

Community Data Pack

Background notes

We report our community data holistically, given that our approach to investing in our community is consistent across all our business units. We do however provide breakdowns by business unit when discussing investments and initiatives at asset level.

The data contained in this data pack, and in our FY20 sustainability reporting more broadly, has been **third-party assured**.

Overview

Our community data presents the total value of our strategic community investment activities delivered via:

- **community development** – our strategic approach to delivering infrastructure and social programs in partnership with not-for-profit organisations in the areas of health and wellbeing, community connection and education in and around our assets.
- **community investment** – our long-term strategic involvement in community partnerships and programs that address social issues and opportunities through employee engagement programs.
- The **Stockland CARE Foundation** – a charitable trust established for the purposes of improving the health, wellbeing and education of Australian communities.

In FY20 we invested over \$4.4 million in community programs through the Stockland CARE Foundation, our community development and investment initiatives, and through the facilitation of stakeholder contributions.

Our community development spend is lower for FY20 than in previous years largely due to a change in our reporting coverage. The COVID-19 pandemic has impacted our business in several ways. During this time, Stockland's focus has been on supporting our people, customers, residents and tenants. One of the ways we wanted to support our people (working at our assets) was to reduce the reporting burden and provide them with the time and resources needed to focus on managing our COVID-19 response. As a result, this year we have not collected community development spend data by our assets and communities and have only reported on the community investment spend driven by Stockland's head office. This has included initiatives led through the CARE Foundation, our spend with national community partners, our community investment spend and our response to the COVID-19 pandemic. Additionally, many of our community activations from March onwards were unable to be held due to COVID-19. In some cases they were conducted virtually. Examples include the pivoting of our face-to-face community programs with both Jamie's Ministry of Food and Live Life Get Active to online classes for our residents and customers. Looking forward, we are exploring alternative ways to deliver community development programs and collate investment and impact data in light of the new and evolving context.

Total community contribution

The table below outlines Stockland's total community contribution from community development, community investment and the Stockland CARE Foundation. The total community contribution as verified by the London Benchmarking Group (LBG) is \$4,429,724.¹

		FY20	FY19	FY18	FY17	FY16
Community Development						
National partnerships	Financial contributions made to not-for-profit organisations that are national community development partners of Stockland	\$501,096 ¹	\$908,483	\$742,296	\$457,985	\$290,638
Stockland CARE Grants	Financial contributions made to not-for-profit organisations that were successful in receiving a Stockland CARE Grant	\$276,000 ²	\$590,830	\$560,292	\$303,714	\$325,750
Community Programs³	Financial support provided to local community organisations and programs from a Stockland residential, commercial property or retirement living asset or project	\$562,548 ⁴	\$1,975,324	\$1,971,895 ⁵	\$2,551,436	\$3,435,802
Community Infrastructure⁶	Community infrastructure to promote accessibility and inclusion e.g. Inclusive playspaces, quiet rooms and adult change facilities	\$388,874	\$1,365,703	\$1,460,223	NA	NA
Total community development		\$1,728,519	\$4,840,339	\$4,734,707	\$3,313,135	\$4,052,189
Community Investment						
Workplace giving	Total matched donations made by Stockland through Stockland's workplace giving program	\$119,947 ⁷	\$134,971	\$138,366 ⁸	\$251,197	\$87,584
In-kind donations	Total donations of non-financial goods to not-for-profit organisations including land, property and casual mall leasing space	\$18,000 ⁹	\$83,239 ¹⁰	\$26,801	\$617,414	\$708,926
Corporate donations	Ad-hoc community donations made on behalf of Stockland Development and/or Stockland Trust	\$586,101 ¹¹	\$233,611	\$315,153	\$280,947	\$289,277
National community investment partnerships	Financial support given to not-for-profit organisations that support the delivery of volunteering opportunities for Stockland employees	\$97,500	\$110,000	\$126,000	\$130,000	\$104,500
Volunteering	Value of the number of hours logged from personal and team volunteering and student mentoring	\$306,878 ¹²	\$403,295	\$382,477	\$213,720	\$238,285
Stockland CARE Foundation	Transfer of funds by Stockland to the Stockland CARE Foundation Trust and grants distributed to Stockland CARE Foundation beneficiaries	\$300,000 ¹³	\$200,000	\$200,000	\$200,000 ¹⁴	\$4,200,000
	Donations made to Stockland CARE Foundation partners as a result of corporate contributions and sponsorships	\$19,765	\$12,307 ¹⁵	\$33,790	\$176,034	\$80,095
Total community investment		\$1,448,191	\$1,177,423	\$1,222,587	\$1,869,313	\$5,708,666

¹ There is a slight variance (less than 0.1%) on this amount and the amount included in London Benchmarking Group's verification statement, which can be attributed to rounding limitations with their system.

		FY20	FY19	FY18	FY17	FY16
Management costs	Costs associated with the management and delivery of Stockland's community programs ¹⁶	\$1,069,966	\$1,393,159	\$982,704	\$856,205	\$659,973
Total community contribution		\$4,246,676	\$7,410,921	\$6,939,998	\$6,038,651	\$10,420,828

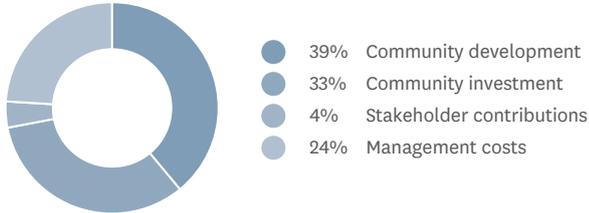
- 1 Cancellation of events due to COVID-19 contributed to a lower spend with national partners in FY20. In addition, FY20 partnership payments for certain partners were paid in FY19 and were included in the FY19 community data.
- 2 Total spend on FY20 CARE Grants was lower than in FY19 which included \$304,830 for community grants for the Aura residential community. This grants program is held biannually and will take place again in FY21.
- 3 In previous years this category was called Asset-based Contributions.
- 4 In FY20 we have excluded spend on community development initiatives that have been managed and paid for by our residential communities, retail town centres and retirement living communities to minimise the reporting impact on our asset teams so they can focus on supporting our customers, residents and tenants during the COVID-19 crisis. Some community programs run at assets are funded and facilitated by Stockland Head Office and have been included in FY20 community development spend.
- 5 In FY17, community infrastructure was included as asset-based contributions. Due to the significant increase in Stockland's community infrastructure, such as inclusive playspaces, quiet rooms and adult change facilities, these have now been called out as a separate item.
- 6 In FY17, community infrastructure was included as an asset-based contribution. However, due to the significant increase in Stockland's community infrastructure such as inclusive playspaces, quiet rooms and adult change facilities, since FY18 community infrastructure has been called out as a separate item.
- 7 Of the \$119,947, \$35,926 went to CARE Foundation partners Redkite, R U OK? and Reach Out.
- 8 This amount decreased in FY18 as we included employee donations in FY17. Employee donations are now reported separately under Stakeholder Contributions.
- 9 As with Community Programs, in FY20 we have excluded CML spend from this category to minimise the impact of collecting this data on our retail centre teams so they can focus on supporting our customers and tenants during the COVID-19 crisis.
- 10 Up to FY17, this amount included the foregone revenue from providing Casual Mall Leasing space to community organisations at a reduced cost. Foregone revenue is now being reported separately as Provision of Space (foregone revenue) under Stakeholder Contributions to align with London Benchmarking Group's reporting methodology.
- 11 Of this \$586,101, \$400,000 was in bushfire donations.
- 12 This reduction in total volunteering hours reflects the cancellation of volunteering events from March to June 2020 in response to COVID-19.
- 13 The increase from FY19 reflects the increase from two to three CARE Foundation partners.
- 14 This amount decreased in FY17 as the prior two years included a \$4 million investment in the Stockland CARE Foundation corpus. An ongoing investment of \$200,000 was made in FY17 and FY18 and this contribution will be made annually.
- 15 Up to FY17, this figure included partner and asset fundraising. This is now reported under Stakeholder Contributions.
- 16 Includes average salaries, costs associated with the development, design and delivery of Stockland's sustainability report, costs of running strategic community programs and training for community employees.

In addition to the items outlined above, we also facilitate community contributions through our stakeholders and through the provision of space, bringing our total community contribution to \$4,429,724.

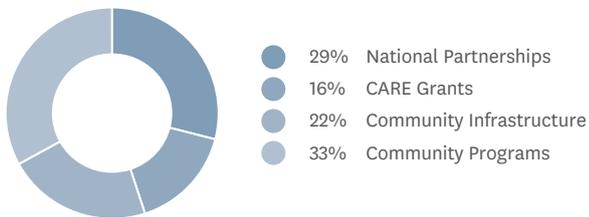
Other Contributions		FY20	FY19	FY18	FY17	FY16
Stakeholder Contributions	Employee, customer, supplier and contractor donations to CARE Foundation partners and other community organisations	\$183,049	\$240,132	NA	NA	NA
Provision of space	Revenue foregone through the use of Casual Mall Leasing spaces by community organisations	NA ¹	\$740,951	NA	NA	NA
Total community contribution including leverage items		\$4,429,724	\$8,392,004	\$7,776,317	\$6,038,651	\$10,420,828

- 1 In FY20 we have excluded CML spend from this category to minimise the impact of collecting this data on our retail centre teams so they can focus on supporting our customers and tenants during the COVID-19 crisis.

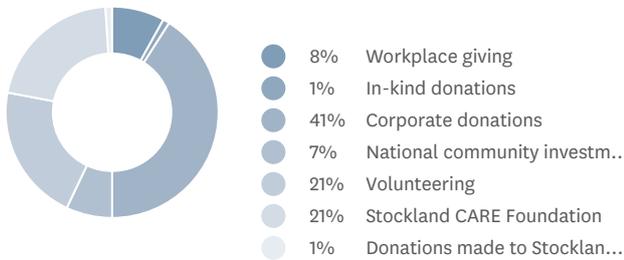
Breakdown of total community contribution at Stockland (Total = \$4,429,724)



Total community development spend (Total = \$1,728,519)



Total community investment spend (Total = \$1,448,191)



We continue to use LBG to measure and benchmark our community activities. LBG capture all data relating to our community investments and allow us to put a dollar figure on our time, monetary support and in-kind donations to charities and community groups.

Our community partnerships, programs and resources

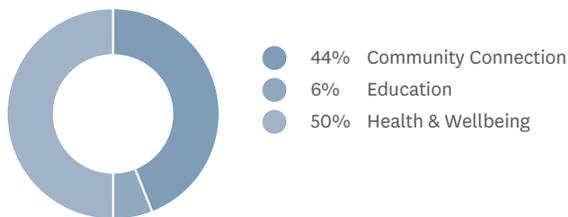
Focus Area	Partner or Program Name	Description
Health and Wellbeing	Bowls Australia	Active lifestyle, learning opportunities and community connection through coaching clinics and master-classes, along with health and wellness information sessions.
	Jamie's Ministry of Food	Provides healthy eating and good nutrition hands-on education programs and cooking schools through community outreach programs in our retirement living communities.
	Live Life Get Active	Weekly, community fitness classes provided free of charge to local Stockland residential communities.
	Heart Foundation	Walking groups that promote physical activity, emotional wellbeing and community connection held in and around Stockland retail, residential and retirement living assets.
	Parkrun	Weekly events for runners and walkers of all fitness levels at Stockland residential communities.
	ReachOut Australia	ReachOut is an online mental health organisation for young people and their parents. It is free and available 24/7 for any young person who needs support with their mental health and wellbeing.
	Redkite	Provides essential support to children and young people with cancer (0-18 years) and their families from the hospital bedside to the family home.
	R U OK?	R U OK? is a public education charity whose vision is a world where we're all connected and are protected from suicide. The R U OK? mission is to inspire and empower everyone to meaningfully connect with people around them and support anyone struggling with life.
Education	Australian Business and Community Network	Provides Stockland employees with opportunities to provide facilitated mentoring in high-needs schools around Australia.
	Australian Retailers Association	Training program for local community members to deliver Retail Ready accreditation.
	National Theatre for Children	Student education program focused on sustainability.
	Retail Ready	Retail training program run by the Australian Retailers Association (ARA).
Community Connection	The Big Issue	Provides a diverse range of supported volunteering experiences for Stockland employees to take part in across Australia.
	Conservation Volunteers Australia	Supported volunteering for Stockland employees to take part in conservation programs across Australia.
	Reconciliation Action Plan (RAP)	Our RAP outlines a set of organisation-wide commitments and actions to strengthen our relationships with and understanding of First Nations Peoples, cultures and communities.
	Stockland CARE Grants Program	Provision of one-off financial grants to local community organisations that deliver programs and initiatives in and around Stockland assets in the areas of health, wellbeing and education.
	Variety – The Children's Charity NSW	Support children (0-18 years) who are sick, disadvantaged or have special needs. Variety provides support to families and organisations through grants, programs, scholarships and experiences.
	Link & Learn	Provides opportunity for residents in our residential communities to connect with one another through events and activities and learn new skills. Programs are planned to respond to the diversity of each community.

Community development

Asset and project initiatives

The following data has been collected as part of each project’s community development or sustainability plan. The results provide a comprehensive review of all the community development initiatives implemented at project and asset level.

In FY20 we did not collect the number of community initiatives implemented by our residential communities, retail town centres and retirement living communities to minimise the reporting impact on our asset teams so they could focus on supporting our customers, residents and tenants during the COVID-19 pandemic. Some community programs run at assets are funded and facilitated by Stockland Head Office and only these have been included in FY20 total initiatives count.



Number of community development plans

	FY20 ¹	FY19	FY18	FY17	FY16
Commercial Property	32	39	37	38	40
Communities (Residential)	25	34	33	37	37
Communities (Retirement Living)	54	64	54	57	14

¹ The number of asset plans are lower than previous years due to some centres and projects being divested or put on hold and exiting a number of communities.

Asset and project-based initiatives implemented in FY20

Asset and project-based initiatives are programs, events or other initiatives that are run in partnership with local organisations and causes or financial or in-kind contributions made to an organisation on behalf of Stockland.

	FY20 ¹	FY19	FY18	FY17	FY16
Commercial Property	NA	393	391	265	334
Communities (Residential)	NA	205	229	185	160
Communities (Retirement Living)	NA	596	111	141	67
Corporate	58	42	51	49	Not reported

¹ In FY20 we have not reported on community initiatives that have been managed and paid for by our residential communities, retail town centres and retirement living communities due to the COVID-19 crisis. Therefore, we have not included a breakdown of initiatives by individual business unit for FY20. During this time, Stockland’s focus has been on supporting our people, customers, residents and tenants. One of the ways we wanted to support our people (working at our assets) was to reduce the reporting burden and provide them with the time and resources needed to focus on managing our COVID-19 response.

Asset and project-based initiatives by focus area

The table below outlines the asset and project-based initiatives by community development focus area.

	FY20¹	FY19	FY18	FY17	FY16
Health and Wellbeing	28	624	175	206	145
Education	9	73	67	61	61
Community Connection	21	539	540	373	355

¹ In FY20 we have not reported on community initiatives that have been managed and paid for by our residential communities, retail town centres and retirement living communities and have only reported on the community investment spend driven by Stockland's head office. This has included initiatives led through the CARE Foundation, our spend with national community partners, our community investment spend and our response to the COVID-19 pandemic. Additionally, many of our community activations from March onwards were unable to be held due to COVID-19.

Examples of programs and initiatives delivered at project and asset level

Health and Wellbeing	Education	Community Connection
Commercial Property		
<ul style="list-style-type: none"> • 5-star parents/family room • Adult change facilities • Quiet rooms • Accessible & inclusive playspaces • Centre-hosted community programs • Community health and wellbeing services • School holiday cooking programs • Community room • Cooking classes • Education training for retailers and customers • End-of-trip facilities • Fresh food/healthy eating program • Local community group support (infrastructure) 	<ul style="list-style-type: none"> • Community information sessions • Co-located community facilities • Co-working spaces • Cultural heritage programs • Employment program • Environmental program • Craft activities for children • Learning facilities • Retail education program • School holiday cooking programs • School holiday STEM programs • School/tertiary partnerships • Social enterprises • Sustainability education programs 	<ul style="list-style-type: none"> • Stockland CARE Grants • Community events/festivals • Community Emergency Assistance Planning • Cultural diversity • Entertainment/leisure precinct • Mothers' activities • Place-making initiatives • Playdates for children • Public art • Reconciliation program • Regular customer engagement • Seniors events/ activities • Social engagement facility • Social engagement programs • Youth engagement programs
Communities (Residential)		
<ul style="list-style-type: none"> • Adult fitness programs • Children's fitness programs • Cooking classes • Dog training • Community spaces designed for varying ages and levels of ability • Integrated pedestrian and cycle network delivery and way-finding 	<ul style="list-style-type: none"> • Resident energy, water, waste saving and wellbeing education • Schools based engagement • STEM programs in local schools • Sustainability hubs activation • Community garden education programs • Cycling education programs • Resident education on community safety 	<ul style="list-style-type: none"> • Stockland CARE Grants • Community engagement for design and visioning • Welcome program and events • Social and seasonal events calendars • Inclusive and accessible playspaces • Community safety events • Link & Learn activities and events
Communities (Retirement Living)		
<ul style="list-style-type: none"> • Active and public transport options • Active living programs • Community safety programs • Health checks and health issue awareness • Inclusive and accessible spaces • Resident preventative health information • Mental wellbeing program • Nutritional information/cooking classes • Provide safe, open spaces • Universally accessible community facilities 	<ul style="list-style-type: none"> • Community hub (library, community centre) • Community learning facilities • Co-share, learning facilities/infrastructure • E-book sharing (Kindle, tablet) • Education infrastructure • Environmental awareness/education • Local learning/education program • Local schools partnership/mentoring • Resident energy, water, waste saving and wellbeing education • Skills development/retraining programs • Technology including social media training 	<ul style="list-style-type: none"> • Stockland CARE Grants • Celebrate and support local community events • Community groups and associations • Community infrastructure • Provide vibrant spaces • Public art • Safety program • Social engagement activities • Support local community groups • Village/community directory

National partnerships

We contributed our time and a financial investment of over \$500,000 to our national community partnerships throughout FY20. An overview of our key national partnerships is provided below:

Heart Foundation

FY20 was the 10th year of our partnership with the Heart Foundation nationally.

Input	Output	Impact	Future
<p>Contribution</p> <ul style="list-style-type: none"> \$30,000 annual donation Stockland employees administer and facilitate walking groups <p>Focus Area</p> <ul style="list-style-type: none"> Health and Wellbeing Community Connection 	<p>COMMUNITY</p> <ul style="list-style-type: none"> Total of 41,496 walks completed in FY20 33 active weekly walking groups, through 16 retail centres, 16 retirement communities and one residential community 47 active Host Organisations (registered organisations) through 22 retail town centres and 25 retirement communities 1,443 walkers with 1,177 walking in retail town centres, 258 in retirement villages and eight in residential communities 248 new participants and one new walking groups registered in FY20 Participants completed an average of 29 walks in FY20 and have completed an average of 195 walks since joining the program with an average walk duration in the range of 45-60 minutes 	<ul style="list-style-type: none"> 93% of Stockland walking group participants felt that Heart Foundation Walking had improved their overall health. Based on self-reported data, 89% of Stockland walking group participants met the National Physical Activity guides in the previous week. 80% of Stockland walkers indicated their participation has enabled them to have more confidence in engaging in physical activity and increased knowledge and awareness of the benefits of physical activity in reducing risk of chronic disease. When asked for the main reasons why Stockland walkers are still walking with the Heart Foundation, 94% responded 'to improve their health', 56% 'to meet new people' and 41% 'to spend time with others'. 150 minutes per week of moderate to vigorous intensity physical activity (such as brisk walking) can reduce cardiovascular disease by 35%, reduce blood pressure, help maintain a healthy weight, manage stress, reduce the risk of depression and improve sleep¹ 	<ul style="list-style-type: none"> Focus on setting up walking groups in residential communities through a walker recruitment campaign
	<p>BUSINESS</p> <ul style="list-style-type: none"> Media coverage Walkers volunteer time to assist centres with events Co-branded marketing materials New retirement villages engaged, resulting in increased community involvement across the network 	<ul style="list-style-type: none"> Increased foot traffic in our centres, generating more business for our retailers Increased brand recognition Increased customer and community engagement 	

¹ United Kingdom Chief Medical Officers Physical Activity Guidelines. UK Government 2019

Bowls Australia

FY20 was the fifth year of our partnership with Bowls Australia (BA).

Input	Output	Impact	Future
<p>Contribution</p> <ul style="list-style-type: none"> \$95,000 contribution Approximately 150 hours contribution from BA staff <p>Focus Area</p> <ul style="list-style-type: none"> Health and Wellbeing Community Connection Education 	<p>COMMUNITY</p> <ul style="list-style-type: none"> Five coaching clinics held by Australian Jackaroo representatives and community level coaches across Vic, NSW and SA with a total of 40 residents attending Piloted Roll Back the Clock, a four-week program in SA with 10 residents attending A further six Australian Jackaroo clinics, nine community coach clinics and two Roll Back the Clock programs planned for FY20 were postponed due to COVID-19 Stockland presented a series of five Men's Health Week videos to all of our retirement living villages with a focus on the role that bowls has to play and the importance for men to speak up about health and wellbeing 	<ul style="list-style-type: none"> Feedback from surveys collected at the Lakes Estate Retirement Village Coaching Clinic: 100% of respondents enjoyed attending the event 100% of respondents enjoyed feeling more connected to their friends and community 100% of respondents learned new bowling skills and techniques 100% of respondents would recommend any future Stockland and BA events to their friends Men's Health Week online content reached 51,000 people, with 11,000 views and over 6,000 minutes viewed Testimonials taken from Men's Health Online "A brilliant way to highlight the importance of Men's Health at a poignant time" "The fact that Stockland allowed BA to have genuine conversations with some of our male leaders was greatly appreciated" 	<ul style="list-style-type: none"> BA to reschedule 19 clinics that were placed on hold due to COVID-19 restrictions Continue to look for opportunities to maximise impact and enhance the value of online and physical BA events
	<p>BUSINESS</p> <ul style="list-style-type: none"> 18 Roll Back the Clock video clips, featuring Stockland branding Media value through Bowls Premier League events, which were attended by 60,000 live viewers. Media value has been estimated by BA as \$151,000. 		

Live Life Get Active

FY20 was the sixth year of our partnership with Live Life Get Active (LLGA).

Input	Output	Impact	Future
<p>Contribution</p> <ul style="list-style-type: none"> \$333,046 in financial contributions Free outdoor activity camps to promote fitter, healthier and happier communities Online delivery of classes and health and nutrition information during COVID-19 <p>Focus Area</p> <ul style="list-style-type: none"> Health and Wellbeing Community Connection 	<p>COMMUNITY</p> <ul style="list-style-type: none"> 18 LLGA fitness camps in Stockland communities across NSW, QLD, VIC and WA 10,061 participants from the direct and surrounding suburbs 9507 hours of outdoor activity Online recorded classes provided to members during COVID-19 with 20,700 views over a 3-month period 85 live online fitness sessions engaged 770 members on average per week over a 5-week period 	<ul style="list-style-type: none"> Participants' health and wellbeing improvements include: <ul style="list-style-type: none"> 8,995 kilograms lost 12,331 centimetres lost from around the waists of members Members participating 3 times a week over 20 weeks lost 5cm on average from their waists and 3kgs Average mood reported of 6.3/10 compared to 5/10 recorded at commencement of program Health and wellbeing survey to understand the impact of COVID-19 sent to 51,000 members, resulted in 2.5% response rate. Results revealed that 30% experienced a range of symptoms including lack of motivation and feeling down and 40% were worried about the future. Positives included enjoying a simpler life and learning new skills 	<ul style="list-style-type: none"> LLGA is now reaching out to medical practices and hospitals in the local areas to promote the positive effects of outdoor exercise and Stockland's LLGA offering New camps being investigated across the country Targeting retirement living where co-located in our residential communities to encourage membership Continue to promote online offering Use survey results to develop new content and invite online social interaction for wellbeing topics
	<p>BUSINESS</p> <ul style="list-style-type: none"> Media coverage Co-branding and promotion of Stockland on a weekly basis at 15 Stockland communities Industry recognition for partnership with LLGA 	<ul style="list-style-type: none"> Increased brand recognition Increased community engagement 	

Jamie's Ministry of Food

FY20 was the seventh year of our partnership with Jamie's Ministry of Food (JMOF).

Input	Output	Impact	Future
<p>Contribution</p> <ul style="list-style-type: none"> \$122,925 in annual operational support Advocacy for healthy cooking skills and good nutritional behaviour <p>Focus Area</p> <ul style="list-style-type: none"> Health and Wellbeing Education Community Connection 	<p>COMMUNITY</p> <ul style="list-style-type: none"> 1281 participants across different delivery models 370 children attended a Learn Your Fruit and Veg (LYFV) program at Stockland Balgowlah (NSW) and Burleigh Heads (Qld) retail town centres Conducted a six-week outreach program at seven villages across Vic, QLD and SA, attended by 58 residents Happy Hour cooking demonstrations were held over six weeks to 523 residents and prospective residents Due to COVID-19 restrictions, the five-week outreach program was offered to residents in NSW and Vic villages via online live and recorded sessions, with 19 and 177 residents attending respectively 	<ul style="list-style-type: none"> Participants completing a five-week course through the JMOF program consume half a serve more vegetables per day and cook more meals from scratch Increased social connectedness, particularly for socially isolated participants and participants with disabilities 	<ul style="list-style-type: none"> Continue to look for opportunities to bring programs to our retail and residential, retirement communities. Further online activations
	<p>BUSINESS</p> <ul style="list-style-type: none"> Media coverage in Victorian local paper (Brimbank Star Weekly promoting the benefits of the online course) Aligning Stockland brand with Jamie's Ministry of Food Engagement with local council, Government and health champions 	<ul style="list-style-type: none"> Increased brand recognition Increased community satisfaction in centres and retirement villages Increased foot traffic in centres Increased stakeholder engagement across the community, businesses, customers and retailers 	

Redkite

FY20 was the fifth year of the Stockland CARE Foundation's partnership with Redkite. Due to the success of the first three years, the partnership has been extended to FY21.

Input	Output	Impact ¹	Future
<p>Contribution</p> <ul style="list-style-type: none"> \$100,000 annual donation from the Stockland CARE Foundation Trust \$77,450.51 in workplace giving donations, customer and employee fundraising \$5,000 in Stockland gift cards 121 volunteer hours from Stockland employees <p>Focus Area</p> <ul style="list-style-type: none"> Health and Wellbeing Community Connection 	<p>COMMUNITY</p> <ul style="list-style-type: none"> As a result of Stockland's funding, Redkite was able to provide practical and/or emotional support services to 73 families at different stages of their child's cancer journey Of the 73 families that Stockland supported, 54 received financial assistance grants, which help with the 'hidden' costs of cancer, such as fuel, transport, food and accommodation Qualified social workers provided 28 of these families with information, support and/or counselling services Around 17 of the families that Stockland supports received education and/or career support from a professional education and career support consultant and/or through an education grant Redkite resources (such as diagnosis packs, books and/or other practical resources) were provided to 16 families to help them better manage their cancer experience <p>BUSINESS</p> <ul style="list-style-type: none"> Redkite supported Foundation activities at 14 retirement villages and four head offices nationally 	<ul style="list-style-type: none"> Among all the individuals and families supported: 82% felt more equipped to support their family 66% felt more in control of their / their child's care Among those who received financial assistance grants: 86% felt more equipped to manage their situation 80% felt reduced pressure on family relationships Among those who received information, support and/or counselling: 73% felt less alone 68% had new strategies to help them manage Among those who received education and/or career support: 65% were better able to manage the impact cancer had on their education and/or career Among those who received resources from Redkite 60% felt these resources helped them identify strategies to help manage their situation 	<ul style="list-style-type: none"> Continue to raise awareness across Stockland assets and communication channels Conduct a collaborative research project with the CARE Foundation's other national strategic Foundation partners (ReachOut and R U OK?) to help develop a greater understanding of the community's health and wellbeing needs Undertake a national collaborative campaign with ReachOut and R U OK? for mental health month in October 2020 to raise awareness of the importance of mental health in the community

¹ This data is based on a survey of Redkite's clients conducted in 2019. Of 1943 invitations, 457 individuals participated (response rate of 24%).

ReachOut Australia

FY20 was the first year of the Stockland CARE Foundation's partnership with ReachOut.

Input	Output	Impact	Future
<ul style="list-style-type: none"> \$100,000 annual donation from the Stockland CARE Foundation Trust \$30,527 in workplace giving donations, customer and employee fundraising \$5,000 in Stockland gift cards \$3,000 contribution towards ReachOut's 2019 Fundraising Dinner 20 hours of volunteer time <p>Focus Area</p> <ul style="list-style-type: none"> Health and Wellbeing Community Connection Education 	<p>COMMUNITY</p> <ul style="list-style-type: none"> The funding received from Stockland enables ReachOut to be responsive in times of change and challenge. With this funding, ReachOut has been able to provide COVID-19 support for 1360 young people, parents and educational professionals during the crisis Young people and their families in the Stockland retail and residential communities received back-to-school support resources through social media to help them through this transition Mental health resources were provided during the bushfire crisis to help and support across Stockland communities Piloted the national fundraiser Laps for Life with employees involving physical exercise and the link to the mental health On Demand interview featuring Jules Sebastian and Ashley de Silva, CEO of ReachOut, about COVID-19, young people and mental health available to employees and general public 	<ul style="list-style-type: none"> Stockland contributed to allowing ReachOut to provide mental health support to: <ul style="list-style-type: none"> 29,684 young people 3,555 parents and carers 1,840 education professionals, parents and students through Schools Enhanced community connection and sense of belonging by working with Stockland assets to engage on mental health messaging. This was particularly relevant in the COVID pandemic including: <ul style="list-style-type: none"> 10,000 postcards with "Tips to feeling great about yourself" delivered in emergency food boxes to disadvantaged families. 	<ul style="list-style-type: none"> Continued involvement in the 'Residential Beyond.Com Project' ensuring physical and digital resources are available to our residents and their families Conduct a collaborative research project with the Foundation's other national strategic Foundation partners Redkite and R U OK? to help develop a greater understanding of the community's health and wellbeing needs that can be addressed via ReachOut future strategic programs Undertake a national collaborative campaign with Redkite and R U OK? for mental health month in October 2020 to raise awareness of the importance of mental health in the community
	<p>BUSINESS</p> <ul style="list-style-type: none"> National awareness campaign and events to launch new partnership with ReachOut ReachOut and R U OK? collaborated on a webinar for over 400 Stockland staff to discuss the impact of COVID-19 and the importance of staying connected ReachOut supported Stockland's 2020 Mardi Gras employee engagement activation, by providing a ReachOut Youth ambassador as a guest speaker at an employee Mardi Gras event, exploring mental health and gender identity with a speech on transgender diversity 	<ul style="list-style-type: none"> Increased brand recognition and reputation of Stockland CARE Foundation Providing mental health support resources during COVID-19 pandemic and the Bushfire crisis 	<ul style="list-style-type: none"> Building relationship with LGBTI+ Employee Advocacy Group to create more awareness of ReachOut messaging and resourcing during key times of the year Meeting with ReachOut's head researcher and marketer to discuss the 'Identity Project' to understand learnings that are relevant to Stockland retail assets

R U OK?

FY20 was the first year of the Stockland CARE Foundation's partnership with R U OK? The partnership was launched in September 2019.

Input	Output	Impact	Future
<p>Contribution</p> <ul style="list-style-type: none"> \$100,000 annual donation from the Stockland CARE Foundation Trust \$28,174.34 in workplace giving donations, customer and employee fundraising \$5,000 in Stockland gift cards <p>Focus Area</p> <ul style="list-style-type: none"> Health and Wellbeing Community Connection Education 	<p>COMMUNITY</p> <ul style="list-style-type: none"> A campaign advisory group was assembled and is representative of a range of life experience and expertise. The group includes representatives from the retirement living industry, including Stockland personnel 10,000 R U OK? Connection Cards distributed nationally to Stockland retirement living residents 22 retail town centres participated in R U OK? Day activations Mental health content built into new Stockland Retail 'Belong' site encouraging customers and retailers to #stayconnected, which is an R U OK? campaign to encourage people to maintain connections with friends, family and colleagues Over 25,000 impressions on social posts relating to the R U OK? connection cards distributed 	<ul style="list-style-type: none"> Focusing on mental health and raising awareness through R U OK? Day has created more connected communities around our retail centres Enhanced connectivity of our retirement living residents achieved through connection cards, including examples of residents checking in on each other more regularly and feeling less lonely Over 25,000 impressions on social posts relating to the R U OK? connection cards being distributed 	<ul style="list-style-type: none"> Stockland Retirement Living will implement an 'Older Australians' pilot program in selected locations to test the campaign's relevance and messaging before a nationwide launch Continue to roll out relevant social media posts and webinars across Stockland assets that contribute to community connection Conduct a collaborative research project with the CARE Foundation's other national strategic Foundation partners (Redkite and ReachOut) to help develop a greater understanding of the community's health and wellbeing needs Undertake a national collaborative campaign with Stockland, Redkite and ReachOut for Mental Health Month in October 2020 to raise awareness of the importance of mental health Identify opportunities to promote the R U OK? indigenous 'Stronger Together' campaign at Stockland's assets for NAIDOC Week 2020 Pilot R U OK? Day in a Stockland Workplace Logistics asset
	<p>BUSINESS</p> <ul style="list-style-type: none"> National awareness campaign and events to launch new partnership with R U OK? R U OK? and ReachOut collaborated on a webinar for 400 Stockland staff to discuss the impact of COVID-19 and the importance of employees staying connected 	<ul style="list-style-type: none"> Enhanced employee engagement and wellbeing through the employee webinar by R U OK? and ReachOut Strategic use of R U OK? to strengthen the message and knowledge of employees on looking after their mental health Increased brand recognition and reputation of Stockland CARE Foundation 	

Conservation Volunteers Australia

FY20 was the fifth year of our partnership with Conservation Volunteers Australia (CVA).

Input	Output	Impact	Future
<p>Contribution</p> <ul style="list-style-type: none"> Annual partnership fee of \$15,000 20 Stockland volunteers Four events for children of Stockland employees at Stockland's Christmas 'Kids at Work' parties <p>Focus Area</p> <ul style="list-style-type: none"> Health and Wellbeing Community Connection 	<p>COMMUNITY</p> <ul style="list-style-type: none"> 20 employees volunteered to treat a 700m² area for invasive weed species. These efforts will allow native flora species to become more prevalent over time, which will create ideal habitats for native bird species 2 kg of mixed rubbish (plastic wrappers, bottles, cigarette butts) was collected from the beach preventing ocean pollution Piloted seed-bomb making at a retirement village in Victoria with 16 residents. Seed bombs consist of soil, native seed and clay, which protects the seeds. Seed bombs can be distributed in gardens or nature for plants to grow. More than 200 seed bombs were created across multiple events attended by children and residents. These workshops provide hands-on access to environmental education that incorporates STEM Due to COVID-19, we had to postpone a volunteering event planned in May for 60 Stockland employees 	<ul style="list-style-type: none"> The Henley Bushland Reserve in Kwinana is notable for being a roosting site for the endangered Carnaby's Cockatoo, and is home to a wide variety of beautiful small bird species. CVA has been active in the area to continuously protect the habitat of Carnaby's Cockatoo and other native bird species 	<ul style="list-style-type: none"> When in-person volunteering resumes we will work to reschedule any postponed volunteering activities
	<p>BUSINESS</p> <ul style="list-style-type: none"> Enhanced engagement through team-building activities for our employees Inclusion of Stockland brand on CVA website Approximately 160 children of employees participated in seed-bomb making events in Perth, Melbourne, Brisbane and Sydney as part of Stockland's Kids at Work celebration 	<ul style="list-style-type: none"> Increased brand recognition 	

Australian Business and Community Network

FY20 was the 14th year that we have been a member of the Australian Business and Community Network (ABCN).

Input	Output	Impact	Future
Contribution <ul style="list-style-type: none"> \$65,000 membership fee \$28,000 donation to Scholarship Foundation for two indigenous scholarships \$4,000 for the Spark Reading program in two retirement living villages \$5,938 catering to support mentoring programs 132 Stockland volunteers (124 mentors, one facilitator, seven ABCN champions) 721 volunteer hours Focus Area <ul style="list-style-type: none"> Education 	COMMUNITY <ul style="list-style-type: none"> 343 students from 26 ABCN schools benefitted from Stockland mentoring Stockland supported eight indigenous scholars nationally with another two to be awarded in November 2020 Supported innovation through a pilot program moving face-to-face mentoring to online digital programs to enable reach into regional and rural schools Stockland mentors participated in a collaboration between ABCN and Aurora Foundation bringing indigenous students, mentors and elders together Funded a pilot Spark reading program, engaging residents from a Retirement Living village with disadvantaged students from a primary school in SA 	<ul style="list-style-type: none"> 93% of students in the primary school reading program Spark, demonstrated greater literacy comprehension 97% of students in the one-on-one mentoring program GOALS now realise the importance of setting goals for their future (up from 42%) 94% of students in the Interview to Impress program understand what to do at a job interview (up from 20%) 89% of girls in the Focus female leadership program saw themselves as a leader after participation (up from 41%) 94% of students in the InterACT program for refugees and recently arrived migrants felt more confident speaking English with different people (up from 34%) 100% of scholars in the Accelerate scholarship program were confident that they will achieve their goals (up from 59%) 	<ul style="list-style-type: none"> Expansion of the Spark literacy program to enable two Retirement Living villages to participate Due to COVID-19 ABCN is undertaking a rapid digital transformation to facilitate program delivery online, ensuring mentors and students can continue to connect and engage. Stockland is supporting this innovation through participation in digital mentoring programs The digital transformation will also allow the program to reach more regional and rural students and allow a range of employees from all asset bases to take part
	BUSINESS <ul style="list-style-type: none"> Learning and Development mentor opportunities enhance employee engagement and support employee development Hosted two ABCN member network meetings for collaborative discussions on network impact, developments and continuous improvement 	<ul style="list-style-type: none"> Brand recognition amongst schools, students and other ABCN member companies Increased employee engagement and increased confidence in mentoring, coaching and facilitation for Stockland employees 	

The Big Issue

FY20 was the third year of our partnership with The Big Issue.

Input	Output	Impact	Future
<p>Contribution</p> <ul style="list-style-type: none"> Annual partnership fee of \$30,000 36 Stockland employees volunteered across a range of activities including vendor breakfasts and soccer matches 94 hours of volunteering <p>Focus Area</p> <ul style="list-style-type: none"> Health and Wellbeing Community Connection 	<p>COMMUNITY</p> <ul style="list-style-type: none"> 17 Stockland staff volunteered with our Community Street Soccer Program in Brisbane and Sydney, helping participants re-engage with the community 19 team members prepared, cooked and served breakfast to magazine street vendors in Melbourne, Perth, Sydney and Brisbane 	<ul style="list-style-type: none"> Participants of the Community Street Soccer program engaged in a safe and non-threatening environment to promote health, wellbeing and social inclusion <i>The Big Issue</i> magazine street vendors provided with a hot, nutritious meal they may not otherwise have been able to afford Reinforced message that the community cares about people who are doing it tough and working to improve their lives 	<ul style="list-style-type: none"> Reviewing potential partnership opportunities including digital education classroom for Stockland employees, focusing on the impacts of hardship resulting from COVID-19 Review potential opportunities to collaborate on The Big Issue's Homes for Homes social enterprise
	<p>BUSINESS</p> <ul style="list-style-type: none"> Team-building activities for our employees Website brand recognition 	<ul style="list-style-type: none"> Increased brand recognition 	

The National Theatre for Children

FY20 was the fourth year of the partnership with The National Theatre for Children (NTC).

Input	Output	Impact	Future
<p>Contribution</p> <ul style="list-style-type: none"> Total contribution of \$74,200, consisting of \$7,000 - \$9,900 per primary school Free Battery Recycling Challenge including live-in school performances, print and digital resources Year-round engagement at schools to extend learning and drive measurable environmental impact Parents and families engaged with take-home resources and incentives to collect batteries and return them to school for recycling <p>Focus Area</p> <ul style="list-style-type: none"> Education Community Connection 	<p>COMMUNITY</p> <ul style="list-style-type: none"> 16 live school performances of the <i>Big Battery Rescue</i> with 12 proceeding and four run as virtual online performances due to COVID 19 5657 primary school students from 11 primary schools attended the <i>Big Battery Rescue</i> performances 275 primary school teachers utilised the print and digital education resources from the <i>Big Battery Rescue</i> 277 battery recycling buckets provided to schools 4122 primary school students from 21 schools undertook year-round 5745 primary students participated in the school expos across 21 schools with 347 teachers and 2894 parents, grandparents and siblings attending the expo 	<p><i>The Big Battery Rescue:</i></p> <ul style="list-style-type: none"> Teachers rated the overall educational value of the program a 6.32 out of 7 100% of schools who saw the program reported they would like to see this type of program in the future <p><i>Showdown at Waste World:</i></p> <ul style="list-style-type: none"> Teachers rated the overall educational value of the LEGO Education WeDo 2.0 Sets a 6.48 (out of 7) 100% of schools who saw the program reported that using the WeDo2.0 sets would positively influence students' interest in STEM 100% of teachers said they would like to see this type of program run in their school again in the future, and 80% said the program exceeded their expectations 	<ul style="list-style-type: none"> Continued planning to engage additional schools and communities in FY21 Pilot with retirement living villages to drive engagement between villages and schools within their community
	<p>BUSINESS</p> <ul style="list-style-type: none"> Educational websites branded with Stockland's logo with information about Stockland's support Stockland branded promotional materials including videos, customised social media feeds, media release and approved images Media generated included nine school media stories and 51 social media stories 3679 visits, 35404 hits and 1711 unique visitors to the Stockland branded website BigBatteryRescue.com 277 Stockland branded battery recycling buckets printed and delivered into schools nationally 	<ul style="list-style-type: none"> Increased brand recognition 	

National community development projects

Stockland CARE Grants Program

Our CARE grants provide an easily accessible, criteria-based program for our assets and projects to give back to local communities and respond to sponsorship requests. It allows for increased engagement opportunities with local community groups, brand exposure and media coverage.

The CARE grants also allow us to track the impacts of our community investment, with grant winners required to provide updates on progress. In FY20 a total of 266 grants to the value of \$276,000 were invested in local communities surrounding Stockland assets.

Commercial Property

- 284 applications received from local community organisations across 26 shopping centres;
- 99 grants awarded; and
- \$99,000 invested into our local communities.

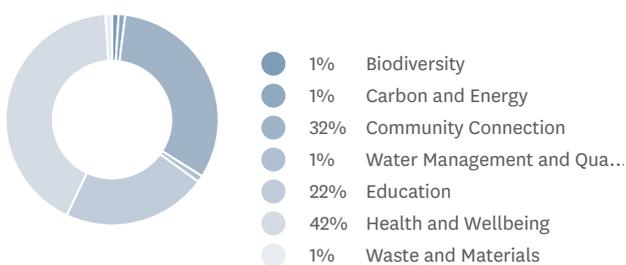
Residential

- 149 applications were received across 23 communities;
- 92 grants were awarded to local community organisations; and
- \$92,000 invested into our local communities.

Retirement Living

- 147 applications received across 50 villages;
- 85 grants awarded to local community organisations; and
- \$85,000 invested into our local communities.

Breakdown of grant winners by stockland focus area in the FY20 care grants round



Community engagement

Retirement Living – Residents' Voice

The Residents' Voice survey is a comprehensive survey used to measure resident satisfaction whilst living in a Stockland retirement village. A total of 6,659 residents participated in the FY20 survey, which is 60% per cent of all residents.

Focus Area	Element	Response (% satisfaction score)			
		FY20	FY19 ¹	FY17	FY16
Health and Wellbeing	Physical health	78%	77%	76%	76%
	Emotional wellbeing (sense of achievement)	84%	83%	82%	82%
	Personal relationships	92%	91%	90%	92%
	Feeling safe	94%	93%	92%	92%
	Number of social activities to participate in	86%	85%	83%	83%
	Satisfaction with accessibility features	89%	89%	88%	87%
Education	Satisfaction with the opportunity to try new things and learn	81%	79%	74%	75%
Community Connection	Satisfied with sense of community	86%	87%	85%	86%
	Satisfied with opportunity to connect with others	89%	89%	87%	88%

¹ We did not administer the Residents' Voice survey in FY18 because of changes to the timing of our research program from Autumn to Spring of each year and because our residents had already participated in another industry survey in Jan 2018.

Residential – Liveability Index survey

In FY20 we received almost 2,000 responses across 18 residential communities to our annual proprietary Liveability Index survey. This research tells us how satisfied our residents are once they have moved into our residential communities, what we are doing well, and learnings that we can take forward for future developments. Insights from this research are used to inform strategic planning of each community and our national community design guidelines. For further information on how we use this insight to inform community development, please refer to the [Community Deep Dive](#).

Our liveability research has been an important focus of our customer engagement activities since its inception in 2011. In FY20 we scored 74%, which is marginally below target of 75% due to the removal of a number of high-performing, well established communities, and the inclusion of new/developing communities (8/18 communities in scope are in the early stages of development). It is important to note that satisfaction scores remain high in terms of absolute score. Due to a change in scale, liveability results prior to FY18 are not directly comparable to results from FY18 onward.

The below table provides historical Liveability Index adjusted scores and resident satisfaction scores. Refer to the [Customer Engagement and Experience Deep Dive](#) for a description of our Liveability Index.

Liveability and resident satisfaction

	FY20	FY19	FY18	FY17	FY16
National Liveability Index (Residential Communities) ¹	74%	74%	78%	78%	79%
Personal Wellbeing Index (Residential Communities)	78%	76%	77%	79%	80%
Resident satisfaction across our communities (Retirement Living) ²	92%	91%	NA	90%	90%
Personal Wellbeing Index (Retirement Living)	83%	83%	NA	82%	82%

1 Liveability score is a single number that measures resident satisfaction on a range of attributes calculated using regression analysis. Note: results prior to FY18 are adjusted to reflect change in scale and to allow for comparison

2 Results prior to FY18 have been adjusted to take into account the change in scale and provide comparability guidance. Based on percentage rating satisfaction as 6-10 out of 10.

Community Investment

Workplace Giving

	FY20		FY19		FY18		FY17	
	Amount donated	Charities supported						
Employee Donations ¹	\$121,505	144	\$158,911	143	\$140,156	123	\$127,231	107
Corporate Dollar Matching ²	\$116,437		\$134,971		\$138,366		\$123,966	
Total	\$237,942	144	\$293,881	143	\$278,522	123	\$251,197	107

1 Total employee donations made by full-time, part-time and permanent contract Stockland employees through Stockland's Workplace Giving Program and cash and gift card donations.

2 Total amount of matched funds donated by Stockland to various charities through Stockland's Workplace Giving Program.

Volunteering

	FY20			FY19			FY18		
	Employees	Total Hours	Proxy Financial Value ¹	Employees	Total Hours	Proxy Financial Value	Employees	Total Hours	Proxy Financial Value
Team Volunteering ²	203	914	\$80,602	355	1490	\$131,433	303	1,405	\$123,935
Student Mentoring ³	125	721	\$63,599	144	996	\$87,813	154	1,008	\$88,938
Personal Volunteering ⁴	154	753	\$66,440	247	889	\$78,445	143	282	\$24,840
CARE Committees ⁵	54	773	\$68,186	61	917	\$80,844	55	730	\$64,371
Foundation Fortnight ⁶	78	318	\$28,051	90	281	\$24,787	78	911	\$80,359
Total	488⁷	3479	\$306,878	624	4572	\$403,323	480	4,336	\$382,443

1 Calculated using LBG standard values.

2 Includes total number of employees and hours that Stockland employees have participated in a team volunteering day with a not-for-profit organisation. Proxy financial values for FY20 are determined by the number of hours multiplied by the average hourly remuneration rate as included in LBG's guidance manual

3 Facilitated student mentoring programs run in partnership with the Australian Business and Community Network (ABCN) and are offered to Stockland employees in FY20 in NSW, WA, Queensland, Victoria and South Australia.

4 Number of individual employees who took up personal volunteering in FY20 by taking up to 2 days of volunteering leave or using flexible working arrangements. Personal volunteering leave details including the number of hours volunteered and chosen charity must be logged in Stockland's HR system and approved by the individual's manager.

5 Number of individual employees who sat on state-based employee Committees to facilitate activation of community and Foundation activities in their local areas.

6 This category refers to Stockland employees volunteering at internal activations for the Stockland CARE Foundation.

7 Note that the total of these activities is higher than the reported amounts as some employees have been involved in more than one type of volunteering activity and we report by total employees involved

Employee Participation

	FY20	FY19	FY18	FY17	FY16
Workplace Giving Program ¹	29.40%	31%	32%	29%	26.00%
Volunteering Program ²	30%	41%	31%	31%	48.00%

1 Total number of individual employees who participated in Stockland's Workplace Giving Program in FY20 as an ongoing or one-off donor as a percentage of total average workforce for FY20.

2 Total number of individual employees who have participated in Stockland's team volunteering program, student mentoring or personal volunteering programs as a percentage of Stockland's total average workforce for FY20.

Environmental Data Pack

Background notes

As a property owner and developer, acquisitions, divestments and development activity within a given year can significantly impact our environmental performance. The table below provides an overview of the activity profile for each of our businesses and how this affects our environmental data.

	Activity Profile	Energy and Emissions	Natural Resources
Group operations	Internal corporate operations.	<p>Unless there are significant changes to the tenancies that we operate from, minor fluctuations generally reflect external factors beyond our control.</p> <p>Scope 1: Vehicle fleet fuel.</p> <p>Scope 2: Purchased electricity.</p> <p>Scope 3: Hire car, airline and rental car travel.</p>	<p>The water, waste and other natural resources are typically managed by the base building that we are tenanting. Where we are a tenant within our own building, these resources are reported under the base building.</p>
Commercial Property	Operating our Retail Town Centre, Workplace and Logistics assets.	<p>Unless there are significant changes to our portfolio, or key infrastructure upgrades/installations, changes generally reflect energy efficiency programs and initiatives.</p> <p>Scope 1: Gas consumption, refrigerants.</p> <p>Scope 2: Purchased electricity.</p> <p>Scope 3: Transmission losses, operational waste.</p>	<p>Unless there are significant changes to our portfolio, changes reflect water efficiency programs and initiatives, tenancy mix, water leakages, or changes to asset management arrangements.</p> <p>Water: Potable water consumption.</p> <p>Waste: Operational waste, development construction waste.</p>
Communities	Development of our projects and communities, predominantly undertaken by our residential and retirement living community contractors.	<p>Increased civil works activity has a direct correlation with increased energy and emissions. In periods where we are actively developing our assets, our emissions profile is higher.</p> <p>Scope 1: Emissions from gas and fuel consumption reported by our contractors, and our direct gas consumption.</p> <p>Scope 2: Emissions from electricity consumption reported by our contractors, and our purchased electricity.</p> <p>Scope 3: Transmission losses.</p>	<p>Increased civil works activity has a direct correlation with increased water consumption. In periods where we are actively developing our assets, our water consumption, and particularly that of our residential contractors, is higher.</p> <p>Increased finishing works (landscaping and upgrades in our retirement living communities) also contribute to increased water consumption, and retirement living contractors generally undertake these works.</p> <p>Water: Potable and non-potable water consumption reported by our contractors, and our direct water consumption.</p> <p>Waste: Waste generation reported by our contractors.</p> <p>Biodiversity metrics vary and reflect the specific characteristics of our residential community projects.</p>

	Activity Profile	Energy and Emissions	Natural Resources
Communities	Operating our retirement living communities.	Unless there are significant changes to our portfolio (e.g. the acquisition of Aevum in FY11 which nearly doubled the size of our Retirement Living business) annual changes generally reflect energy efficiency programs and initiatives, climatic conditions (i.e. milder temperatures reduce energy demand), unit vacancy and development villages opening to residents. Scope 1: Our direct gas consumption (can include our residents' consumption where a village is not sub-metered). Scope 2: Our direct consumption of purchased electricity (can include our residents' consumption where a village is not sub-metered). Scope 3: Transmission losses.	Unless there are significant changes to our portfolio (e.g. the acquisition of Aevum in FY11 which nearly doubled the size of our Retirement Living business) annual changes reflect water efficiency programs and initiatives and development villages opening to residents. Water: Water consumption.

Environmental impacts from transport are not considered material for our organisation. While we report on Scope 3 emissions as it relates to air and ground transport during business hours, we have excluded employee transport to work due to data reporting challenges. Similarly, we have excluded our supply chain's movement of goods and materials on our behalf.

Carbon and energy

Carbon and energy data within this document is to be read in conjunction with our **Carbon and Energy Deep Dive** available on our **website**.

Boundary and methodology

We report our Scope 1 and Scope 2 emissions according to our operational control boundary under the National Greenhouse and Energy Reporting Act 2007 (NGER Act). We voluntarily report select Scope 3 emissions in accordance with the GHG Protocol Corporate Standard. All of our operations are based in Australia.

Scope	Boundary
Scope 1	<p>Direct emissions, i.e. emissions from fuels that are combusted on site (including natural gas, diesel and petrol from fleet) as well as refrigerant leakage.</p> <p>Direct emissions reported by contractors where we have operational control (typically residential community projects). Contractors are required to supply their gas and fuel consumption data as part of monthly reporting.</p> <p>Emissions from gas consumption across the Retail Town Centre, Workplace, Logistics, Residential and Retirement Living assets for which we have operational control. For those assets that have missing invoices estimates are provided.</p> <p>Tenant gas usage is not included except where we are the tenant.</p> <p>Emissions from use of explosives by civil works contractors are excluded.</p>
Scope 2	<p>Indirect emissions from the consumption of electricity only.</p> <p>Indirect emissions reported by contractors where we have operational control (typically residential community projects). Contractors are required to supply their electricity consumption data as part of monthly reporting.</p> <p>Emissions from base building electricity across the Retail Town Centre, Workplace, Logistics, Residential and Retirement Living assets for which we have operational control. For those assets that have missing invoices estimates are provided.</p> <p>Tenant electricity usage is not included except where we are the tenant.</p>
Scope 3	<p>Other indirect emissions, including hire cars, rental vehicles and airline travel, transmission and production losses from purchased electricity, gas and fleet fuel and operational waste from our Commercial Property portfolio.</p>

Notes:

- Development contractor resource and energy data is provided to us by third party contractors in accordance with NGER Act reporting requirements.
- Logistics data is predominantly related to vacant spaces or minimal external and internal common area lighting. Due to the high volatility of this energy and water consumption, setting meaningful targets becomes difficult. Additionally, there are currently no industry standards and therefore we have decided not to set targets for our Logistics portfolio.
- We have embedded networks within our assets, and the usage of our residents and tenants is removed where the usage is outside of our Operational Control under the NGER Act.

Emissions

Total greenhouse gas emissions (tCO₂-e)

	FY20	FY19	FY18	FY17	FY16
Stockland group total Scope 1	21,028	24,230	25,453	26,884	35,036
Stockland group total Scope 2	53,751	70,545	82,591	87,860	89,881
Stockland group total Scope 1+2 emissions	74,779	94,775	108,044	114,744	124,917

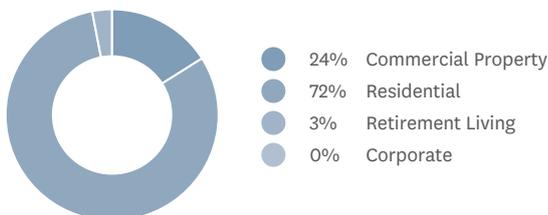
Total scope 1 emissions (tCO₂-e)

	FY20	FY19	FY18	FY17	FY16
Workplace and Business Parks base building gas	1,179	1,231 ¹	1,160	1,010	1,080
Logistics centres gas	-	-	-	-	-
Retail Town Centres gas	1,269	1,477	1,487	1,451	398 ²
Vehicle fleet fuel	52	86	88	84	86
Refrigerant leaks ³	2,655	1,149	3,203	3,224	3,091
Residential sites fuel & gas ⁴	118	100	69	52	10
Residential contractors fuel and gas	15,092	19,498	18,666	20,278 ⁵	29,525 ⁶
Retirement living communities fuel & gas ⁷	663	688	780	745	487
Retirement living contractors fuel, gas	-	-	- ⁸	393	360
Total Scope 1 emissions	21,028	24,229	25,453	27,237	35,037

- 1 Increase due to major heating issues at Optus causing the boilers to operate longer and harder.
- 2 Gas increase due to the removal of electric duct heaters to efficient central boiler heating system.
- 3 Excludes Refrigerant R-22 in line with NGERs reporting protocol.
- 4 FY17 onwards includes fuel (for residential site office usage), whereas previous years only consumed gas.
- 5 Construction activities across master planned residential communities transition from civil works in FY16 to residential lots in FY17.
- 6 Figures reflect our activity profile: continuing increased development activity on existing and new sites.
- 7 FY19 onwards includes fuel (LPG), whereas previous years only consumed gas.
- 8 No development works in our Retirement Living business were considered to be within our operational control boundary from FY18.

Scope 1 emissions by business unit

Communities (Residential) constitutes the largest proportion of our Scope 1 emissions due to contractor construction activity across our developments.



Total scope 2 emissions (tCO₂-e) – location based

	FY20	FY19	FY18	FY17	FY16
Corporate tenancies electricity ¹	1,114	1,409	1,421	1,418	1,353
Workplace and Business Parks base building electricity	13,072	16,513	17,603	18,350	19,657
Logistics centres electricity	1,216	1,771	4,254	4,321	1,291
Retail Town Centres electricity	31,214	43,250	51,032	54,327	58,839
Residential sites electricity	1,316	1,532	1,413	1,413	1,515
Residential contractors electricity	80	35	84	147	299
Retirement living communities electricity	5,738	6,035	6,785	7,874	6,918
Retirement living contractors electricity	0	-	- ²	8	8
Total Scope 2 emissions	53,751	70,545	82,592³	87,858	89,880

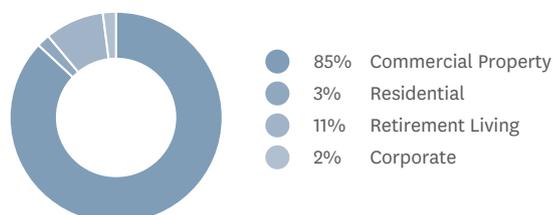
1 In FY20 we began to procure Green Power to serve our Melbourne head office post relocation. Carbon emissions associated with green power are taken to be zero.

2 No development works in our Retirement Living business were considered to be within our operational control boundary from FY18.

3 This figure (82,592) varies from the Scope 2 emissions figure provided on page 3 (82,591) because of rounding in this table.

Scope 2 emissions by business unit

Commercial Property constitutes our largest proportion of Scope 2 emissions and remains the focus of our strategic energy efficiency initiatives and our investment in renewable energy generation. See our [Carbon and Energy Deep Dive](#) for further information on initiatives that contributed to our FY20 performance.



Total scope 3 (tCO₂-e)

	FY20	FY19	FY18	FY17	FY16
Total transmission and production losses (from purchased electricity, gas, water and fleet fuel)	7,518	10,469	13,216	14,675	14,782
Waste disposal ¹	11,494	13,803	14,892	11,990	20,571
Vehicle hire and hire car travel	26	38	64	35	42
Airline travel	1,912	3,262	5,694	4,415	4,233
Total Scope 3 emissions	20,950	27,572	33,866	31,115	39,628

1 From FY16 we expanded our boundary to include scope 3 emissions from waste generated at our Commercial Property assets.

Grid purchased (kWh)

	FY20	FY19	FY18	FY17	FY16
Grid Purchased Electricity	65,332,536	84,032,338	98,976,436	104,704,935	106,364,803
• GreenPower	30,427				
• Renewables (Grid)	12,407,401	15,966,144	15,836,230	14,658,691	13,827,424
• Grid (Brown)	52,894,709	68,066,194	83,140,206	90,046,244	92,537,379

Total scope 2 emissions (tCO₂-e) – market based

	FY20	FY19	FY18	FY17	FY16
• GreenPower	0				
• Renewables (Grid)	0	0	0	0	0
• Brown (Grid)	51,589	66,386	78,191	83,764	85,092

Total large generating certificates (LGC) sold

	FY20	FY19	FY18	FY17	FY16
LGC sold (MWh)	15,287	11,573	589	2,139	1,918
LGC sold (tCO₂-e)	14,910	11,287	554	1,990	1,764

Total scope 2 emissions (tCO₂-e) – market based

	FY20	FY19	FY18	FY17	FY16
Total Scope 2 emissions - Net	66,498	77,673	78,745	85,754	86,856

Total scope 2 emissions (tCO₂-e) – market based – factors

	FY20	FY19	FY18	FY17	FY16
Renewable Power Percentage %	0.19	0.19	0.16	0.14	0.13
National Emission Factor - Scope 2 (Market)	0.79	0.79	0.79	0.80	0.80
Estimated National RMF (kgCO ₂ e/kWh)	0.98	0.98	0.94	0.93	0.92

Total greenhouse gas emissions (tCO₂-e) – market based

	FY20	FY19	FY18	FY17	FY16
Stockland group total Scope 1	21,028	24,230	25,453	26,884	35,036
Stockland group total Scope 2	66,498	77,673	78,745	85,754	86,856
Stockland group total Scope 1+2 emissions	87,526	101,903	104,198	112,638	121,892

Emissions intensity

We track our emissions on an intensity basis as this helps represent the greenhouse gas emissions from our Commercial Property portfolio in a way that is isolated from the increases and decreases in emissions due to investments, divestments and vacancies. Intensity metrics are based on the standard measures of net lettable area (NLA) or gross lettable area (GLA) in square metres (where appropriate for each asset class). Emissions intensities only apply to stable operating assets such as the Commercial Property portfolio.

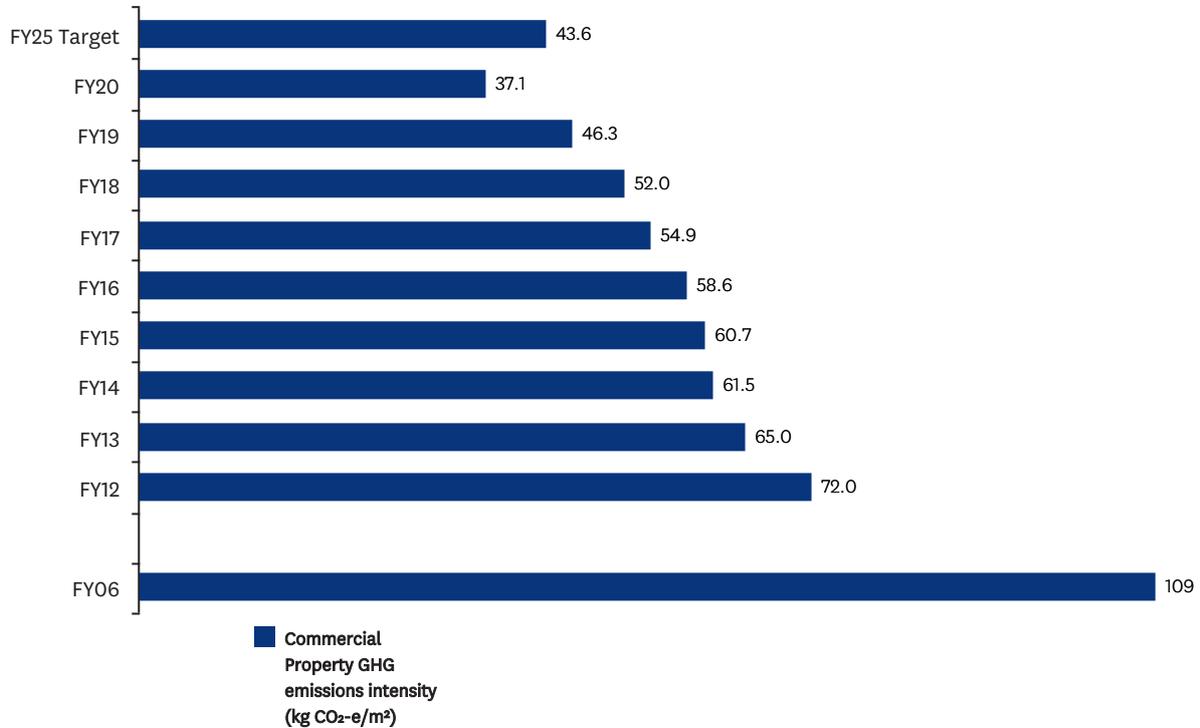
Greenhouse gas emissions intensity (kgCO₂-e/m²)

	FY20	FY19	FY18	FY17	FY16
Workplace and Business Parks base buildings	53.64	61.18	60.41	61.7	64.98
Floor area (NLA) of buildings in intensity metric (m ²)	266,128	290,083	310,586	313,830	320,943 ¹
% portfolio in intensity metric	100%	100%	100%	100%	100%
Retail Town Centres base buildings	32.66	42.25	49.54	52.92	56.58
Floor area (GLA) of buildings in intensity metric (m ²)	994,896	1,057,605	1,056,205	1,054,234	1,047,054
% portfolio in intensity metric	100%	100%	100%	100%	100%
Commercial Property²	37.09	46.32	52	54.93	58.55
Floor area of buildings in intensity metric (m ²)	1,260,794	1,347,716	1,366,882	1,368,011	1,366,279
% portfolio in intensity metric	100%	100%	100%	100%	100%

1 Area-weighted intensity combination of Workplace and Business Parks assets.

2 Combined Workplace, Business Parks, and Retail Town Centres.

Greenhouse gas emissions intensity (kgCO₂-e/m²)



Emissions intensity reductions

	Annual Intensity Change (%)				
	FY20	FY19	FY18	FY17	FY16
Workplace and Business Parks	-12.3%	1.0%	-2.0%	-5.0%	-4.0%
Retail Town Centres	-22.7%	-14.7%	-6.0%	-6.0%	-3.0%
Commercial Property	-19.9%	-10.9%	-5.0%	-6.0%	-4.0%

Other emissions

Stockland's emissions of ozone-depleting substances are minimal and not considered material for reporting.

NO_x and SO_x are material for property companies that operate key generation plants including trigeneration. Stockland has Scope 2 exposure to trigeneration, and is not in control of this plant, so we do not report emissions from generation, as per other energy generation.

Energy consumption

This section details the consumption of specific energy types across the three businesses and group operations. These are the sources of the greenhouse gas emissions reported under Scope 1 and 2.

Electricity

Purchased electricity (kWh)

	FY20	FY19	FY18	FY17	FY16
Corporate tenancies	1,384,698	1,669,975	1,665,878	1,648,037	1,556,157
Workplace and Business Parks base buildings	15,311,742	19,246,269	21,644,622	22,255,609	24,120,329
Logistics centres	1,499,476	2,186,021	5,189,496	5,129,175	1,577,286
Retail Town Centres	38,522,642	52,039,389	60,791,065	64,878,522	69,088,256
Residential sites	1,593,538	1,828,237	1,695,059	1,729,655	1,824,740
Residential contractors	96,427	42,228	102,385	180,211	331,110
Retirement living communities	6,924,014	7,020,219	7,887,931	8,876,288	7,859,963
Retirement living contractors	0	0	0 ¹	7,438	6,962
Total	65,332,536	84,032,338	98,976,436	104,704,935	106,364,803

¹ No development works in our Retirement Living business were considered to be within our operational control boundary from FY18.

Purchased electricity intensity (kWh/m²)

	FY20	FY19	FY18	FY17	FY16
Workplace and Business Parks base buildings	62.62	70.91	69.68	70.96	75.77
Floor area (NLA) of buildings in intensity metric (m ²) ¹	265,681	289,996	310,658	313,700	320,097
% of portfolio covered in intensity metric	100%	100%	100%	100%	100%
Retail Town Centres	38.75	49.15	57.32	61.79	65.98
Floor area (GLA) of buildings in intensity metric (m ²)	994,532	1,057,562	1,056,145	1,050,411	1,047,054
% of portfolio covered in intensity metric	100%	100%	100%	100%	100%
Commercial Property²	43.78	53.83	60.13	63.89	68.26
Floor area of buildings in intensity metric (m ²)	1,260,011	1,347,613	1,366,791	1,364,156	1,365,954
% of portfolio covered in intensity metric	100%	100%	100%	100%	100%

¹ NLA – Net Lettable Area; GLA – Gross Lettable Area.

² Area weighted intensity combination of Workplace, Business Parks, and Retail Town Centre assets

Purchased electricity intensity reductions

	Annual Intensity Change (%)				
	FY20	FY19	FY18	FY17	FY16
Workplace and Business Parks	-12%	2%	-2%	-6%	-3%
Retail Town Centres	-21%	-14%	-7%	-6%	0%
Commercial Property¹	-19%	-10%	-6%	-6%	-2%

¹ Area-weighted intensity combination of Workplace, Business Parks, and Retail Town Centre assets.

Renewables generation – Retail

	FY20	FY19	FY18	FY17	FY16
Solar generation (kWh)	22,246,182	12,958,224	3,274,463	2,387,168	1,940,689
Per cent of Retail Town Centre portfolio electricity usage	36.6%	19.9	5.1	3.6	2.8
Solar capacity installed (at period end) (kW)	16,781	16,400	4,360	2,260	1,360

Renewables generation – Logistics

	FY20	FY19	FY18	FY17	FY16
Solar generation (kWh) ¹	60,114	-	-	-	-
Per cent of Logistics portfolio electricity usage	3.9%	-	-	-	-
Solar capacity installed (at period end) (kW)	770	-	-	-	-

¹ Figures relate to total electricity generation from photovoltaic power within financial year.

Fuels

Gas consumption (MJ)

	FY20	FY19	FY18	FY17	FY16
Workplace and Business Parks base buildings	22,876,338	23,893,430	22,503,346	19,605,661	20,949,926
Logistics centres	0	0	0	0	0
Retail Town Centres	24,620,332	28,656,262	28,850,605	28,164,870 ¹	7,726,710
Residential sites	170,631	194,936	184,905	231,633	196,216
Residential contractors	4	0	0	0	0
Retirement living communities ²	12,001,402	13,291,200	15,137,631	14,448,049 ³	9,451,522
Retirement living contractors	0	0	0	0	0
Total	59,668,708	66,035,828	66,676,487	62,450,213	38,324,374

¹ Increase due to additional meters being found during embedded network assurance exercise.

² FY19 onwards includes fuel (LPG), whereas previous years only consumed gas.

³ Increase in retirement living village gas consumption primarily associated with villages transitioning from externally managed to internally managed and villages under development transitioning to operational facilities.

Fuel consumption¹

	FY20 ¹	FY19	FY18	FY17	FY16
Diesel (L)	5,524,236	7,119,975	6,770,937	7,356,552	10,344,491
Bio diesel (L)	0	0	2,395	2,070	525,463
Petrol (L)	90,492	102,157	133,092	129,554	169,636
Ethanol (L)	2,198	7,789	8,636	8,451	4,689
LPG (L)	297	642	1,375	246	556
Oil (L)	17,470	25,938	37,291	42,802	71,973
Grease (kg)	13,057	16,350	17,386	32,592	66,070

¹ Comprises corporate fleet fuel, and residential and retirement living developments contractor fuel consumption (where in Stockland operational control).

¹ Comprises corporate fleet fuel, and residential and retirement living developments contractor fuel consumption (where in Stockland operational control).

Biodiversity

Biodiversity data presented in this section is to be read in conjunction with our **Biodiversity Deep Dive** available on our **website**.

Biodiversity impact and management

	FY20	FY19	FY18	FY17	FY16
Portfolio					
Total projects with masterplan approval ¹	31	29	30	36	31
Total land area (ha)	9,617	8,751	9,088	10,312	8,637
Biodiversity impact					
Total projects with areas of significant biodiversity value ²	23	20	20	25	25
Total land area of significant biodiversity value (ha)	1,769	1,525	1,410	1,972	1,332
Total land area of significant biodiversity value to be cleared (ha)	848	749	576	587	425
Total land area to be conserved for biodiversity, including onsite and offsite (ha)	2,735	2,410	2,202	1,972	1,750
Biodiversity management					
Total projects with areas of significant biodiversity value that have a biodiversity management plan	83%	80%	85%	48%	58%
Total land area to be regenerated, revegetated, restored or rehabilitated on ground or through offsets (ha)	2,190	1,998	1,671	1,567	1,641
Total projects working with community and non-governmental organisations	2	2	3	3	6

1 Our biodiversity results are representative of our residential projects that have received masterplan approval and/or were active developments as at 30 June 2020.

2 As defined by the relevant state or federal legislation. All of our projects that with significant biodiversity on site are required to develop a biodiversity management plan (see Biodiversity Deep Dive).

Projects with areas of significant biodiversity value

The below table shows residential communities projects with areas of significant biodiversity value that have an approved masterplan. The change in biodiversity value refers to projects that have been assessed under our biodiversity calculator since it was developed in FY15.

FY20						
Region	Development	Location	Total land (ha)	Total Biodiversity Area Approx (ha) ¹	Change in Biodiversity Index ²	
Victoria	Cloverton	Kalkallo	1141	300	18.05	
	Edgebrook	Clyde	65.118	1	8.62	
	Grandview	Truganina	120	120		
	Highlands	Craigieburn	978.4	43.9		
	Minta	Berwick	116.44	9.94	3.47	
	Mt Atkinson	Truganina	319.4	38.66	4.11	
Western Australia	Amberton	Eglington	198	20		
	Calleya	Banjup	145	12.2	3.2	
	Sienna Wood	Perth	330	7.4		
	Sinagra	Perth	40.5	14.5		
	Vale (WA)	Aveley	541	50		
New South Wales	Altrove	Sydney	50	1	2.7	
	West Dapto 2	West Dapto	113	31.79	39.45	
	The Gables	Box Hill	380	26.7		
	Willowdale	Leppington	350	100		
Queensland	Augustine Heights	Augustine Heights	183	47		
	Aura	Caloundra	1595	300		
	Foreshore	Coomera	116	51	7.02	
	Kalina	Springfield	38	38		
	North Shore	Burdell	1031	275		
	Pallara	Brisbane	122.462	32	27.59	
	Paradise Waters	Deeping Heights	338	249	31.53	

¹ Total land area of significant biodiversity value is measured before development in our annual CCAP project survey.

² A change in Biodiversity Index result is available for projects that achieved masterplan approval following the introduction of our calculator in 2016 and where approval is granted for delivery of over 500 lots.

Water management and quality

Water data in this section is to be read in conjunction with our **Water Management and Quality Deep Dive** available on our website.

Boundary and methodology

We report our water consumption according to our operational control boundary under the NGER Act. Communities water consumption results are provided by collecting and collating water use from invoices. Where invoices are unavailable or extend across financial years, estimates are provided for relevant periods. Water consumption by contractors operating on our development sites is compiled using invoice data and estimates, supplied by contractors through monthly health, safety and environment reports. These figures are based on a combination of contractor estimates and invoice data. Reported non-potable consumption includes rainwater tanks and bore water.

Water consumption

Communities water consumption (kL)

Communities water data varies from year to year due to activities such as filling lakes in large developments and location specific variables such as natural rainfall, project life cycles, market conditions, site management techniques and local landscaping requirements set by councils.

	FY20	FY19	FY18	FY17	FY16
Residential sites	260,614	217,578	620,654	546,670	600,623
Retirement living communities	1,679,904	1,757,203	1,683,353	1,463,459 ¹	58,158
Contractors – Residential ²	494,832	451,937	392,940	577,592 ³	1,948,614
Contractors – Retirement Living	0	-	- ⁴	573 ⁵	8,985
Total	2,435,350	2,426,718	2,696,947	2,588,294	2,616,380

- 1 A combination of more operational sites and increased data capture in FY17 has translated to an increase in comparison to previous years for Retirement Living.
- 2 Residential contractor water data varies from year to year due to activities such as dust suppression, to abnormal usage (filling lakes) in large developments and location specific variables such as natural rainfall, project life cycles, market conditions, site management techniques and local landscaping requirements set by councils. Furthermore, contractors self-report water data, which means we do not review each contractor's data collection processes.
- 3 Large civil works in FY16 for master planned communities have reduced in FY17 across developments such as Aura (Qld), Cloverton (Vic) and Calleya (WA).
- 4 No development works in our Retirement Living business were considered to be within our operational control boundary from FY18.
- 5 Decrease in Retirement Living contractor consumption due to management of site and reporting by principal contractor.

Communities water consumption – potable and non potable (kL)

	Potable				
	FY20	FY19	FY18	FY17	FY16
Residential sites	50,262	71,092	149,872	173,841	171,830
Retirement living communities	1,679,904	1,757,203	1,683,353	1,463,459	58,158
Contractors – residential	248,369	184,275	113,264	232,585	829,592
Contractors – retirement living	0	-	0	327	8,682
Total	1,978,535	2,012,570	1,946,489	1,870,212	1,068,262

Non-potable

	FY20	FY19	FY18	FY17	FY16
Residential sites	210,352	146,486	470,782	372,829	428,793
Retirement living communities	0	-	0	0	0
Contractors – residential	246,463	267,661	279,675	345,007	1,119,022
Contractors – retirement living	0	-	-	246	303
Total	456,815	414,147	750,457	718,082	1,548,118

Commercial property water consumption (kL)

	FY20	FY19	FY18	FY17	FY16
Workplace and Logistics	197,146	209,924	236,906	228,108	220,704
Retail Town Centres	961,482	1,101,228	1,097,238	1,112,672	1,153,565
Total Commercial Property¹	1,158,629	1,311,152	1,334,144	1,340,780	1,374,269

¹ Consumption Intensity data calculated based on Workplace and Business Parks, and Retail Town Centre consumption figures only. Does not include Logistics.

Water consumption intensity

Intensity figures in Commercial Property are derived from the total water consumption for each asset class over the year divided by the total floor area. Retail Town Centre and Workplace assets without a full 12 months of data include estimates for the missing months.

Commercial property water consumption intensity (kL/m²)

	FY20	FY19	FY18	FY17	FY16
Workplace and Business Parks	0.55	0.62	0.67	0.64	0.65
Retail Town Centres	0.97	1.05	1.04	1.09	1.11
Total Commercial Property	0.88	0.96	1	1	1

Commercial property water consumption intensity reductions

	Annual Intensity Change (%)				
	FY20	FY19	FY18	FY17	FY16
Workplace and Business Parks	-11%	-7%	5%	-5%	12%
Retail Town Centres	-8%	1%	-5%	-2%	0%
Total Commercial Property	-8%	0%	1%	-5%	4%

Waste

Waste data in this section is to be read in conjunction with the **Waste and Materials Deep Dive** available on our website.

Boundary

We report against the same NGER Act operational control boundary that we use for energy and water. We report on all properties within this boundary, with the exception of some properties where our tenants run their own waste contracts. We also report on a small number of additional properties that fall out of our NGER Act boundary, but where we manage the waste contract for service provision purposes. Data provided by waste contractors is based on estimates (bin volumes converted to tonnes rather than weighed).

Operational waste

Operational waste (tonnes)

	Retail Town Centres					Workplace and Business Parks				
	FY20	FY19	FY18	FY17 ¹	FY16	FY20	FY19	FY18	FY17 ¹	FY16
Total waste	14,367	17,265	17,577	17,351	17,895	531	1,007	1043	1,193	1,182
Total waste to landfill	9,212	10,768	11,730	11,969	10,858	339	712	661	739	680
Total waste recycled	5,155	6,497	5,846	5,382	7,038	192	295	383	454	502
Diversion from landfill (%)	36%	38	33	31	39	36%	29	37	38	42
% portfolio reporting	97	97	97	95	95	70	85	85	85	100

¹ FY17 data restated due to contractor reporting error.

Development waste

Commercial Property

Our Commercial Property development construction waste is calculated based on the total number of projects for which we are the developer. Active waste is tracked through the builders, as for these sites the principal contractor has active control.

The data reported relates to our Retail Town Centre developments as there have been no significant Workplace developments since FY12.

Retail town centres development waste (tonnes)

	FY18-FY20	FY20	FY19	FY18	FY17	FY16
Total waste	5,284	35	878	4,371	1,396	3,253
Waste recycled	4,768	29	829	3,910	678	2,684
Waste to landfill	152	6	50	461	718	569
Diversion from landfill	90%	83%	94%	89%	49%	83%
Developments included (% by project value)	100%	100%	100%	100%	96%	100%

Communities

All Communities waste data was provided by contractors operating on our development sites during the reporting period. Data is estimated by contractors and is collected from monthly health, safety and environment reports submitted to us by our contractors for all developments within our operational control.

Communities contractor waste (tonnes)

	FY20	FY19	FY18	FY17	FY16
Total waste	49,567	41,093	19,625	41,237	35,424
Waste diverted from landfill	48,633	40,430	18,441	39,923	33,881
Waste sent to landfill	934	663	1,184	1,314	1,542
Diversion from landfill	98%	98%	94%	97%	96%

Asset ratings and certifications

The tables below list ratings and certifications achieved across our portfolio, focusing on Green Star and NABERS rating tools. Information on achievements specific to FY20 are provided in our [Carbon and Energy Deep Dive](#). Information on our use of ratings and certifications across our portfolio is provided in [Our Management Approach to Asset Rating and Certification](#).

Green Star Performance

Green Star Performance is a voluntary certification that rates building performance in operation.

Green Star Performance, Retail Town Centres

Building name	Potable Water (kL/m ² /annum)	GHG emissions (kg/CO ₂ -e/ annum/m ²)	Points awarded	Rating
StocklandGlendale (NSW)	0.89	14	40	3 Star
Stockland Baulkham Hills (NSW)	1.41	62	33.5	3 Star
StocklandForster (NSW)	0.6	9	44.5	3 Star
StocklandNowra (NSW)	0.51	35	40.5	3 Star
StocklandRockhampton (Qld)	1.62	109	30	3 Star
StocklandCaloundra (Qld)	0.53	45	38.5	3 Star
Stockland Green Hills (NSW)	0	0	24	2 Star
StocklandShellharbour (NSW)	1.73	68	34	3 Star
StocklandTownsville (Qld)	1.26	112	36.5	3 Star
StocklandGladstone (Qld)	1.1	33	34.5	3 Star
StocklandCairns (Qld)	1.25	90	39.5	3 Star
Stockland Burleigh Heads (Qld)	0.58	74	37	3 Star
StocklandBundaberg (Qld)	0.94	69	35	3 Star
Stockland Bull Creek (WA)	0	25	32	3 Star
StocklandRiverton (WA)	0.98	35	34	3 Star
Stockland Hervey Bay (Qld)	0.69	73	39.5	3 Star
Stockland Point Cook (Vic)	0.79	103	31.5	3 Star
StocklandTraralgon (Vic)	0.58	64	38	3 Star
Stockland The Pines (Vic)	1.01	91	28	2 Star
StocklandWendouree (Vic)	0.64	45	37.5	3 Star
Stockland Merrylands	1.42	89	32	3 Star
Stockland Wetherill Park	-	93	32.5	3 Star
Stockland Baldivis	1.42	68	26	2 Star

Green Star Performance, Workplace and Business Parks

Building name	Potable Water (kL/m ² /annum)	GHG emissions (kg/CO ₂ -e/ annum/m ²)	Points awarded	Rating
110 Walker Street (NSW)	0.872	63	31.5	3 Star
16 Giffnock Avenue (NSW)	0.695	90	28.5	2 Star
2 Victoria Ave (WA)	-	-	18	1 Star
601 Pacific Highway (NSW)	0.682	67	31.5	3 Star
66 Waterloo Road (NSW)	0.469	54	34	3 Star
Durack Centre (WA)	-	62	23	2 Star
Macquarie Technology Centre (NSW)	3.073	155	17	1 Star
Optus Centre (NSW)	0.72	84	31.5	3 Star
Satellite Corporate Centre 350 Wellington Road (Vic)	1.04	122	21	2 Star
Satellite Corporate Centre 352 Wellington Road (Vic)	0.546	140	23.5	2 Star
Satellite Corporate Centre 690 Springvale Road (Vic)	0.726	357	15	1 Star
Trinity Business Campus Building T1 (NSW)	0.805	72	37	3 Star
Trinity Business Campus Building T2 (NSW)	0.805	83	36	3 Star
Trinity Business Campus Building T3 (NSW)	0.805	63	38	3 Star
133 Castlereagh Street (NSW)			31	3 Star
222 Pitt Street (NSW)			33.5	3 Star

Green Star Built Form rating tools

Our Green Star ratings achieved using built form rating tools including Green Star Design & As Built, Green Star Communities, and Green Star Interiors, are provided in the table below.

Asset type	Asset	Design rating (star)	As Built rating (star)	Green Star Tool
Retail Town Centre	Stockland North Shore (Qld)	4	4	Retail Centre v1
	Stockland Townsville (Qld)	4	4	Retail Centre v1
	Stockland Merrylands (Stages 3 & 4) (NSW)	4	-	Retail Centre v1
	Stockland Shellharbour (NSW)	4	4	Retail Centre v1
	Stockland Hervey Bay (Qld)	4	4	Retail Centre v1
	Stockland Baldivis (WA)	4	4	Retail Centre v1
	Stockland Wetherill Park (NSW)	5	5	Retail Centre v1
	Stockland Harrisdale (WA)	4	4	Retail Centre v1
	Stockland Green Hills (NSW)	5	5	Retail Centre v1
Workplace	Stockland Birtinya (QLD)	-	5	Design & As Built v1.1
	Triniti, Building A, 39 Delhi Road, North Ryde, NSW	-	5	Office v2
	Triniti, Building B, 39 Delhi Road, North Ryde, NSW	-	5	Office v2
	Triniti, Building C, 39 Delhi Road, North Ryde, NSW	-	5	Office v2
	2 Victoria Avenue, Perth, WA	6	5	Office v2
	Brisbane Head Office, Level 4, 99 Melbourne Street, Brisbane, QLD	-	6	Interiors v1.1
Communities (Residential)	Sydney Head Office, L22-29, 133 Castlereagh Street, Sydney, NSW	-	6	Interiors v1.1
	Aura (formerly Caloundra South) (Qld)	6		Communities Pilot
	Altrove (NSW)	5		Communities
	Willowdale (NSW)	6		Communities
	Cloverton (Vic)	6		Communities
	Calleya (WA)	6		Communities
	Newport (Qld)	5		Communities
Communities (Retirement Living)	Waterlea (formerly Stamford Park)(Vic)	6		Communities
	Affinity Clubhouse at Affinity Retirement Village, Baldivis (WA)	5	5	Public Building Pilot
	Newport Retirement Living Village (Qld)	4	4	Design and As Built v1.1
	Shine Birtinya Retirement Living Village (QLD)		4	Design and As Built v1.1
	Selandra Rise Retirement Village (Vic)	4	-	Custom
	Mernda Retirement Village (Vic)	4	-	Custom
Willowdale Retirement Village (NSW)	4	-	Custom	

NABERS

We undertake NABERS Energy and NABERS Water ratings on the base building across Retail Town Centre, Workplace and Business Parks assets. NABERS ratings are completed on a calendar year basis.

NABERS Ratings – Retail town centres

	NABERS Energy Rating					NABERS Water Rating				
	2019 ¹	2018	2017	2016	2015	2019 ¹	2018	2017	2016	2015
StocklandCairns (Qld)	5.5	4.5	4.5	5.0	4.0	4.0	4.0	4.0	NA	4.0
StocklandTownsville (Qld)	4.5	4.5	4.5	4.0	3.5	4.0	3.5	4.0	4.0	4.0
StocklandRockhampton (Qld)	4.0	4.0	3.5	3.0	3.5	2.5	3.0	2.5	2.5	2.5
StocklandGladstone (Qld)	5.5	5.0	5.5	5.5	4.5	4.5	4.5	NA	NA	3.0
StocklandBundaberg (Qld)	6.0	4.5	4.0	4.5	5.0	3.5	3.5	4.0	4.5	4.0
StocklandCaloundra (Qld)	5.5	5.0	4.5	4.5	4.5	5.0	5.0	5.0	5.0	5.0
Stockland Hervey Bay (Qld)	6.0	5.0	4.5	5.0	4.5	4.0	5.0	5.0	4.0	4.5
Stockland Burleigh Heads (Qld)	5.0	4.0	4.0	3.5	3.5	5.0	4.5	4.5	4.5	5.0
StocklandForster (NSW)	6.0	6.0	6.0	6.0	6.0	4.5	4.5	4.5	4.5	4.5
Stockland Green Hills (NSW)	5.0	NA	NA	NA	3.5	3.0	NA	NA	NA	3.0
StocklandGlendale (NSW)	6.0	6.0	6.0	6.0	6.0	4.0	4.0	3.5	3.5	3.5
Stockland Baulkham Hills (NSW)	4.5	4.5	4.5	4.0	4.0	2.0	2.0	2.0	1.0	0.0
Stockland Wetherill Park (NSW)	4.0	3.0	3.0	2.5	NA	2.0	2.5	3.0	NA	NA
StocklandShellharbour (NSW)	5.0	5.0	5.0	4.0	4.5	2.5	2.5	1.0	1.5	1.5
StocklandNowra (NSW)	4.5	4.5	4.5	4.5	4.5	4.5	5.0	4.5	4.5	4.5
StocklandTraralgon (Vic)	5.0	4.0	4.0	4.0	4.0	4.5	5.0	4.5	4.0	4.0
StocklandWendouree (Vic)	5.0	4.5	4.5	4.0	4.0	4.0	4.5	4.5	4.5	4.5
Stockland Bull Creek (WA)	4.5	4.5	4.5	4.5	4.0	2.0	1.0	NA	NA	NA
StocklandRiverton (WA)	4.0	4.5	4.5	4.5	4.5	2.0	2.5	2.0	1.5	NA
Stockland The Pines (Vic)	4.0	2.0	2.0	2.0	2.5	3.5	3.0	3.0	3.0	3.0
Stockland Point Cook (Vic)	4.5	3.0	2.5	1.5	2.5	4.5	4.5	4.0	4.0	4.0
StocklandMerrylands (NSW)	4.5	4.0	4.0	NA	NA	2.5	2.5	2.0	NA	NA
StocklandBaldivis (WA)	3.0	3.0	2.5	2.0	NA	3.0	1.0	2.0	NA	NA
Stockland Balgowlah (NSW)	1.5	NA	NA	NA	NA	2.0	NA	NA	NA	NA
Stockland Harrisdale (WA)	0.0	NA	NA	NA	NA	1.0	NA	NA	NA	NA
Stockland Birtinya (QLD)	6.0	NA	NA	NA	NA	3.5	NA	NA	NA	NA
NABERS Retail Portfolio Average	4.7	4.3	4.1	3.9	4.1	3.4	3.4	3.1	3.2	2.8
NABERS Retail Portfolio Average (By % ownership)	4.7	4.3					3.4			

1 2019 NABERS data relates to the 2020 NABERS rating period.

NABERS Ratings – Workplace and Business Parks

	NABERS Energy Rating					NABERS Water Rating				
	2019	2018	2017	2016	2015	2019	2018	2017	2016	2015
Workplace										
Piccadilly Tower, 133 Castlereagh St, Sydney	5.0	5.0	5.0	5.0	5.0	4.0	4.0	4.0	4.5	4.5
Piccadilly Court, 222 Pitt St, Sydney	4.5	5.0	5.0	5.0	5.0	4.0	3.5	4.0	4.0	4.0
110 Walker St, North Sydney	5.0	5.0	5.0	5.0	4.5	3.0	3.5	3.0	3.0	3.5
601 Pacific Hwy, St Leonards	5.0	5.0	5.0	5.0	5.0	3.5	3.0	3.0	4.0	4.0
Durack Centre, 263 Adelaide Terrace, Perth	4.5	4.5	4.5	4.5	5.0	NA	4.5	NA	NA	3.5
2 Victoria Avenue, Perth	4.0	4.0	0.0	NA	5.0	NA	3.5	0.0	NA	4.0
NABERS Workplace Portfolio Average	4.7	4.6	4.5	4.6	4.5	3.8	3.6	3.5	3.9	3.7
NABERS Workplace Portfolio Average (By % ownership)	4.7	4.6				3.7	3.6			
Business Parks										
Optus Centre, 1 Lyon Park Road, North Ryde	5.0 ¹	4.5	4.5	5.0	5.0	NA	NA ²	4.0	3.5	3.5
Trinity, Building A, 39 Delhi Road, North Ryde ³		5.0	4.5	4.5	5.0		4.0	3.5	3.5	5.0
Trinity, Building B, 39 Delhi Road, North Ryde	5.5	5.0	4.5	4.5	5.0	3.5	4.0	3.5	3.5	4.0
Trinity, Building C, 39 Delhi Road, North Ryde		5.0	5.0	5.0	5.0		4.0	3.5	3.5	3.5
66 Waterloo Road, North Ryde	5.5	5.5	5.5	5.0	5.0	4.5	4.0	4.0	4.5	4.5
16 Giffnock Ave, North Ryde	4.5	4.0	4.0	4.0	3.5	3.5	3.5	3.5	3.5	3.5
11-17 Khartoum Road, North Ryde	NA	3.0	2.0	2.0	4.0	NA	0.0	0.0	0.0	NA
350 Wellington Rd, Mulgrave	NA	2.0	3.0	NA	3.0	NA	0.0	0.0	NA	NA
352 Wellington Rd, Mulgrave	3.0	3.0	3.0	3.0	3.5	4.5	3.5	3.5	3.5	NA
690 Springvale Rd, Mulgrave	3.0	2.5	2.0	NA	1.5	3.5	4.0	2.5	NA	NA
NABERS Business Parks Portfolio Average	4.8	4.3	4.2	4.7	4.9	3.7	3.2	3.5	3.4	3.6
NABERS Business Parks Portfolio Average (By % ownership)	4.7	4.3				3.7	3.2			
NABERS Workplace and Business Parks Combined Portfolio Average	4.8	4.4	4.3	4.7	4.7	3.7	3.4	3.5	3.6	3.6
NABERS Workplace and Business Parks Combined Portfolio Average (By % ownership)	4.7	4.4				3.7	3.4			

1 The NABERS Energy rating for Optus Centre is undergoing a Level 2 audit and is not yet certified (as at Aug 2021).

2 No water rating possible for Optus due to issues with water utility data

3 The energy and water ratings for Trinity (NSW) are both single ratings for the whole campus.

NABERS Ratings – Stockland Corporate Office

We are a CitySwitch signatory for our corporate offices in Sydney, Melbourne and Perth. We complete a NABERS Tenancy rating each calendar year for our corporate offices, as outlined below.

	Tenancy Rating				
	2019	2018	2017	2016	2015
Sydney Head Office, L22-29, 133 Castlereagh Street	5.0 ¹	4.0	4.0	4.0	4.5
Melbourne Head Office, L7, 452 Flinders Street	NA	4.0	3.5	3.5	3.5
Perth Head Office, L12, 263 Adelaide Terrace	5.0	4.5	3.5	3.5	3.5
Brisbane Head Office, L4, 99 Melbourne Street	4.5	4.5	4.5	NA	NA

¹ The NABERS Energy rating for the Stockland Sydney Head Office is undergoing a Level 2 audit and is not yet certified (as at Aug 2021).

Climate resilience

The tables below summarise the individual climate resilience scores for our retail town centres, residential communities and retirement living communities. In FY20 we have migrated to a new climate resilience assessment tool which has a different scoring methodology. All previously reported scores have been re-scored to align with the new methodology to allow for comparative benchmarking against more recent assessments using the new tool.

Resilience scores range from 1 to 4 (outstanding resilience), 4 to 9 (high resilience), 9 to 16 (moderate resilience) and 16 to 25 (high vulnerability). **Our Management Approach to Climate Resilience** provides more detail on our climate resilience assessment methods.

Climate resilience scores by asset

Location	Year Assessed	Climate Resilience Rating
Commercial Property		
Hendra Distribution Centre, Brisbane	2019	8.07
32 Toll Drive, Altona	2018	8.86
Yennora Distribution Centre, Yennora	2018	6.95
601 Pacific Highway, St Leonards	2018	5.11
Durack Centre & 2 Victoria Avenue, Perth	2011	8.24
Triniti Business Park	2018	7.91
Stockland Baldivis	2020	6.02
Stockland Bull Creek	2013	7.97
Stockland Bundaberg	2015	8.81
Stockland Burleigh Heads	2019	8.13
Stockland Cairns	2017	9.35
Stockland Caloundra	2018	7.59
Stockland Forster	2015	7.03
Stockland Gladstone	2017	8.28
Stockland Green Hills	2012	7.81
Stockland Hervey Bay	2017	8.94
Stockland North Shore	2017	8.12
Stockland Nowra	2016	6.32
Stockland Point Cook	2012	7.93
Stockland Riverton	2020	6.05
Stockland Rockhampton	2013	9.16
Stockland Shellharbour	2019	7.24
Stockland Townsville & K Mart	2018	8.52
Stockland Traralgon	2014	7.89
Stockland Wendouree	2013	7.21
Stockland Wetherill Park	2012	8.22
Commercial Property Average (Climate Resilience)		7.76
Portfolio coverage (Logistics)		14%
Portfolio coverage (Business Parks)		17%
Portfolio coverage (Workplace)		50%
Portfolio coverage (Retail)		68%
Portfolio coverage (Total)		44%

Location	Year Assessed	Climate Resilience Rating
Communities (Residential)		
Altona North	2018	9.77
Altrove	2018	11.13
Braybrook	2018	9.55
Calleya	2017	9.39
Aura	2016	8.55
Cloverton	2016	9.9
Clyde North	2018	10.74
Glendalough	2018	5.45
Hope Island	2019	4.6
Illawarra	2019	7.09
Kalina Springfield (formerly Springview Estate)	2018	6.74
Minta Farm	2019	6.04
Mt Atkinson / Grandview	2018	9.14
Newport (Stage 1)	2016	9.28
Newport (Stage 2)	2018	9.21
North Shore	2017	7.93
Oceanside	2017	8.28
Pallara	2017	9.44
Paradise Waters	2018	6.83
Red Hill	2018	5.35
Rothwell Promenade	2019	7.09
Sienna Wood (Formerly Wungong)	2017	11.45
Stamford Park	2016	9.03
Wellard Farms	2019	7.75
West Dapto 2	2019	6.83
Willowdale	2016	9.09
Communities (Residential) Average		7.99

Location	Year Assessed	Climate Resilience Rating
Communities (Retirement Living)		
Bellevue Gardens	2018	10.47
Calleya	2017	8.25
Cardinal Freeman	2017	7.11
Farrington Grove	2017	5.58
Foreshore (Riverstone)	2017	10.93
Gillin Park	2017	9.38
Golden Ponds Resort	2018	10.02
Hillsview	2018	8.39
Maybrook	2016	8.78
Oak Grange	2017	9.18
Oceanside	2017	8.3
Patterson Lakes	2016	9.84
Pine Lake	2020	7.04
The Cove	2016	13.34
The Pines	2017	9.14
The Village Swansea	2017	7.76
Toowong	2017	7.96
Walnut Grove	2016	9.54
Wamberal Gardens	2018	9.54
Willowdale	2017	8.87
Communities (Retirement Living) Average		8.97
Portfolio coverage (Retirement Living)		32%

People Data Pack

Background notes

We report our people data holistically, given our consistent approach to managing our people across our business units. All of our operations are based in Australia.

Percentage figures provided in this data pack may not sum to exactly 100 per cent because of rounding.

Our Workforce

Workforce by employment status

Status	FY20	FY19	FY18	FY17	FY16	FY15
Full Time	1,260	1,278	1,301	1,192	1,135	1,121
• Permanent ¹	1,183	1,191	1,219	1,122	1,073	1,058
• Fixed Term ²	288	87	82	70	62	63
Part Time	307	313	333	331	308	295
• Permanent	288	297	314	316	298	282
• Fixed Term	19	16	19	15	10	13
Casual ³	44	47	56	55	55	46
Total Headcount ⁴	1,611	1,638	1,690	1,578	1,498	1,462
FTE⁵	1,449	1,463	1,561	1,472	1,386	1,345

1 Permanent employees are employed by Stockland on a full time (38 hours per week) or part time basis (less than 38 hours per week).

2 Fixed term employees are employed by Stockland for a fixed term (their employment has an agreed end date).

3 Casual employees are paid on an hourly basis.

4 Total headcount includes permanent employees, fixed term employees and casual employees. It excludes Board members, temps, special contractors, vendors.

5 FTE (Full Time Equivalent) adjusts headcount for hours worked. It is calculated by dividing an employee's working hours by the standard full time working hours (38). The FTE measure excludes casual employees.

Workforce by region

State/Territory	FY20	FY19	FY18	FY17	FY16	FY15
New South Wales	873	886	921	843	821	826
Queensland	290	301	323	307	275	283
Victoria	280	281	279	264	240	229
Western Australia	91	95	95	94	97	98
South Australia	72	70	67	66	62 ¹	22
Australian Capital Territory	5	5	5	4	3	4
Total	1,611	1,638	1,690	1,578	1,498	1,462

¹ Stockland acquired eight retirement living villages in South Australia in July 2016.

Workforce by gender

Employment status	FY20				TOTAL
	FEMALE	FEMALE %	MALE	MALE %	
Full Time Permanent	608	51%	575	49%	1,183
Part Time Permanent	248	86%	40	14%	288
Fixed Term	54	56%	42	44%	96
Casual	36	82%	8	18%	44
Total	946	59%	665	41%	1,611

Workforce by age category

Age	FY20			
	FEMALE	MALE	TOTAL	TOTAL %
<25	59	32	91	6%
25 - <35	276	167	443	27%
35 - <45	273	189	462	29%
45 - <55	197	143	340	21%
55 - <65	113	113	226	14%
>65	28	21	49	3%
Total	946	665	1,611	100%

Our governance bodies are outlined in [Our Management Approach to Governance and Risk](#), however we do not provide a breakdown of our governance bodies by age or minority group.

Median age of workforce

Year	Median age
FY20	40
FY19	40
FY18	40
FY17	39
FY16	39

Remuneration

The remuneration ratio for our highest paid employee to median employee salary is provided in the table below. Our Remuneration Report is contained within the Annual Report. We do not report on the ratio of standard entry level wage compared to minimum wage. Our operations are based in Australia and all employees are paid above the Australian minimum wage. For those employees with a relevant Award, we review their remuneration on an annual basis to provide for remuneration above the minimum rate in their Award.

Remuneration ratio – Managing Director/Employee

Remuneration measure ¹	Ratio				
	FY19 ²	FY18	FY17	FY16	FY15
Managing Director's annual total compensation ÷ employee median annual total compensation	40	39	46	48	44
% increase in Managing Director's annual total compensation ÷ employee's median % increase	-4.63	-5.38	1.08	-0.26	1.5

¹ Annual total compensation for each year is calculated as Fixed Pay FTE (as at 30 June of end of performance year) + STI FTE (awarded for relevant performance year) + LTI (allocated at start of performance year), for employees who participated in the Remuneration Review plus sales employees paid on a commission basis.

² The FY20 remuneration measure of Manager Director annual total compensation to employee median annual total compensation was not available at time of publication, thus will be published in a subsequent release of the People Data Pack

Employee Engagement

We measure employee engagement annually through the Our Voice employee survey, independently administered by survey provider Willis Towers Watson. Selected survey results are provided in the table below, followed by metrics on absenteeism, new hires, turnover, and parental leave.

Our Voice employee engagement survey

Survey question/Metric		FY20	FY19	FY18	FY17
Employee engagement					
		82 per cent			
Employee engagement score	4 points above Australian National Norm		81 per cent	83 per cent	82 per cent
		97 per cent			
Employees indicating they fully support the values for which Stockland stands	6 points above Australian National Norm		96 per cent	96 per cent	96 per cent
		89 per cent			
Employees who believe strongly in the goals and objectives of Stockland	3 points above Australian National Norm		92 per cent	92 per cent	91 per cent
		93 per cent			
Employees willing to work beyond what is required to help Stockland succeed	1 point above Australian National Norm		93 per cent	95 per cent	95 per cent
Corporate responsibility and sustainability					
Corporate responsibility and sustainability score		82 per cent	87 per cent	89 per cent	88 per cent
Employees who believe that we do a good job integrating sustainability into our projects and activities		82 per cent	86 per cent	88 per cent	86 per cent
Employees who believe that we do a good job integrating sustainability into our products and services		83 per cent	84 per cent	86 per cent	84 per cent
Diversity and Inclusion					
		86 per cent			
Diversity and Inclusion score	5 points above Australian National Norm		86 per cent	87 per cent	87 per cent
		89 per cent			
Employees considering that Stockland supports equal opportunity for all employees.	18 points above Australian National Norm		86 per cent	86 per cent	86 per cent
Employees considering men and women have the same opportunities to advance		72 per cent	75 per cent	81 per cent	83 per cent
Employees considering the working environment to be accepting of disabilities or psychological/physical impairment		83 per cent	87 per cent	87 per cent	86 per cent
		94 per cent			
Employees who believe Stockland is accepting of varied cultural background or lifestyles	3 points above Australian National Norm		95 per cent	94 per cent	93 per cent

Survey question/Metric		FY20	FY19	FY18	FY17
Health and safety					
		93 per cent			
Health and safety score	6 points above Australian National Norm		93 per cent	93 per cent	92 per cent
		96 per cent			
Employees indicating their work area is a safe place to work	4 points above Australian National Norm		95 per cent	96 per cent	96 per cent
Employees believing we provide adequate OH&S systems, resources, and training		93 per cent	92 per cent	92 per cent	90 per cent
		90 per cent			
Employees considering prompt and effective action is taken when unsafe conditions are brought to management attention	8 points above Australian National Norm		91 per cent	90 per cent	90 per cent
Leadership					
Overall leadership score		70 per cent	67 per cent	73 per cent	73 per cent
Employees have a clear sense of direction from the Leadership Team		79 per cent	75 per cent	81 per cent	80 per cent

Absenteeism¹

	FY20	FY19	FY18	FY17	FY16	FY15
Absent Days per FTE ¹	5.0	4.5	4.7	4.7	4.9	4.9

¹ Absenteeism reflects the amount of personal/carer's leave taken in the last 12 months. It is calculated by dividing [Total Days Of Personal/Carer's Leave In The Last 12 Months] By [12-Month Average FTE]. Absenteeism includes permanent, extended leave and fixed term employees only.

New hires by age group

FY20	<25	25 - <35	35 - <45	45 - <55	55 - <65	>65
Number	48	95	78	48	16	1
Per cent	17%	33%	27%	17%	6%	0%

New hires by gender

FY20	MALE	FEMALE
Number	116	170
Per cent	41%	59%

¹ Absenteeism reflects the amount of personal/carer's leave taken in the last 12 months. It is calculated by dividing [Total Days Of Personal/Carer's Leave In The Last 12 Months] By [12-Month Average FTE]. Absenteeism includes permanent, extended leave and fixed term employees only.

Turnover¹

Turnover	FY20	FY19 ¹	FY18 ²	FY17	FY16	FY15
Employee initiated turnover ³	12.1%	16.3%	14.1%	15.1%	14.9%	13.8%
	(177)	(249)	(214)	(220)	(216)	(193)
• Employee initiated turnover for employees with Strong performance or above ⁴	9.2%	13.9%	10.9%	10.6%	11.8% ⁵	12.2% ⁶
	(76)	(120)	(97)	(104)	(143)	(150)
Stockland initiated turnover ⁷	5.2%	4.3%	2.4%	2.4%	5.6% ⁸	3.0%
	(76)	(66)	(37)	(35)	(81)	(42)
Total	17.3%	20.7%	16.5%	17.5%	20.5%	16.8%
	(253)	(315)	(251)	(255)	(297)	(235)

- In FY20 the methodology and data exports for calculating turnover was changed. The FY19 data has been updated using the new methodology and data sets.
- FY18 Employee initiated turnover for employees with Strong performance or above percentage figures have been updated using the calculation method consistent with FY19, FY17, FY16 and FY15. The calculation is the number of voluntary, strong performer leavers divided by the number of strong performers at the start of the year.
- Employee-initiated turnover includes resignations and retirements.
- Stockland uses a four-point rating scale for performance. This metric assesses turnover for the two highest performance ratings. Employee-initiated turnover employees with Strong Performance or Above is calculated by dividing [Total Number Of Exits In The Last 12 Months With A Strong Performance Or Above Rating] by [Employees With A Strong Performance Or Above Rating].
- FY16 Employee Initiated for employees with Strong Performance or Above is calculated by dividing [Total Number Of Exits In The Last 12 Months With A Strong Performance Or Above Rating] by [Employees With A Strong Performance Or Above Rating As At 30 June 2016].
- FY15 Employee Initiated For Strong Performance or Above is calculated by dividing [Total Number Of Exits In The Last 12 Months With A Strong Performance Or Above Rating] by [Employees With A Strong Performance Or Above Rating As At 30 June 2015].
- Stockland initiated turnover includes redundancy or termination by Stockland (e.g. terminated during probation or for cause).
- Stockland initiated turnover increased in the second half of FY16 as a result of redundancies that were a part of Project Support. Project Support was an initiative to create an outsourced team (Stockland Support Centre) to undertake activities to allow Stockland to better focus on the needs of our customers. The Project Support redundancies make up 3% of Stockland initiated turnover.

Turnover by tenure group²

Tenure group	FY20	FY19 ¹	FY18	FY17	FY16	FY15
<1 Year	15.0%	16.4%	14.6%	20.1%	22.5%	18.8%
	(31)	(38)	(38)	(46)	(50)	(40)
1 - <3 Years	21.0%	28.4%	20.9%	19.8%	21.5%	20.0%
	(85)	(120)	(84)	(78)	(83)	(71)
3 - <5 Years	18.0%	23.2%	15.9%	19.4%	19.7%	16.4%
	(44)	(61)	(42)	(47)	(50)	(43)
5 - <10 Years	16.1%	15.1%	16.0%	16.8%	20.3%	14.8%
	(56)	(51)	(55)	(64)	(82)	(59)
>10 Years	14.1%	16.7%	12.5%	9.3%	17.5%	14.0%
	(37)	(45)	(32)	(20)	(32)	(22)

- In FY20 the methodology and data exports for calculating turnover was changed. The FY19 data has been updated using the new methodology and data sets.

¹ Turnover presents the proportion of the Stockland workforce that has exited in the last 12 months. It is calculated by dividing [Total Number Of Exits In The Last 12 Months] by [12-Month Average Headcount]. All turnover data (including headcount) excludes those employed on a casual or fixed term basis. The first number represents this turnover. From FY15 onwards, Stockland reports on the number of exits (the second number in parentheses).

² Turnover (%) by tenure group is calculated by dividing [Total Number Of Exits In The Last 12 Months Of Particular Tenure Group] by [12-Month Average Headcount Of Particular Tenure Group].

Turnover by age group¹

Age group	FY20	FY19 ¹	FY18	FY17	FY16	FY15
<25	12.5%	25.1%	13.6%	6.7%	22.8%	14.6%
	(9)	(17)	(9)	(4)	(11)	(7)
25 - <35	21.4%	22.9%	16.4%	24.6%	19.4%	19.4%
	(84)	(102)	(75)	(107)	(87)	(87)
35 - <45	16.8%	20.5%	17.6%	14.6%	19.2%	14.2%
	(73)	(92)	(79)	(65)	(88)	(63)
45 - <55	16.3%	21.6%	17.4%	14.2%	22.5%	14.0%
	(51)	(70)	(58)	(45)	(68)	(38)
55 - <65	12.6%	15.0%	13.1%	15.6%	21.6%	17.5%
	(27)	(30)	(24)	(27)	(36)	(27)
>65	22.3%	11.1%	17.0%	24.5%	25.6%	41.4%
	(9)	(4)	(6)	(7)	(7)	(13)

¹ In FY20 the methodology and data exports for calculating turnover was changed. The FY19 data has been updated using the new methodology and data sets.

Turnover by gender²

Gender Turnover	FY20	FY19 ¹	FY18	FY17	FY16	FY15
Total	16.4%	20.5%	16.3%	19.3%	19.2%	19.2%
	(100)	(129)	(103)	(117)	(117)	(111)
Employee initiated turnover	11.0%	15.6%	13.3%	16.0%	14.1%	16.4%
	(67)	(98)	(84)	(97)	(86)	(94)
Male	7.2%	13.3%	6.6%	10.6%	10.4%	14.6%
	(26)	(50)	(42)	(42)	(54)	(72)
Employee initiated turnover for employees with Strong performance or above	5.4%	4.9%	3.0%	3.3%	5.1%	2.8%
	(33)	(31)	(19)	(20)	(31)	(17)
Total	17.9%	20.8%	16.6%	16.2%	21.4%	15.2%
	(153)	(186)	(148)	(138)	(180)	(124)
Employee initiated turnover	12.8%	16.9%	14.6%	14.4%	15.5%	12.1%
	(110)	(151)	(130)	(123)	(130)	(99)
Female	10.7%	14.4%	6.2%	12.2%	12.8%	10.7%
	(50)	(70)	(55)	(70)	(89)	(78)
Employee initiated turnover for employees with Strong performance or above	5.0%	3.9%	2.0%	1.8%	5.9%	3.1%
	(43)	(35)	(18)	(15)	(50)	(25)

¹ In FY20 the methodology and data exports for calculating turnover was changed. The FY19 data has been updated using the new methodology and data sets.

¹ Turnover (%) by age group is calculated by dividing [Total Number Of Exits In The Last 12 Months Of Selected Age Group] by [12-Month Average Headcount Of Particular Age Group].

² Turnover (%) by gender is calculated by dividing [Total Number Of Exits In The Last 12 Months Of Particular Gender] by [12-Month Average Headcount Of Particular Gender].

Parental leave return rate within 12 months¹

Gender	Total Leave	Returns	FY20 Return Rate	FY19	FY18	FY17	FY16
Male	29	28	96.6%	75.0%	90.0%	94.1%	94.4%
Female	92	74	80.4%	89.0%	91.5%	80.4%	79.2%
Overall	121	102	84.3%	85.7%	91.0%	82.3%	84.1%

¹ Parental leave return rates look at the return rates of employees who have returned from parental leave in FY19 and FY20 and either remain employed (returns) or exited during FY20 either within 6 months or 12 months of return.

Human capital development

Learning

	FY20	FY19	FY18	FY17	FY16	FY15
Training days per employee ¹	2.3	1.6	2.0	2.5	3.1	2.5

¹ Training days per employee is calculated by dividing [Total Number Of Training Hours/7.8] by [12-Month Average Headcount].

Training days per employee by employee category and gender

Employee Category	FY20	
	Female	Male
Executive Committee	5.5	5.0
General Manager	2.1	2.1
Senior Manager	2.5	2.2
Manager	2.9	2.9
Professional/Technical	1.9	2.3
Employee	2.0	1.8
Total	2.2	2.3

We have a number of online mandatory training programs that all new employees must undertake to comply with our obligations under our Human Rights Policy. All employees are then required to refresh this training every 18 months. This training includes modules on Equal Opportunity in Employment, Sexual Harassment in the Workplace and Workplace Bullying. Other mandatory training includes Compliance at Stockland, Cyber Security Awareness and Privacy at Stockland. During FY20 the total hours of employee training for these items was approximately 4864 hours. Failure to complete required training impacts employee performance ratings as well as eligibility for and payment of incentives – including long term, short term, and/or sales bonuses (for those who qualify).

Development

FY20	% Eligible Employees ¹
Performance review	100
Career development plan	49

¹ Eligible employees are permanent employees who have worked for Stockland for at least three months.

Diversity and inclusion

Workforce by cultural background

Culture ¹	FY20 ²	FY19	FY18 ³	FY17 ⁴	FY16 ⁵	FY15 ⁶
Australian	69.6%	62.3%	62.3%	56.2%	62.5%	56.2%
Aboriginal and Torres Strait Islander	2.0%	0.8%	0.7%	0.4%	0.0%	0.4%
European ⁷	12.1%	18.0%	19.0%	25.4%	22.8%	25.4%
Asian ⁸	10.8%	10.9%	8.9%	9.3%	8.7%	9.3%
Maori and New Zealand	2.2%	1.8%	1.8%	2.4%	2.3%	2.4%
Middle Eastern	1.4%	1.2%	1.3%	0.8%	0.0%	0.8%
South African	n/a	0.8%	0.9%	1.0%	1.2%	1.0%
North American	n/a	n/a	0.9%	0.6%	0.0%	0.6%
Other	1.9%	4.2%	4.3%	4.0%	2.5%	4.0%

1 Data presented as a percentage of respondents who chose to disclose their cultural background to the Our Voice survey, Stockland's employee engagement survey. Some employees choose not to disclose their cultural background. Responses to this survey are completely confidential – Stockland has no access to individual data points.

2 83% of respondents chose to disclose their cultural background in FY20.

3 94% of respondents chose to disclose their cultural background in FY18.

4 91% of respondents chose to disclose their cultural background in FY17.

5 83% of respondents chose to disclose their cultural background in FY16.

6 91% of respondents chose to disclose their cultural background in FY15. In FY15, the response options for the cultural association question were reviewed. The review highlighted the opportunity to provide clearer options and descriptors. The response options are now structured by region with several country examples. The structure is based on the UN regional groupings. This change has contributed to a significant change in cultural background distribution from FY14 to FY15.

7 Includes Eastern European, Northern European, Southern European, Western European

8 Includes NE Asian, SE Asian, Southern and Central Asian

Women in management

Job band ¹	FY20		FY19		FY18		FY17		FY16		FY15	
	TOTAL	% WOMEN										
Management	538	46.7%	557	45.8%	574	45.1%	555	45.9%	536	44.6%	515	44.7%
• Executive ²	8	50.0%	8	50.0%	11	27.3%	9	11.1%	9	11.0%	9	11.0%
• Senior Management ³	133	39.8%	136	41.2%	146	39.7%	152	38.8%	151	36.0%	138	36.0%
• Manager	397	48.9%	413	47.2%	417	47.5%	394	49.5%	376	49.0%	368	49.0%
Employee	1,029	64.0%	1,034	65.7%	1,116	66.3%	1,065	66.9%	1,010	67.0%	1,012	66.0%
Stockland	1,567	58.1%	1,591	58.7%	1,690	59.3%	1,620	59.7%	1,546	60.0%	1,527	59.0%

1 Workforce by gender includes permanent employees, fixed term employees, and employees on extended leave. It excludes casual employees, Board members, special contractors, temps and vendors.

2 Executive is Stockland's Executive Committee.

3 Includes General Manager and Senior Manager job bands.

Women in management by business

Business ¹	FY20	FY19	FY18	FY17	FY16	FY15
Stockland	46.7%	45.8%	45.1%	45.9%	44.6%	44.7%
Commercial Property	37.5%	37.3%	33.9%	36.5%	33.7%	32.4%
Corporate	48.4%	49.3%	51.0%	52.3%	50.0%	56.6%
Residential	n/a	n/a	32.1%	25.3%	21.0%	23.4%
Retirement Living	n/a	n/a	50.5%	56.2%	62.4%	56.5%
Stockland Communities	49.7%	45.5%	42.3%	41.3%	41.9%	39.0%

¹ Includes Executive Committee, General Manager, Senior Manager and Manager job bands.

Average fixed remuneration ratio by job band

Job band ¹	FY20	FY19	FY18	FY17	FY16	FY15
Executive	0.63	0.64	0.71	0.64	0.59	0.6
Senior Management ²	0.88	0.87	0.85	0.86	0.85	0.93
Management	0.85	0.84	0.85	0.84	0.83	0.85
Employee/ Professional Technical	0.89	0.87	0.86	0.86	0.86	0.86
Stockland ³	0.73	0.71	0.68	0.66	0.64	0.66

¹ Average fixed remuneration ratio looks at the ratio of the average female fixed pay to the average male fixed pay by job band.

² Senior Management includes Senior Manager and General Manager job bands.

³ The ratio is a function of total pay and employee number by gender.

We generally do not capture data on the number of people hired from the local communities in which we operate, given our spread of assets across Australia.

Gender pay equity ratio

We believe the methodology of measuring pay equity is limited if based solely on average fixed pay by job band as it ignores different market values placed on different jobs. We believe a better and more accurate process is that we assess gender pay equity by considering an individual's positioning against the relevant market benchmark. This analysis is shown below in the gender pay equity ratio table.

	FY20	FY19	FY18	FY17	FY16	FY15
Stockland¹	99.2%	98.5%	98.3%	98.6%	97.4%	97.2%

¹ The gender pay equity ratio is calculated by dividing the female compa-ratio by the male compa-ratio for employees. Compa-ratio represents the ratio of employees' Fixed Pay to the median of the applicable benchmark. For example, if an employee's Fixed Pay is \$120,000 and the market mid-point is \$100,000, the compa-ratio versus the median of the applicable benchmark is 120% (\$120,000 / \$100,000). An employee's position against the applicable benchmark will vary based on relative experience and skills. If a female has a compa-ratio of 102% and a male has a compa-ratio of 104%, then the gender pay equity ratio would be 98%. A gender pay equity ratio that is less than 100% suggests that males are better positioned against market in comparison to females, whereas a gender pay equity ratio that is 100% or higher suggests that females are equally or better positioned against market in comparison to males. The ratio excludes Stockland Executive Committee.

Health and safety

	FY20	FY19	FY18	FY17	FY16	FY15
Total average workforce ¹	1,619	1680	1689	1578	1507	1438 ²
Total hours worked (million)	2.96	3.08	3.08	2.83	2.75	2.53
Number of lost time injuries (LTI) ^{3,4}	10	10 ⁵	5	5	11	12
Lost time injury frequency rate (LTIFR) ⁶	3.4	3.9 ⁷	1.6	1.8	4	4.7
Number of injuries requiring medical treatment (MTI) ⁸	14	17 ⁹	25	24 ¹⁰	12	14
Medical treatment injury frequency rate (MTIFR) ¹¹	4.7	5.5 ⁷	8.1	8.5	4.4	5.5
Frequency rate (LTI and MTI) ¹²	8.1	9.4	9.7	10.2	8.4	10.2
Occupational diseases instances	0	0	0	0	0	0
Fatalities	0	0	0	0	0	0
Lost days ¹³	289	157 ¹⁴	426 ¹⁵	599	599	267
Average lost day rate ¹⁶	20.9	5.3 ¹⁷	5.8	16.6	27.1	22.2
Development contractor LTIFR ¹⁸	2.2	6.7	6.1	n/a	n/a	n/a
Development contractor fatalities	0	0	0	0	0	0

1 Total average workforce uses monthly employee totals rather than the end of financial year figure used in Our People metrics.

2 Total average workforce in FY15 reduced as a result of the sale of the Aged Care business in FY14.

3 Includes injuries incurred as a result of a work related incident. Does not include commuting/recess injuries.

4 An injury resulting in the loss of one or more shifts. Not including injuries requiring first aid treatment only.

5 FY19 figure adjusted from 10 to 12

6 Number of LTIs / total hours worked from July 2019 to June 2020 x 1,000,000 hours.

7 FY19 figure adjusted from 3.2 to 3.9

8 An injury resulting in the injured person receiving further treatment from a medical practitioner i.e. GP, physio, hospitalisation etc. Not including lost time injuries.

9 FY19 figure adjusted from 19 to 17

10 Although MTIs have increased in FY17, it has corresponded with a decrease in LTIs over the same period. The same trend can be observed in FY18. This result can be attributed to various health and safety initiatives implemented throughout these years including return to work initiatives aimed at mitigating lost time. More information on these initiatives is in our Health and Safety progress report.

11 Number of MTIs / total hours worked from July 2019 to June 2020 x 1,000,000 hours.

12 Number of LTIs + MTIs / total hours worked from July 2019 to June 2020 x 1,000,000 hours.

13 Lost days recorded in the year irrespective of the year the injury occurred.

14 Adjusted to include lost days attributed to a longstanding injury from a previous financial year.

15 Includes 397 lost days attributed to two longstanding injuries from previous financial years.

16 Number of Lost Days / number of respective LTIs reported in FY20. Does not include lost days accruing from LTIs of previous years.

17 FY19 figure adjusted from 6.5 to 5.3

18 Development is defined as greenfield/brownfield construction of new buildings and substantial structural works in existing buildings. Mainly where we have engaged a head/main contractor to manage the project and other contractors/sub-contractors. Stockland relies on information provided by contractors on development sites in order to report Development Contractor LTIFR performance.

Breakdown by gender and region

	MEN	WOMEN	NSW	ACT	QLD	VIC	WA	SA
FY20¹								
Number of lost time injuries	8	2	6	1	1	0	1	1
Number of lost days	214	75	106	54	2	0	54	73
FY19								
Number of lost time injuries	9 ²	3 ³	5	0	1	1	1 ⁴	4 ⁵
Number of lost days ⁶	41 ⁷	116 ⁸	24 ⁹	0	1	19	94 ¹⁰	19 ¹¹
FY18								
Number of lost time injuries	3	2	2	1	1	0	1	0
Number of lost days ¹²	18	11	15	3	7	0	4	0
FY17								
Number of lost time injuries	2	3	2	0	2	1	0	0
Number of lost days ¹³	524	75	215	0	20	364	0	0
FY16								
Number of lost time injuries	9	2	5	0	2	3	0	1
Number of lost days ¹⁴	557	42	306	0	36	249	0	8
FY15								
Number of lost time injuries	9	3	7	0	2	3	0	0
Number of lost days ¹⁵	231	36	249	0	13	5	0	0

1 FY20 data includes the 11 months to May 2020

2 FY19 figure adjusted from 8 to 9

3 FY19 figure adjusted from 2 to 3

4 FY19 figure adjusted from 0 to 1

5 FY19 figure adjusted from 3 to 4

6 FY19 metrics include 15 lost days related to one lost time injuries (longstanding) reported in prior years but continued to lose time in FY19.

7 FY19 figure adjusted from 61 to 41

8 FY19 figure adjusted from 4 to 116

9 FY19 figure adjusted from 27 to 24

10 FY19 figure adjusted from 0 to 94

11 FY19 figure adjusted from 18 to 19

12 FY18 metrics include 397 lost days related to two lost time injuries (longstanding) reported in prior years but continued to lose time in FY18.

13 FY17 metrics include 516 lost days related to three lost time injuries (all longstanding) reported in prior years but continued to lose time in FY17.

14 FY16 metrics include 301 lost days related to three lost time injuries (two of which are longstanding) reported in a prior year but continued to lose time in FY16.

15 FY15 metrics include 105 lost days related to the re-aggravation of a lost time injury reported in a prior year but continued to lose time in FY15.