



Public report

2017-18

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	1,620





Workplace profile

Manager

Managanasanatianalastanarias	Departing level to CEO	Financial was and adoption		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
	-2	Full-time permanent	8	17	25
		Full-time contract	1	0	1
Other executives/General managers		Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	39	74	113
		Full-time contract	1	1	2
Senior Managers	-3	Part-time permanent	7	1	8
		Part-time contract	0	0	0
		Casual	1	0	1
		Full-time permanent	139	192	331
		Full-time contract	9	5	14
Other managers	-4	Part-time permanent	41	1	42
		Part-time contract	2	1	3
		Casual	4	0	4
Grand total: all managers	-	-	255	300	555

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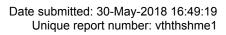


Workplace profile

Non-manager

Non manager equipational estagaries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduates	(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	193	119	11	9	0	0	332
	Full-time contract	17	23	0	0	0	0	40
Professionals	Part-time permanent	77	4	0	0	0	0	81
	Part-time contract	10	0	0	0	0	0	10
	Casual	25	7	0	0	0	0	32
	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	15	12	1	0	0	0	28
	Full-time contract	1	0	0	0	0	0	1
Community and personal service	Part-time permanent	82	16	0	0	0	0	98
	Part-time contract	1	0	0	0	0	0	1
	Casual	9	2	0	0	0	0	11
	Full-time permanent	100	2	0	0	0	0	102
	Full-time contract	7	1	0	0	0	0	8
Clerical and administrative	Part-time permanent	71	0	0	0	0	0	71
	Part-time contract	2	1	0	0	0	0	3
	Casual	5	0	0	0	0	0	5
	Full-time permanent	72	26	0	0	0	0	98
	Full-time contract	0	1	0	0	0	0	1
Sales	Part-time permanent	1	0	0	0	0	0	1
	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 assumptional estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduates	(if applicable)	No. of apprentice	es (if applicable)	Total ampleyage	
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees	
	Full-time permanent	6	113	0	0	0	0	119	
	Full-time contract	1	0	0	0	0	0	1	
Labourers	Part-time permanent	4	16	0	0	0	0	20	
	Part-time contract	0	0	0	0	0	0	0	
	Casual	0	1	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	
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		700	344	12	9	0	0	1,065	

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Reporting questionnaire

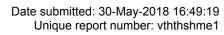
Gender equality indicator 1: Gender composition of workforce

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 2017 to 31 March 2018. (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 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	20	18	13	8
Permanent/ongoing part-time employees	3	0	4	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)	64	76
Number of appointments made to NON-MANAGER roles (including promotions)	204	124

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	30	40	71	46
Permanent/ongoing part-time employees	5	0	32	8
Fixed-term contract full-time employees	1	5	10	7
Fixed-term contract part-time employees	1	0	2	1
Casual employees	1	1	9	5

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

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.

Internal focus groups on gender equality held by Managing Director as part of the Property Male Champions of Change strategy.

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.

Tales from the Top is an internal event series off the back of International Women's Day which features guest speakers and members of our leadership team who will share their leadership journeys and views.

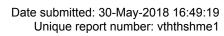




Gender equality indicator 2: Gender composition of governing bodies

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.

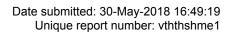
	i lease answer the following questions	s relating to each governing body cove	ered in this report.
	Note: If this report covers more than corganisation before proceeding to que	one organisation, the questions below estion 2.2.	will be repeated for each
		is the same as your parent entity's, you al details of your parent entity's gover	
2.1a.1	Organisation name?		
	Stockland Development Pty Limited		
2.1b.1	How many Chairs on this governing b	ody?	
		Female	Male
	Number	0	1
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	
2.1c.1	How many other members are on this	Female	s)? Male
2.1c.1			s)?
	How many other members are on this Number Has a target been set to increase the r Yes No (you may specify why a target has Governing body/board has ge Currently under development, Insufficient resources/expertis	Female 2 representation of women on this gover s not been set) nder balance (e.g. 40% women/40% men please enter date this is due to be compl	Male 3 ning body? 1/20% either) eted







		 Strategy 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) 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):
	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.
Ger	nder	equality indicator 3: Equal remuneration between women and men
	remune r equali	ration between women and men is a key component of improving women's economic security and progressing ty.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	s (select all applicable answers) Solicy
	☐ 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 ☐ Caloring and by available and advantage of the complete of
		☐ 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):
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
	□ No	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): (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)
		☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there m for discretion in pay changes (because pay increases can occur with some discretion such as performance 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). We undertake a comprehensive review of gender pay including like for like comparison which is the key metric we look plus analysis by job band, business 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?
		 ✓ 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): ☐ Other (provide details):





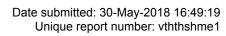
4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

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.

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 ANI men, in addition to any government funded parental leave scheme for primary carers?)				
	 Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer):	f ded				
	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					
5a.	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 for primary carers leave at Stockland, Stockland has also introduced Parental Flex Options whereby employees could select one of three additional options: I. Two additional weeks of paid parental leave; or					







		perannuation paid during Unpaid Parental Leave at the same rate prior to going on parental leave for a mum of 36 weeks; or 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%
6.	prima	ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer.
		ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
	☐ No	o, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) o, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY o (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
ia.		ur organisation would like to provide additional information on your paid parental leave for SECONDARY ERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	have	secondary carer can choose to use the 10 days over a twelve month period rather than just the option to to take in one bloc post the birth or adoption of a child. This provides more flexibility for carer to assist 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%





	91-99%
\boxtimes	100%

7. How many 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'	Primary carer's leave		's leave
	Female	Male	Female	Male
Managers	34	16	0	16

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 care	r's leave
	Female	Male	Female	Male
Non-managers	56	2	0	7

- 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.

	Female	Male
Managers	1	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.

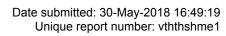
	Female	Male
Non-managers	4	0

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

🔀 Yes (sele	ect all applicable answers)
⊠P	olicy
⊠s	trategy
☐ 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
☐ Ir	nsufficient resources/expertise
	on't offer flexible arrangements
□ N	lot a priority
	Other (provide details):

9.1 You may indicate which of the following are included in your flexible working arrangements strategy:

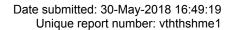
- □ Leaders are visible role models of flexible working
- ☐ Flexible working is promoted throughout the organisation
- ☐ Targets have been set for engagement in flexible work







		 ☐ 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 yo	u have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	⊠ Ye	s (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.	Do yo (eg, e	u offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye □ No	(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 some worksites only ☐ Available at all worksites
		 ✓ On-site childcare ✓ Available at some worksites only
		☐ Available at all worksites
		☐ Breastfeeding facilities
		☐ Childcare referral services
		 ☐ Available at some worksites only ☐ Available at all worksites
		☐ Internal support networks for parents
		Available at some worksites only
		 ☒ Available at all worksites ☒ 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)
		Available at some worksites only
		 ☒ Available at all worksites ☒ Information packs to support new parents and/or those with elder care responsibilities
		☐ Available at some worksites only
		☒ Available at all worksites☒ Referral services to support employees with family and/or caring responsibilities
		☐ Available at some worksites only
		☐ Targeted communication mechanisms, for example intranet/ forums ☐ Available at some worksites only



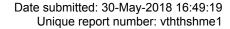




	 Available at all worksites Support in securing school holiday care
2.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	⊠ Policy ⊠ Strategy
	 No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under 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):
3.	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)
	 ✓ Yes (select all applicable answers) ✓ Employee assistance program (including access to a psychologist, chaplain or counsellor) ✓ Training of key personnel
	 ✓ 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
	 ✓ 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)
	 ✓ 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)
	 ✓ 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 paid domestic violence leave (not contained in an enterprise/workplace agreement) ✓ Access to unpaid leave
	 ✓ 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 paid domestic violence leave (not contained in an enterprise/workplace agreement) ✓ Access to unpaid leave ✓ Confidentiality of matters disclosed
	 ✓ 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 paid domestic violence leave (not 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
	 ✓ 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 paid domestic violence leave (not 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)
	 ✓ 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 paid domestic violence leave (not 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
	 ✓ 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 paid domestic violence leave (not 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)
	 ∑ 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 paid domestic violence leave (not 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)
	 ∑ 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 paid domestic violence leave (not 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
	 ✓ 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 (not 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
	 ∑ 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

- Where any of the following options are available in your workplace, are those option/s available to both women AND men? 14.
 - 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.

14.1 Which options from the list below are available? Please tick the related checkboxes.

Unticked checkboxes mean this option is NOT available to your employees.

Managers		Non-managers	
Formal	Informal	Formal	Informal
	\boxtimes		\boxtimes
\boxtimes	\boxtimes	\boxtimes	\boxtimes
	\boxtimes	\boxtimes	
\boxtimes		\boxtimes	
\boxtimes		\boxtimes	
		\boxtimes	
\boxtimes		\boxtimes	
\boxtimes		\boxtimes	
	Formal	Formal Informal Market Ma	Formal Informal Formal

14.3	You may specify why a	ny of the above	options are NO	Γ available to your emplo	oyees.
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Currently under development, please enter date this is due to be completed
Insufficient resources/expertise
☐ Not a priority
Other (provide details):
Given the nature of work, and to ensure consistency with fulltime employment, compressed hours are no
provided

14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

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 child care to ensure there are no barriers to our people on parental leave participating in our Keeping in Touch days.

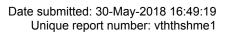
Stockland also offers the following support mechanisms:

- Parents and Carers employee advocacy group.
- Keeping in Touch social media group.
- Work Life links our employee advisory service.
- Mentoring scheme provides a link to an experienced parent for support

Stockland provides up to 5 hours paid nanny care to enable employees to attend national roadshows or other key events in their business.

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

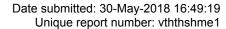
This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.







15. Have you consulted with employees on issues concerning gender equality in your workplace		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?
		 Survey Consultative committee or group Focus 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.
The p	reventio	equality indicator 6: Sex-based harassment and discrimination n 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?
		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
		☐ 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 you	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:
		Our Gender Equity Employee Advocacy Group have organised an event series off the back of International Women's Day across our Melbourne, Sydney, Brisbane and Perth offices which feature guest speakers and members of our leadership team who will share their leadership journeys and views on diversity in the workplace. Employees are all invited to attend and share their views and questions with the panel.

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.)

Specific Targets for Women in Management for under represented job families.





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 59.7% females and 40.3% males.

Promotions

- 2. 61.8% of employees awarded promotions were women and 38.2% were men
 - i. 57.1% of all manager promotions were awarded to women
 - ii. 69.2% of all non-manager promotions were awarded to women.
- 3. 21.0% of your workforce was part-time and 10.3% of promotions were awarded to part-time employees.

Resignations

- 4. 58.9% of employees who resigned were women and 41.1% were men
 - 45.2% of all managers who resigned were women
 - ii. 64.9% of all non-managers who resigned were women.
- 5. 21.0% of your workforce was part-time and 17.8% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 5.6% 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
- iii. 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: Mark Steinert	Confirmation CEO has signed the report:			
CEO signature:	Date:			