



Stockland

## Media Release

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### **STOCKLAND OFFERS UP TO 24 MONTHS FLEXIBLE AND INCLUSIVE PARENTAL LEAVE AND REMOVES CARER DISTINCTION**

Stockland has launched a new parental leave policy that offers up to 24 months' leave that is available to be taken flexibly, increased paid parental leave to 20 weeks and removed the distinction between the primary and secondary carer.

Commenting on the flexible approach to parental leave, Tarun Gupta, Managing Director and CEO said the new policy recognises that there is no 'one size fits all' approach to becoming a parent.

"Offering a truly flexible approach to parental leave is about delivering on our ongoing commitment to gender equity and work-life integration.

"The policy acknowledges the important role parents play in Australian society. By removing the carer distinction, our people can structure their parental leave with the freedom to decide how to use the time and how to support the ongoing care of a young child with the eventual return to work.

Over the past four years we have seen a 64% increase in the number of men taking parental leave, and we are pleased to see this growing year on year," Tarun Gupta said.

In addition to the flexibility measures, Stockland's new policy provides our team members with 20 weeks' of paid parental leave regardless of gender and payment of superannuation on both paid and unpaid parental leave amongst other benefits.

"With 90% of our team working flexibly, we knew it was important to apply the same flexibility principles to our parental leave arrangements. Under the new policy, our people can take unpaid leave, annual leave and half pay parental leave for up to 40 weeks to cover the first two years of a child's life. In addition we have removed the 12 month service requirement," said Karen Lonergan, Group Executive, People & Culture.

"Our team has up to 24 months to take their leave and it can be taken in a single block, in multiple blocks or by taking just one or two days per week in a part time capacity (to the total of 20 weeks) ensuring our people can transition back to work in a more family-friendly way. We recognise the need to provide particular support for our people in the tragic event of pregnancy loss or stillbirth where the same leave entitlements will apply.

"Recognising that the transition back into work after a period of leave can feel a bit daunting for new parents, we focus on maintaining connection and engagement with the business. We encourage new parents to come into the office with their babies to catch up with colleagues, and we host forums for new parents to receive updates and spend time with members of our Senior Leadership Team to keep up to date on business strategy and priorities.

"Employees and candidates are looking closely at the benefits different organisations offer and, post-COVID, how organisations navigate the future of work transition and approach to flexibility is a game changer in the war for talent. Increasingly prospective employees are prioritising companies that support gender equity, and work-life integration," Karen Lonergan said.



**ENDS**

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**About Stockland:** Stockland (ASX: SGP) was founded in 1952 and has grown to become one of Australia's largest diversified real estate groups – owning, developing and managing a large portfolio of shopping centres, residential communities, retirement living villages, office and industrial assets. Stockland is consistently recognised by the S&P Dow Jones Sustainability Indices (DJSI) as a global real estate leader, demonstrating world leadership across the areas of corporate governance, stakeholder engagement, climate strategy, social integration and regeneration and corporate citizenship. Stockland has been identified as a global leader for its actions and strategies in response to climate change and has been awarded a position on the Climate A List by CDP and recognised as the Regional Sector Leader for Diversified Property Companies on the Global Real Estate Sustainability Benchmark (GRESB). Stockland has also been recognised as an Employer of Choice for Gender Equality by the Australian Government's Workplace Gender Equality Agency (WGEA). [www.stockland.com.au](http://www.stockland.com.au)