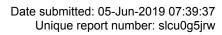
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9.



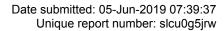
			our emplo	yer funded	paid pare	ntal leave for s	econdary	carers cover	rs:
	⊠ Stillbirth  many MANAGER						paid and	/or unpaid)? l	Include
emplo	oyees still on par _		e, regardles		it commer		lary carer	's leave	
	_	Fem	<u> </u>	Male	2	Female	iai y Cai Ci	Male	
Mana	gers 3	9	iaio	13	0	i ciliale		25	
			Pri Fem	mary carer	's leave Male		Secondar emale	y carer's leave M	lale
eave	Non-managers many MANAGER , regardless of w Include those w	hen the leave	62 the reportinave comme	nale ng period, o nced? was taken	Male 6 ceased em	0 ployment befo	emale re returni	16	lale om parent
eave Innu	many MANAGER , regardless of w	hen the lea where pare ther paid o yment' me	fen 62 the reportir ave comme ental leave v er unpaid le eans anyone	ng period, nced? was taken ave is also e who has	Male 6 ceased em continuous	0 ployment beforesty with any other time.	emale re returni ner leave	16 ng to work fr	om parent
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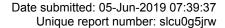
		Other (provide details):
	9.1	You may indicate which of the following are included in your flexible working arrangements strategy:
		<ul> <li>A business case for flexibility has been established and endorsed at the leadership level</li> <li>Leaders are visible role models of flexible working</li> <li>Flexible working is promoted throughout the organisation</li> <li>Targets have been set for engagement in flexible work</li> <li>Targets have been set for men's engagement in flexible work</li> <li>Leaders are held accountable for improving workplace flexibility</li> <li>Manager training on flexible working is provided throughout the organisation</li> <li>Employee training is provided throughout the organisation</li> <li>Team-based training is provided throughout the organisation</li> <li>Employees are surveyed on whether they have sufficient flexibility</li> <li>The organisation's approach to flexibility is integrated into client conversations</li> <li>The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement)</li> <li>Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel</li> <li>Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body</li> </ul>
10.	Do yo	ou have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	⊠ Ye	es (select all applicable answers)
	□ 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):
11.		ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities employer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye □ No	cyou 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 ☐ On-site childcare ☐ Available at some worksites only ☐ Available at all worksites
		☐ Available at all worksites ☐ Breastfeeding facilities ☐ Available at some worksites only ☐ Available at all worksites
		<ul> <li>☐ Childcare referral services</li> <li>☐ Available at some worksites only</li> <li>☐ Available at all worksites</li> </ul>
		<ul> <li>☑ Internal support networks for parents</li> <li>☐ Available at some worksites only</li> <li>☐ Available at all worksites</li> </ul>
		<ul> <li>☑ Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave when an employee returns from leave)</li> <li>☐ Available at some worksites only</li> </ul>







	<ul> <li>Available at all worksites</li> <li>Information packs to support new parents and/or those with elder care responsibilities</li></ul>
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> </ul>
	<ul> <li>No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Included in award/industrial or workplace agreements</li> <li>☐ Not aware of the need</li> <li>☐ Not a priority</li> </ul>
13.	☐ Other (please provide details):  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?
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Employee assistance program (including access to a psychologist, chaplain or counsellor)</li> </ul>
	☑ 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)             □
	<ul> <li>☒ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)</li> <li>☒ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)</li> </ul>
	<ul> <li>☐ Access to unpaid leave</li> <li>☒ Confidentiality of matters disclosed</li> </ul>
	☑ 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
	<ul> <li>☑ Provision of financial support (e.g. advance bonus payment or advanced pay)</li> <li>☑ Offer change of office location</li> </ul>
	☐ Emergency accommodation assistance
	<ul><li>☐ Access to medical services (e.g. doctor or nurse)</li><li>☒ Other (provide details):</li></ul>
	Change of contact details for example phone number or email address
	<ul> <li>No (you may specify why no other support mechanisms are in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> </ul>
	☐ Insufficient resources/expertise
	☐ Not aware of the need .







☐ Not a priority

	ere any of the following options are avail D men?	able in your workplac	ce, are those op	otion/s availabl	e to both w
•	flexible hours of work				
•	compressed working weeks				
•	time-in-lieu telecommuting				
•	part-time work				
•	job sharing				
•	carer's leave purchased leave				
•	unpaid leave.				
	tions may be offered both formally and/or example, if time-in-lieu is available to wo				
		. 4			
	Yes, the option/s in place are available to bo				
	Yes, the option/s in place are available to bo No, some/all options are not available to bot				
	No, some/all options are not available to bot  1 Which options from the list below are	h women AND men.  available? Please tid			
	No, some/all options are not available to bot	h women AND men. available? Please tion is option is NOT avai	lable to your er	nployees.	nanagers
	No, some/all options are not available to bot  1 Which options from the list below are	h women AND men. available? Please tion is option is NOT avai		nployees.	nanagers Informal
	No, some/all options are not available to bot  1 Which options from the list below are	h women AND men. e available? Please tid is option is NOT avai	lable to your en	<b>nployees.</b> Non-m	_
	No, some/all options are not available to bot  Which options from the list below are  Unticked checkboxes mean th	h women AND men. e available? Please tid is option is NOT avai  Mar  Formal	lable to your en nagers Informal	nployees.  Non-m Formal	Informa
	No, some/all options are not available to bot  Which options from the list below are Unticked checkboxes mean th  Flexible hours of work	h women AND men.  available? Please tid is option is NOT avai  Mar  Formal	lable to your ennagers Informal	Non-m Formal	Informal
	No, some/all options are not available to bot  Which options from the list below are Unticked checkboxes mean th  Flexible hours of work Compressed working weeks	h women AND men.  e available? Please tid is option is NOT avai  Mar  Formal	lable to your en	Non-m Formal	Informa
	No, some/all options are not available to bot  Which options from the list below are Unticked checkboxes mean the  Flexible hours of work Compressed working weeks Time-in-lieu	h women AND men.  e available? Please tid is option is NOT avai  Mar  Formal	nagers Informal	Non-m Formal	Informa 🖂
	No, some/all options are not available to bot  Which options from the list below are Unticked checkboxes mean the  Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting	h women AND men.  e available? Please tid is option is NOT avai  Mar  Formal	lable to your en	Non-m Formal	Informa
	Mhich options are not available to bot  Which options from the list below are Unticked checkboxes mean th  Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work	h women AND men.  available? Please tid is option is NOT avai  Mar  Formal	nagers Informal	Non-m Formal	Informal
	Mhich options are not available to bot  Which options from the list below are Unticked checkboxes mean the  Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing	h women AND men.  a available? Please tid is option is NOT avai  Mar  Formal	lable to your en	Non-m Formal	Informa

# please do so below:

If your organisation would like to provide additional information relating to gender equality indicator 4,

Given the nature of work ie additional reasonable hours, and to ensure consistency with fulltime employment,

# Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

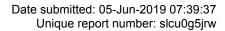
 $\hfill \square$  Currently under development, please enter date this is due to be completed

☐ Insufficient resources/expertise

compressed hours are not provided

■ Not a priority

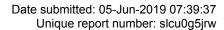
This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.







15.	Have	you consulted with employees on issues concerning gender equality in your workplace?
	⊠ Ye □ No	s (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):
		Other (provide details).
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		<ul><li>Survey</li><li>Consultative committee or group</li></ul>
		☐ Consultative committee of group ☐ Focus groups
		☐ Performance discussions ☐ Other (provide details):
	15.2	Who did you consult?
		☐ 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.
		Our Senior Women's Sponsorship program provides great insights on the experiences and challenges facing women identified as senior key talent in the organisation directly to our Executive and HR teams.
Gei	nder	equality indicator 6: Sex-based harassment and discrimination
The n	reventio	on of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace
oartic	ipation.	Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy
and w	hether :	training of managers on SBH is in place.
16.	Do yo	ou have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Ye	s (select all applicable answers)
		□ Policy     □     □ Policy     □ P
	П №	□ 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	policy and/or formal strategy?
		<ul> <li>Yes</li> <li>No (you may specify why a grievance process is not included)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
		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):  (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:
		We also provide targetted training for managers and/or teams as required.
Oth	۵r	

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.)

Senior Women's Sponsorship Program to support our most talented females for promotion opportunities. Targets for Women in Management for under represented job families.

Launched "Accelerate" which is designed to promote the internal talent pipeline for the Development job family where females are under represented.





# 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 59.9% females and 40.1% males.

### **Promotions**

- 2. 64.4% of employees awarded promotions were women and 35.6% were men
  - i. 52.2% of all manager promotions were awarded to women
  - ii. 78.0% of all non-manager promotions were awarded to women.
- 3. 19.1% of your workforce was part-time and 6.9% of promotions were awarded to part-time employees.

### Resignations

- 4. 61.3% of employees who resigned were women and 38.7% were men
  - i. 47.1% of all managers who resigned were women
  - ii. 67.1% of all non-managers who resigned were women.
- 19.1% of your workforce was part-time and 16.8% of resignations were part-time employees.

### Employees who ceased employment before returning to work from parental leave

- i. 5.9% of all women who utilised parental leave ceased employment before returning to work
- 1.7% of all men who utilised parental leave ceased employment before returning to work
- 80.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

# Notification and access List of employee organisations: Stockland Development Pty Limited CEO sign off confirmation Name of CEO or equivalent: Mark Steinert CEO signature: Date: