



1. Introduction – Commitment to Human Rights

Stockland has a strong commitment to its values of community, accountability, respect and excellence. In accordance with these values, and the UN Guiding Principles on Business and Human Rights, Stockland is committed to respecting and promoting human rights consistent with the International Bill of Rights (including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights) and in the eight fundamental Conventions of the International Labour Organisation<sup>1</sup>.

Stockland operates wholly within Australia, a country with a long history of democratic government, judicial independence and high standards of governance, with legislative regimes relating to human rights including labour standards, privacy and non-discrimination.

Stockland respects and promotes human rights through our corporate policies, programs and initiatives, project and asset guidelines and toolkits, and broader governance and stakeholder management methods.

Stockland does not tolerate behaviour that is in breach of the law or our corporate policies.

2. Respecting and Promoting Human Rights

Corporate policies that reflect and support our commitment to respecting and promoting human rights include:

- Code of Conduct and Ethical Behaviour
• Anti-Discrimination and Harassment Policy
• Fraud and Corruption Policy
• Conflicts of Interest Policy
• Whistleblowing Policy
• Diversity and Inclusion Policy
• Flexible Working Policy
• Health and Safety Policy
• Procure to Pay Policy
• Government and Stakeholder Engagement Policy
• Privacy Policy
• Sustainability Policy
• Reconciliation Action Plan

These policies promote and respect fundamental human rights such as:

- Right to equality
• Freedom from discrimination
• Right to a safe work environment
• Right to family life
• Right to rest and leisure
• Right to fair remuneration
• Freedom of association
• Right to collective bargaining
• Right to social security
• Right to political participation
• Right to privacy
• Freedom of thought, conscience and religion
• Rights of indigenous peoples

We also proactively promote human rights through our business activities and other initiatives, including (for example):

- Right to own property Providing affordable house and land packages
• Right to work (and rights of the child) Offering a range of employment support activities for school students living in and around our communities
• Right to an adequate standard of living Ensuring the quality and affordability of our products and services
• Right to education Supporting and delivering employee training and development as well as lifelong learning programs in our various communities
• Right to physical and mental health Supporting and delivering programs which promote health and wellbeing both in the workplace and in our communities
• Right to participate in cultural life of the community Supporting and delivering community programs which enhance sense of belonging and vitality

1 These conventions address Freedom of Association; Collective Bargaining; Forced Labour; Minimum Age; Worst Forms of Child Labour; Equal Remuneration; and Discrimination (Employment and Occupation)

## Human Rights Policy

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We strongly support and promote the rights of **our employees and contractors** and aim to create a vibrant, safe and inclusive work environment. The commitment and attitude of our workforce is critical to ensuring we operate in an ethical manner. Our corporate values (community, accountability, respect and excellence) and our Code of Conduct set the behaviour and conduct expected of all Stockland directors and employees.

We are committed to responsible procurement and sustainable supply chain management. We endeavour that **our suppliers** operate in a manner which is consistent with our values and standards by considering social, environmental and human rights-related factors in our procurement decisions. Our expectation is that our Suppliers comply with Australian state and federal legislation (including labour laws, environmental regulations and workplace health and safety standards). Our procurement guidelines give preference to Suppliers who demonstrate corporate responsibility and sustainability policies and practices which align with Stockland's corporate values, objectives and standards.

Our commitment to **our customers and communities** is reflected in the products we offer and in the way we engage, value and respect our diverse range of customers. We regularly engage with our customers and communities to understand and respond to their changing needs. Our communities are also empowered and encouraged to engage with and assume ownership of development programs and initiatives.

We acknowledge that human rights risks and impacts relate not only to our business activities, but also to the relationships with **our business partners**. We monitor and encourage the respect of human rights in our dealings with key business partners, including government, through adherence to key corporate policies and stakeholder management methods.

### 3. Monitoring and Compliance

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This policy has been endorsed by the Board and is supported by a series of processes to promote, monitor and evaluate compliance.

### 4. Policy Compliance

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- 4.1 Employees who breach this policy may face disciplinary action up to and including dismissal
- 4.2 You must adhere to Stockland's Escalation Policy in reporting any breach of this policy that you are involved in or become aware of and do so in a timely manner.

### 5. Review

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This policy is reviewed annually and when business changes occur, whichever is sooner.

### 6. Contact for Questions

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For further information, please contact the Technical Assistance Centre on 02 9035 2020 or at [TAC@stockland.com.au](mailto:TAC@stockland.com.au).

### 7. Document Control

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Revision	Date	Owner	Description of changes
1.2	[02/05/2016]	General Manager, Human Resources	-minor formatting changes