

# Community

## Why this is important to Stockland

As one of Australia's largest diversified property groups, we are well placed to have a positive and lasting impact on the communities in which we operate. We believe there is a better way to live, which is our purpose, and our goal is to create and shape communities that thrive now and into the future. Our strategic contribution to our chosen community focus areas – Health and Wellbeing, Community Connection and Education – is coordinated through a combination of the following activities:

- **Community investment** – our employee volunteering and giving programs.
- **Community development** – projects and initiatives that enhance the communities at our assets.
- The **Stockland CARE Foundation** – our charitable trust, which delivers infrastructure, programs and initiatives to Australian communities.

This Deep Dive document is a component of our FY20 sustainability reporting suite, which is publicly available on our [website](#). Our sustainability reporting is prepared in adherence to the International Integrated Reporting Framework principles of materiality, stakeholder responsiveness, reliability and completeness; in accordance with the GRI Standards<sup>1</sup>(Comprehensive); and is **third party assured**. The material in this Deep Dive is supported by a wider collection of performance metrics contained in our **Community Data Pack**.



This Deep Dive is to be read in conjunction with our published approach to human rights, available as part of our sustainability reporting suite at **Our Management Approach to Community**.

### Stockland's Sustainability Strategy



<sup>1</sup> The GRI Standards are global standards for sustainability reporting published by the Global Reporting Initiative (<https://www.globalreporting.org/standards/>)

## Our key achievements

---

- Contributed over \$4.4 million to our communities across Australia.
- Stockland CARE Foundation launched a collaborative partnership with charity partners ReachOut, Redkite and R U OK?. Over the next three years this partnership aims to invest more than \$1 million as well as ongoing non-financial support in mental health programs to improve wellbeing in Australian communities, including Stockland customers, employees and their families.
- Pledged \$500,000 to six charitable organisations in response to the Black Summer Australian bushfires, shared between the Foundation for Rural and Regional Renewal, Foodbank Australia, the Foundation for National Parks and Wildlife, the NSW Farmers Association, the Business Council of Australia and Good360.
- Partnered with Youth Insearch to deliver a youth engagement program at Stockland Traralgon to support local disadvantaged youth. Twenty-six youths were engaged in the program, with a focus on building positive relationships and growing self-confidence.
- Achieved high wellbeing scores in our Residential and Retirement Living communities, with residents in our Residential communities achieving a Personal Wellbeing Index score of 78% and our Retirement Living residents achieving a Personal Wellbeing Index score of 83%, both above the national wellbeing average of 74.2–76.7.
- Evolved our partnership with The National Theatre for Children, delivering a year-long Battery Recycling Challenge program in 11 schools reaching almost 5,000 students, including collection and future measurement of batteries diverted from landfill.

Pledged

**\$500k**

in reponse to Black Summer bushfires

Contributed over

**\$4.4m**

to our communities across Australia

# FY20 targets and progress

## Shape thriving communities

Focus area	Target	FY20 progress	Status	Future priorities
Health and Wellbeing	<b>CARE Foundation partnerships</b>			
	Launch two new CARE Foundation National Strategic Partnerships in FY20 with a focus on mental health, in response to an employee survey that showed overwhelming support for such a focus.	<p>Stockland CARE Foundation launched ReachOut and R U OK? as our two new Foundation partners in October 2019, joining our existing partner Redkite in a collaborative partnership that aims to improve wellbeing in communities across Australia.</p> <p>Undertaken numerous initiatives including wellbeing webinars and communications to ensure our customers, residents and employees understand the importance of mental health and where to go for support.</p>	Achieved	<p>Conduct a collaborative research project with our national strategic CARE Foundation partners to help them develop a greater understanding of the community's health and wellbeing needs that can be addressed via their future strategic programs.</p> <p>Identify opportunities to promote R U OK?'s Indigenous 'Stronger Together' campaign across Stockland assets during NAIDOC Week 2020.</p> <p>Pilot R U OK? Day in one of our Workplace &amp; Logistics assets in FY21.</p> <p>Conduct a nationwide digital campaign for R U OK? Day at our retail town centres to promote our CARE Foundation partner charity R U OK? and increase awareness of the importance of mental health.</p>
	Continue to evolve CARE Foundation activities from one major event in Foundation Fortnight to awareness activations at our assets year-round.	Worked with our new strategic partners ReachOut and R U OK? at Stockland assets to engage in mental health messaging through a variety of events throughout the year, particularly relevant in the COVID-19 pandemic.	Achieved	Undertake a national collaborative campaign for Mental Health Month in October 2020 to raise awareness of the importance of mental health in the community.
Achieve greater than 90 per cent employee awareness of Foundation partners by FY20.	<p>All new employees undertake training as part of their induction on the CARE Foundation, its partners and activities.</p> <p>Annual employee surveys are held at the end of Foundation Fortnight each year to gauge employee participation and</p>	Achieved	With employee awareness of the CARE Foundation high due to the embedding of partner materials during the last six months. Focus will be on a communications strategy using the partners to address mental wellbeing initiatives going forward.	

**Shape thriving communities**

Focus area	Target	FY20 progress	Status	Future priorities
<b>Health and Wellbeing</b>	<b>Resident and customer Personal Wellbeing</b>			
	Participants in Heart Foundation Walking at our retail town centres to have a Personal Wellbeing Index score above the Australian national average by the end of FY20.	The Heart Foundation altered the methodology of this year's wellbeing survey to include residential and retirement living community members involved in walking groups. As a result, we are unable to report the Personal Wellbeing Index score for FY20 Heart Foundation walkers specific to our retail portfolio.	Not Applicable	As part of the 2030 Sustainability Strategy review, we will be identifying relevant health and wellbeing indicators in line with this strategy.
	Achieve resident Personal Wellbeing Index score across our residential communities above the national average (as measured by Deakin University) in FY20.	Achieved an average resident Personal Wellbeing Index score of 78% in FY20 (measured across 18 residential communities), above the Australian national average range of 74.2–76.7 per cent.	Achieved	Maintain a resident Personal Wellbeing Index score above the Australian national average.
	Maintain the wellbeing of retirement living residents above the Personal Wellbeing Index national average through FY20.	Achieved an average retirement living resident Personal Wellbeing Index score of 83% in FY20, well above the Australian national average range of 74.2–76.7 per cent.	Achieved	Maintain a retirement living resident Personal Wellbeing Index score above the Australian national average.
	<b>National wellbeing partnerships</b>			
	Expand the Jamie's Ministry of Food Learn Your Fruit and Veg school holiday program across our retail town centres during FY20 to engage children on healthy eating.	Conducted two Jamie's Ministry of Food Learn Your Fruit and Veg school holiday programs at Stockland Balgowlah (NSW) and Burleigh Heads (Qld). A further two scheduled programs were cancelled due to COVID-19.	Achieved	Deliver a five-week online health and wellbeing cooking program to 100 retirement living residents.
	Deliver the Jamie's Ministry of Food seven-week community outreach cooking and nutrition program across three retirement living communities in FY20.	Delivered Jamie's Ministry of Food programs at Somerton Park (SA), Donvale and Templestowe (Vic), educating 120 residents and customers.	Achieved	Deliver the Jamie's Ministry of Food seven-week community outreach cooking and nutrition program at Highlands retirement living community in FY21.
		Delivered an online five-week program across villages in Victoria, with 30 residents participating from 10 villages.		Deliver the Jamie's Ministry of Food five-week online program in FY21 across 29 NSW and QLD retirement living communities.
	Continue to deliver Bowls Australia Coaching Clinics at 10 retirement living communities during FY20 to encourage physical activity and improved health and wellbeing.	Scheduled 26 clinics across 14 villages. While we were on track to deliver all of these clinics, the majority were cancelled due to COVID-19. Three clinics were delivered at Cameron Close (VIC), The Lakes Estate (VIC) and The Grange (SA).	In progress	Deliver Bowls Australia coaching clinics to at least 20 retirement living communities in FY21.

**Shape thriving communities**

Focus area	Target	FY20 progress	Status	Future priorities
<b>Community Connection</b>	<b>Employee community giving and volunteering</b>			
	Achieve a volunteering rate of 50 per cent by FY20.	Volunteering targets were progressing well for the year against our target, with a 29% volunteering rate achieved as at 31 March 2020. At this rate, it would have been a stretch to meet a 50% volunteering rate by 30 June 2020. In addition, the large majority of volunteering activities from March to June 2020 were either cancelled or postponed indefinitely due to COVID-19, resulting in a volunteering rate for FY20 of 30%.	Not achieved	FY21 onwards will see new targets focusing on embedding more skilled volunteering opportunities to achieve greater social impact rather than focussing on percentage rates.
	Encourage workplace giving contributions from 25 per cent of employees by FY20	Achieved a participation rate of 29.4%. Implemented peer-to-peer fundraising platform allowing increased accessibility along with continuous campaigns and promotions throughout the year.	Achieved	Deliver two strategic workplace giving campaigns aligned to key calendar events.
<b>Community Development and Place-making</b>				
	Roll-out a Community Development toolkit in FY20 to provide tools and resources for teams to effectively respond to community requirements and meet resident needs, using the Liveability Index framework to measure impact.	Developed and tested a Community Development toolkit along with a liveability interactive dashboard, allowing community teams to use liveability and community needs data in business planning and decision making.	In progress	Roll-out Community Development toolkit.  Review applicability of scaling Community Development toolkit across other asset classes.  Develop a Community Impact Valuation Tool to quantify social value created through place-making.
	Deliver Neighbourhood Watch programs in at least two new residential communities in FY20 to enhance the levels of community connection and safety in our communities.	Delivered community sessions at Cloverton (Vic) and Waterlea (Vic) on how to set up a Neighbourhood Watch group.	Achieved	Deliver Neighbourhood Watch programs in at least two new residential communities in FY21.  Deliver Neighbourhood Watch programs for seniors at two retirement living villages in FY21, including e-safety digital training.
	Pilot an innovation start up project in FY20 at Elara (NSW) with Paper Plain, which has developed a platform for facilitating community hub management and engagement opportunities for residents.	Conducted a seven-month pilot program with a mobile events tool resulting in 201 Elara residents using the mobile event and booking tool to create 22 events, providing an opportunity to meet and engage in activities of interest.	Achieved	Continue to offer the platform to Elara residents on a month-to-month basis.
	Deliver targeted initiatives to address crime and anti-social behaviour of youth at our retail town centres during FY20.	Delivered a 12-month program with Youth Insearch at Stockland Traralgon (Vic) to engage 26 local youths from disadvantaged backgrounds through weekend workshops, in centre group support sessions and weekly virtual support held online during COVID-19.	Achieved	Share research and knowledge provided by our CARE Foundation partner ReachOut around youth disengagement and identify potential opportunities to work together in FY21.

**Shape thriving communities**

Focus area	Target	FY20 progress	Status	Future priorities
<b>Community Connection</b>	<b>Training and employment</b>			
	Expand the coverage of Retail Ready training programs to at least two more retail town centres in FY20 through our relationship with the Australian Retailers Association to train local residents and provide them with retail employment skills and improved employment prospects.	<p>Delivered the Retail Ready program at Stockland Shellharbour (NSW), Nowra (NSW) and Baringa (Qld).</p> <p>Hosted a job fair with the program at Shellharbour and Nowra and a job expo at Stockland Hervey Bay (Qld) and Stockland Bundaberg (Qld).</p> <p>The programs resulted in 11 ongoing job placements in Queensland and four in NSW (an additional three job placements in NSW were unable to continue due to permanent store closure during COVID-19).</p>	Achieved	Expand the coverage of Retail Ready training programs to at least two more retail town centres in FY21.
<b>Education</b>	<b>Sustainability education</b>			
	Pilot a Compost Revolution program to residents across four communities in FY20 to educate residents on the benefits of composting and to improve diversion from landfill in Stockland's communities.	Pilot was deferred until FY21 to allow finalisation of the arrangements with Compost Revolution.	Not Achieved	<p>Pilot a Compost Revolution program to residents across four communities in FY21 to educate residents on the benefits of composting and to improve diversion from landfill in Stockland's communities.</p> <p>Implement the Compost Revolution education program to residents across an additional four communities in FY21.</p>
	Pilot a sustainability education workshop with Conservation Volunteers Australia across two retirement living communities in FY20 to raise awareness of sustainability.	<p>Held a workshop with 25 residents at Selandra Rise (Vic) to make seed bombs to spread plants in bare spots, creating pockets of beauty and habitats for pollinators.</p> <p>A second workshop was put on hold due to COVID-19.</p>	In progress	Deliver sustainability education workshops with Conservation Volunteers Australia across two retirement living communities in FY21.
	Deliver the ABCN Spark Program at two retirement living communities in FY20 to encourage residents and village management teams to volunteer at local schools to support early childhood reading programs and provide positive engagement opportunities for residents.	<p>Delivered the program with Lightsview Village and Ridgehaven Rise (SA) and Para Hills Primary School in September 2019.</p> <p>An additional program planned for May 2020 at these two villages was delayed due to COVID-19.</p>	Achieved	Deliver the ABCN Spark Program at two retirement living communities in FY21.
	Deliver student education program focused on sustainability.	Delivered a year-long National Theatre for Children Battery Recycling Challenge program in 11 schools reaching almost 5,000 students, including collection and future measurement of batteries diverted from landfill.	Achieved	<p>Deliver the National Theatre for Children Battery Recycling Challenge to 15 communities in FY21 through schools and community events.</p> <p>Pilot the Battery Recycling Challenge with one to two retirement living villages in FY21 to encourage battery recycling and collection.</p>

Additional targets relating to our Reconciliation Action Plan and our work across accessibility, including our commitment to delivering inclusive playspaces and ensuring our Retail Town Centres meet the needs of all shoppers, can be found in our **Human Rights Deep Dive**.

# FY20 performance and case studies

## Community contribution overview

The table below provides an overview of our community contributions. In FY20 we invested over \$4.4 million through our community development, community investment programs and the Stockland CARE Foundation, as verified by London Benchmarking Group.<sup>1</sup>

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.

A further breakdown of these contributions by category is provided in our [Community Data Pack](#).

Community Contribution category	Definition	Contribution				
		FY20	FY19	FY18	FY17	FY16
<b>Community Development</b>	Includes financial contributions to national community development partners and local community organisations located in a community where we operate. <sup>1</sup>	\$1,728,519	\$4,840,339	\$4,734,707	\$3,313,135	\$4,052,189
<b>Community Investment</b>	Includes workplace giving donations matched by Stockland, ad hoc community donations made on behalf of Stockland, in-kind donations of non-financial goods (e.g. land), financial support for the delivery of volunteering opportunities for our employees, employee volunteering hours, and contributions to CARE Foundation Partners Redkite, R U OK? and ReachOut.	\$1,448,191	\$1,177,423	\$1,222,587 <sup>2</sup>	\$1,869,313 <sup>3</sup>	\$5,708,666
<b>Management costs</b>	Includes costs associated with the management and delivery of Stockland's community programs including average salaries, costs associated with the development, design and assistance of the Stockland sustainability report, and training for community resources.	\$1,069,966	\$1,393,159	\$982,704	\$856,205	\$659,973
<b>Total community contribution</b>		<b>\$4,246,676</b>	<b>\$7,410,921</b>	<b>\$6,939,998</b>	<b>\$6,038,651</b>	<b>\$10,420,828</b>

<sup>1</sup> As outlined above, 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 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 by Stockland's head office and have been included in the FY20 community development spend.

<sup>2</sup> This amount decreased in FY18 as we included employee donations and partner and asset fundraising in FY17. These amounts are now reported separately under Stakeholder Contributions as described later in this document.

<sup>3</sup> The total of \$1.8 million is a decrease on FY15 and FY16 because these two years included a payment of \$4,000,000 as an initial investment in the Stockland CARE Foundation. The CARE Foundation made partner payments of \$200,000 annually commencing in FY16. Our Community Data Pack contains a breakdown of community investment by category.

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. More detail on these community contributions is provided in the Community Investment section of this document below.

<sup>1</sup> 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.

## CASE STUDY

### SUPPORTING OUR COMMUNITY IN A TIME OF CRISIS

The scale and magnitude of the ‘Black Summer’ bushfire crisis across Australia was unprecedented. The fires that caused such widespread devastation impacted a number of Stockland’s retail town centres and retirement living villages across NSW, Victoria, South Australia and the Australian Capital Territory. In line with our values and our desire to create thriving communities, Stockland employees were quick to respond to help those in need.

We pledged a cash contribution of \$500,000 to support the long-term rebuilding and resilience of communities, which will be shared between the Foundation for Regional and Rural Renewal (FRRR), Foodbank Australia, Good360, the Foundation for National Parks & Wildlife (FNPW), the Business Council of Australia (Community Rebuilding Trust) and the NSW Farmers Association (NSWFA). These organisations were chosen due to their dual focus on immediate disaster relief programs and ongoing rebuilding efforts, and their ability to fund programs that will directly benefit bushfire-impacted communities.

We also donated \$20,000 to the NSW Rural Fire Service and QLD Rural Fire Brigade to support the relief efforts before Christmas 2019 and \$35,000 to the FRRR for its ongoing drought relief program, and Stockland employees raised over \$14,500 before matching through our workplace giving program.

In addition to cash donations, our employees reached out to offer whatever practical support was needed in their local communities, and our retail town centres provided much-needed resources and support for local fire-fighting teams.

Stockland Nowra stayed open to assist travellers and local Shoalhaven customers who were trapped because of road closures. On New Year’s Eve over 40 people sought refuge from the fires, including local resident Perry Tsang and his family who later posted a thank you to the Nowra centre management team on Facebook: “Penelope and her team of security guards kept the doors open for us, lifted and shifted centre couches around, and even came around with supplies of water/fruit/snacks. We are truly thankful for the goodness in humanity during the crisis,” he said.



Stockland Rockhampton partnered with Anaconda to provide six marquees to be used as temporary fire stations for volunteer rural fire-fighters, while the centre management team collected snack pack items from local retailers for fire-fighting crews working 18-20 hour shifts. Elysia Billingham, Centre Manager, said she was “extremely proud to be able to support our community during this emergency” and that her team will continue to do so “whenever the Rockhampton community need us most.”

Stockland Forster made a vacant shop available for the Lions Club to promote donations and food drop-offs for drought-affected farmers and bushfire victims. Along with non-perishable food, over \$2,500 was donated by the local community.

We also witnessed village residents supporting their local communities through fundraising. When residents from our Greenleaves retirement village (Qld) heard that the local Ramsay Pharmacy was raising money for The Rescue Collective, they decided to join the cause. The village held a fundraising dinner with the local community generously donating a variety of goods and services to be auctioned. A total of \$2,200 was raised on the night to buy medical supplies for wildlife injured in the bushfires. Other retirement villages raised funds to support their local RFS and community groups, with residents from our Lourdes village (NSW) raising over \$5,000 and Selandra Rise (Vic) residents raising over \$6,000.

Our Golden Ponds retirement village (NSW) made a rather memorable contribution to fire-fighting efforts. With so much water needed to fight the fires around Foster, Anne Bowd, Administration Manager from Golden Ponds, said she was delighted to see the RFS helicopter filling up using water from our ponds.



## Community development

The community development initiatives reported in FY20 encompass community development initiatives and programs led by our national community partners, CARE grants and CARE Foundation activities. All relevant community data for FY20 sits within our Community Data Pack.

### Our community development activities and partnerships

Many of our community development activities are delivered with the assistance of our community partners. This table summarises outcomes and highlights across our partnerships. More detail on these partnerships can be found in our **Community Data Pack**.

### Our community partnerships and their impact

Community partner	Description	FY20 Impact Highlight
Heart Foundation	Walking groups that promote physical activity, emotional wellbeing and community connection held in and around Stockland retail town centres, residential and retirement living communities.	<ul style="list-style-type: none"> <li>33 active weekly walking groups across 16 retail town centres, 16 retirement living villages and one residential community</li> <li>1,443 walkers with 1,177 walking in and around retail town centres, 258 in retirement living villages and eight in residential communities</li> <li>93% of Stockland walking group participants felt that Heart Foundation Walking had improved their overall health</li> </ul>
Big Issue	An independent, not-for-profit organisation dedicated to supporting and creating work opportunities for homeless, marginalised and disadvantaged people.	<ul style="list-style-type: none"> <li>Participants of the Community Street Soccer Program engaged in a safe and non-threatening environment to promote health, wellbeing and social inclusion</li> <li>Reinforced the message that the community cares about people who are doing it tough and working to improve their lives</li> </ul>
Bowls Australia	Active lifestyle, learning opportunities and community connection through coaching clinics and master classes, along with health and wellness information sessions.	<ul style="list-style-type: none"> <li>Five Jackeroo and Community Coach Clinics</li> <li>100% of survey respondents reported learning new bowling skills and techniques (Lakes Estate clinic)</li> <li>Five Men's Health Week videos shared across retirement living villages</li> <li>100% of respondents felt more connected to their friends and community on the day (Lakes Estate clinic)</li> <li>Piloted 'Roll Back the Clock' four-week health and wellbeing program in SA</li> </ul>
Jamie's Ministry of Food	Provides healthy eating and good nutrition hands-on education programs and cooking schools through Community Outreach programs, Mobile Kitchen programs, localised cooking demonstrations and Learn Your Fruit and Veg programs.	<ul style="list-style-type: none"> <li>1,281 participants across all programs</li> <li>Conducted a six-week outreach program at seven retirement living villages across Vic, QLD and SA, attended by 58 residents</li> <li>327 children participated in the Learn Your Fruit and Veg program at two retail town centres</li> </ul>
Live Life Get Active	Weekly community fitness classes provided free of charge to local Stockland residential communities.	<ul style="list-style-type: none"> <li>7,956 residents from the direct and surrounding suburbs engaged across 16 locations</li> <li>8,302 hours of outdoor activity</li> <li>Participants' health and wellbeing improvements include 7,956 kilograms lost and 10,427 centimetres lost from around the waists of members</li> </ul>
Redkite	Provides essential support to children and young people with cancer (up to the age of 18).	<ul style="list-style-type: none"> <li>As a result of Stockland's funding, Redkite was able to provide practical and/or emotional support services to 72 families at different stages of their child's cancer journey.</li> <li>Among all the individuals and families supported, 82% felt more equipped to support their family</li> </ul>
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.	<ul style="list-style-type: none"> <li>Over 100,000 views through on-demand webinar with ReachOut CEO Ashley de Silva, containing tips and information for teenagers and their parents during COVID-19</li> <li>Included a co-branded Stockland CARE Foundation/ReachOut postcard, with five tips for feeling good about yourself, in 10,000 emergency food boxes distributed to disadvantaged families</li> </ul>

Community partner	Description	FY20 Impact Highlight
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.	<ul style="list-style-type: none"> <li>Over 10,000 R U OK? connection postcards delivered to our retirement living residents encouraging them to connect with their neighbours, and over 25,000 impressions on social posts</li> <li>Focusing on mental health and raising awareness through R U OK? Day has created more connected communities around our retail centres</li> <li>National employee live webinar in collaboration with ReachOut advising employees on how to stay connected and having conversations with their colleagues, families and friends</li> </ul>
Conservation Volunteers Australia (CVA)	Supported volunteering for Stockland employees to take part in conservation programs across Australia.	<ul style="list-style-type: none"> <li>Improvement of critical habitat for the endangered Carnaby's Cockatoo</li> <li>Working with CVA to bring programs into our asset base e.g. seed bomb programs in retirement living villages</li> </ul>
Australian Business and Community Network (ABCN)	Provides Stockland employees with opportunities to provide facilitated mentoring in high needs schools around Australia.	<ul style="list-style-type: none"> <li>343 students from 26 ABCN schools benefitted from mentoring by Stockland employees</li> <li>Stockland supported 10 ABCN Accelerate scholars</li> </ul>
The National Theatre for Children	Student education program focused on sustainability, offering students hands-on in-class education and online resources tied together with a live performance.	<ul style="list-style-type: none"> <li>5,657 primary school students from 11 primary schools attended live i-school or virtual online educational performances</li> <li>277 battery recycling buckets provided to participating schools</li> <li>5,745 primary students participated in Science Expos across 21 schools, with 347 teachers and 2,894 parents, grandparents and siblings also attending</li> </ul>

### CARE Grants Program

Stockland CARE Grants is an annual program held across our retail town centre, retirement living and residential portfolios to provide local organisations with the opportunity to help create more cohesive, inclusive and engaging community-based programs.

In May 2020 we awarded over \$276,000 to local community groups as Stockland CARE grants. The program, now in its seventh year, has supported grassroots community development by awarding over \$1.75 million to 1,267 community groups since its inception. From a shared value perspective, Stockland receives positive media coverage and social content related to our community grants program. This coverage provides visibility of the reach of the program and further raises awareness of both the CARE grants and the recipients in our communities.

## CASE STUDY

### CREATIVE ADAPTABILITY IN A TIME OF CRISIS – COVID-19

Gathering together as a community is an essential part of belonging and is important for maintaining positive social relationships, morale and mental health. That's why many of our Stockland community partnerships and programs are designed to bring people together to socialise, exercise and learn. However, the COVID-19 pandemic and its related physical distancing restrictions has challenged all of us to think more broadly about how we can maintain the benefits of connection, along with staying safe.

At Stockland we have worked hard with our community partners to deliver a number of our face-to-face health and wellbeing programs virtually. Jamie's Ministry of Food has provided online cooking classes to our retirement village residents, while Live Life Get Active has provided access to online fitness training, nutrition plans and virtual coaching, helping our residents stay as healthy as possible.

The Stockland CARE Foundation strategic partners, Redkite, ReachOut and R U OK?, have provided numerous communications to our employees, customers and residents on maintaining good mental health and wellbeing throughout the pandemic. Belong, our new online meeting place for retail customers, features wellbeing content from all three Foundation partners. We sent out over 9,000 R U OK? connection postcards to our retirement living residents, and included tips for wellbeing and reducing loneliness in our national retirement living newsletters. We also co-funded 10,000 emergency food boxes to be distributed to disadvantaged families by food charity Eat Up, with an insert for young people from ReachOut on how to look after yourself during this period.

We have also supported our employees as they adapt to the challenges of working from home and staying safe while working at our front line assets. Throughout April we ran a '30 Days of Wellbeing' campaign that shared advice on exercising at home, keeping children entertained and how to manage stress and anxiety. In May, over 300 employees attended an organisation-wide webinar facilitated by R U OK? and ReachOut to discuss the various effects of the pandemic on mental health and what we can all do to keep ourselves mentally well and connected.

While the COVID-19 pandemic necessitated many changes to planned programs and initiatives, we have been delighted by the creativity and determination of our team and our partners to continue to support the health and wellbeing of all our communities, from our own employees to the communities in our residential and retirement villages. Throughout this time of meeting immediate needs, we have maintained our focus on the long term. We are already planning how we can work alongside our partners to best support the recovery and rebuilding of the many communities where we operate, including through important awareness raising initiatives such as R U OK? Day in September and Mental Health Month in October.



## Community investment

### Giving

In FY20 our employees donated \$121,504.68<sup>1</sup> to more than 140 individual charities. Stockland matched 96% of these donations via our workplace giving program to a total of \$116,436.87. Over the year, 29.4 per cent of employees participated in our workplace giving program, exceeding our FY20 community investment target of 25 per cent.

### Volunteering

Following a review of our volunteering opportunities, we diversified and increased the number of volunteering activities provided to employees and recorded an increase in the uptake of skilled volunteering.

Volunteering targets were progressing well for the year against our target, with a 29% volunteering rate achieved as at 31 March 2020. At this rate, it would have been a stretch to meet a 50% volunteering rate by 30 June 2020. In addition, the large majority of volunteering activities from March to June 2020 were either cancelled or postponed indefinitely due to COVID-19, resulting in a volunteering rate for FY20 of 30%.

In FY20, 488 employees contributed over 3,479 hours to support the communities where we operate, including participation in team volunteering days, student mentoring and the use of personal volunteering leave. 125 employees volunteered in a student mentoring program via our partnership with the Australian Business and Community Network (ABCN). Stockland continues to work closely with ABCN in funding Indigenous scholarships and matching with mentors. In FY20 we funded an additional two Indigenous scholarships. More information on our Indigenous scholarship program is in our [Human Rights Deep Dive](#).

## Stockland CARE Foundation

Following an extensive review and employee engagement survey, the Stockland CARE Foundation launched a collaborative partnership in October 2019 with two mental health organisations ReachOut Australia and R U OK? to join our current charity partner Redkite. The Stockland CARE Foundation aims to invest more than \$1 million and ongoing non-financial support over the next three years, supporting mental health programs to improve wellbeing in Australian communities.

Supported by our state employee volunteer committees, our employees ran numerous events, fundraisers and volunteering activities throughout FY20. Some of the highlights of the year included:

- Foundation Fortnight, a concentrated two-week period of targeted events and activations to promote awareness and raise funds for our Stockland CARE Foundation and its partners.
- Participation of 28 retirement living communities in CARE Family Day, an increase on the 19 villages that participated in FY19. Family Day provides an opportunity to raise awareness about the CARE Foundation and its charity partners in a fun environment involving activities such as face painting, petting zoos, craft tables, treasure hunts, and food and drink.
- Strategically using our partners R U OK? and ReachOut to get messaging to our communities on staying connected and mentally strong, and where to go for relevant information during COVID-19.
- Over 390 employees attended a wellbeing webinar on how to check in with those around you and have meaningful conversations relating to mental health.
- Celebrating a five-year partnership and over \$1 million investment in supporting Redkite to provide a full suite of programs and services, including emotional, practical and financial support services to over 400 families.

<sup>1</sup> Of this total, \$117,873.53 was donated via workplace giving, of which \$116,436.87 was matched. Any difference not matched was due to the employee matching cap of \$5,000 per person being exceeded. The remaining \$3,631.15 was donated through direct cash donations and gift vouchers and were not eligible to be matched.

## CASE STUDY

### STRENGTHENING COMMUNITIES THROUGH THE POWER OF PARTNERSHIP

At Stockland we believe we can positively change the way people and communities thrive. The Stockland CARE Foundation was established to support charity organisations that can help Stockland deliver on our aspiration to improve the health, wellbeing and education of Australian communities.

In October 2019, the Stockland CARE Foundation established a collaborative partnership between our three charity partners ReachOut, Redkite and R U OK? with the common goal to improve the wellbeing of communities across Australia. Through this partnership we will seek to empower our communities to build the essential skills, resources and networks to support each other towards a better way to live.

This collaborative partnership sees the four organisations come together as a ‘community of practice’ to share resources, tools and challenges and build a culture of continuous learning and improvement. We have already held workshops to agree partnership principles and think innovatively about how we will work together and share knowledge to maximise our joint overall impact.

Given the massive social disruption caused by COVID-19, the establishment of this new collaborative partnership has been timely and fortunate. It is more important now than ever before to support and strengthen our shared communities. Over the next three years, the CARE Foundation will invest more than \$1 million and ongoing non-financial support in our Foundation partners, to help raise awareness and support for mental health programs in Australian communities, which will help communities recover and rebuild for the future. Mental health and wellbeing was chosen by an overwhelming majority of Stockland employees as the key focus area for the CARE Foundation.

