

STOCKLAND

GRI Index FY20

Stockland’s sustainability reporting has been prepared in accordance with the **GRI Standards** (Comprehensive). This report also serves as the UN Global Compact (UNGC) Communication on Progress. This index relates to our FY20 sustainability reporting and provides a guide on where information can be found as it relates to GRI and UNGC reporting requirements.

Our FY20 sustainability reporting is available on our [website](#).

	Disclosure	Location or comment	UNGC	Relevant material matter or enduring theme
GRI 102: General Disclosures				
102-01	Name of the organisation	Annual Report		N/A
102-02	Activities, brands, products, and services	Annual Report		N/A
102-03	Location of headquarters	Stockland website, Contact Us		N/A
102-04	Location of operations	Annual Report		N/A
102-05	Ownership and legal form	Annual Report		N/A
102-06	Markets served	Annual Report		N/A
102-07	Scale of the organisation	People Data Pack Annual Report		N/A
102-08	Information on employees and other workers	People Data Pack	Principle 6	N/A
102-09	Supply chain	Supply Chain Deep Dive		N/A
102-10	Significant changes to the organisation and its supply chain	During FY20, Stockland appointed a new Group Executive and Chief Innovation, Marketing and Technology Officer.		N/A
102-11	Precautionary Principle or approach	Our Management Approach to Governance and Risk Our Management Approach to Climate Resilience	Principle 7	Climate change impacts our assets, operations and the broader community Climate Resilience
102-12	External initiatives	Annual Report	UNGC commitment	N/A
102-13	Membership of associations	Our Management Approach to Stakeholder Engagement		N/A
102-14	Statement from senior decision-maker	Annual Report	Statement of continuing support	N/A
102-15	Key impacts, risks, and opportunities	Annual Report		NA
102-16	Values, principles, standards, and norms of behaviour	Annual Report	Principle 10	N/A
102-17	Mechanisms for advice and concerns about ethics	Our Management Approach to Governance and Risk Our Management Approach to Human Rights	Principle 10	N/A
102-18	Governance structure	Annual Report , Governance		N/A
102-19	Delegating authority	Annual Report , Governance		N/A
102-20	Executive-level responsibility for economic, environmental, and social topics	Our Management Approach to Governance and Risk		N/A

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102-21	Consulting stakeholders on economic, environmental, and social topics	Our Management Approach to Governance and Risk Our Management Approach to Stakeholder Engagement		N/A
102-22	Composition of the highest governance body and its committees	Annual Report , Governance		N/A
102-23	Chair of the highest governance body	Annual Report , Governance		N/A
102-24	Nominating and selecting the highest governance body	Annual Report , Governance		N/A
102-25	Conflicts of interest	Our Management Approach to Governance and Risk		N/A
102-26	Role of highest governance body in setting purpose, values, and strategy	Our Management Approach to Governance and Risk Governance and Risk Deep Dive		N/A
102-27	Collective knowledge of highest governance body	Annual Report , Governance		N/A
102-28	Evaluating the highest governance body's performance	Annual Report , Governance		N/A
102-29	Identifying and managing economic, environmental, and social impacts	Our Management Approach to Governance and Risk		N/A
102-30	Effectiveness of risk management processes	Our Management Approach to Governance and Risk Governance and Risk Deep Dive		N/A
102-31	Review of economic, environmental, and social topics	Our Management Approach to Governance and Risk Governance and Risk Deep Dive		N/A
102-32	Highest governance body's role in sustainability reporting	Our Management Approach to Governance and Risk		N/A
102-33	Communicating critical concerns	Our Management Approach to Governance and Risk Our Management Approach to Human Rights		N/A
102-34	Nature and total number of critical concerns	Human Rights Deep Dive		N/A
102-35	Remuneration policies	Annual Report , Remuneration		N/A
102-36	Process for determining remuneration	Annual Report , Remuneration		N/A
102-37	Stakeholders' involvement in remuneration	Our Management Approach to Stakeholder Engagement		N/A
102-38	Annual total compensation ratio	People Data Pack		N/A
102-39	Percentage increase in annual total compensation ratio	People Data Pack		N/A
102-40	List of stakeholder groups	Our Management Approach to Stakeholder Engagement		N/A
102-41	Collective bargaining agreements	Human Rights Deep Dive	Principle 3	N/A
102-42	Identifying and selecting stakeholders	Our Management Approach to Stakeholder Engagement		N/A

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102-43	Approach to stakeholder engagement	Our Management Approach to Stakeholder Engagement Our Management Approach to Customer Engagement and Experience		Customer engagement Ability to harness digital business opportunities to remain competitive
102-44	Key topics and concerns raised	Reporting Approach		N/A
102-45	Entities included in the consolidated financial statements	Annual Report		N/A
102-46	Defining report content and topic boundaries	Reporting Approach		N/A
102-47	List of material topics	Reporting Approach		N/A
102-48	Re-statements of information	Any re-statements are indicated using footnotes in the report.		N/A
102-49	Changes in reporting	Reporting Approach		N/A
102-50	Reporting period	Reporting Approach		N/A
102-51	Date of most recent report	Reporting Approach		N/A
102-52	Reporting cycle	Reporting Approach		N/A
102-53	Contact point for questions regarding the report	Reporting Approach		N/A
102-54	Claims of reporting in accordance with the GRI Standards	Reporting Approach		N/A
102-55	GRI content index	GRI Index		N/A
102-56	External assurance	Reporting Approach		N/A
GRI 103: Management Approach				
103-1	Explanation of the material topic and its Boundary	Reporting Approach Annual Report		N/A
103-2	The management approach and its components	Management approach documents for enduring themes available on our website at www.stockland.com.au/sustainabilitydownloads		N/A
103-3	Evaluation of the management approach	As per 103-2 above		N/A
GRI 200: Economic				
201-1	Direct economic value generated and distributed	Annual Report Community Deep Dive		Community
201-2	Financial implications and other risks and opportunities due to climate change	Annual Report , Climate-related Financial Disclosures Our Management Approach to Climate Resilience	Principle 7	Climate change impacts our assets, operations and the broader community Climate Resilience
201-3	Defined benefit plan obligations and other retirement plans	Stockland does not offer defined benefit plans.		Employee engagement and development
201-4	Financial assistance received from government	Stockland does not receive financial assistance from government.		Stakeholder engagement
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	People Data Pack		N/A
202-2	Proportion of senior management hired from the local community	People Data Pack		N/A
203-1	Infrastructure investments and services supported	Community Data Pack		Community

	Disclosure	Location or comment	UNGC	Relevant material matter or enduring theme
203-2	Significant indirect economic impacts	Community Deep Dive Community Data Pack		Community
204-1	Proportion of spending on local suppliers	Supply Chain Deep Dive		Supply chain
205-1	Operations assessed for risks related to corruption	Human Rights Deep Dive	Principle 10	Human rights
205-2	Communication and training about anti-corruption policies and procedures	Health, Safety and Security Deep Dive	Principle 10	Human rights
205-3	Confirmed incidents of corruption and actions taken	Human Rights Deep Dive	Principle 10	Human rights
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	No legal actions for anti-competitive behaviour, anti-trust, or monopoly practices in FY20.		Human rights
GRI 300: Environmental				
301-1	Materials used by weight or volume	Waste and Materials Deep Dive	Principle 7 Principle 8	Waste and materials
301-2	Recycled input materials used	Waste and Materials Deep Dive	Principle 8	Waste and materials
301-3	Reclaimed products and their packaging materials	Not relevant for our organisation.	Principle 8	N/A
302-1	Energy consumption within the organisation	Carbon and Energy Deep Dive Environmental Data Pack	Principle 7	Carbon and energy
302-2	Energy consumption outside of the organisation	Carbon and Energy Deep Dive Environmental Data Pack	Principle 8	Carbon and energy
302-3	Energy intensity	Carbon and Energy Deep Dive Environmental Data Pack	Principle 8	Carbon and energy
302-4	Reduction of energy consumption	Carbon and Energy Deep Dive Environmental Data Pack	Principle 8 Principle 9	Carbon and energy
302-5	Reductions in energy requirements of products and services	Carbon and Energy Deep Dive Asset Rating and Certification Deep Dive	Principle 8	Carbon and energy
303-1	Water withdrawal by source	Environmental Data Pack	Principle 7 Principle 8	Water Management
303-2	Water sources significantly affected by withdrawal of water	Water Management Deep Dive	Principle 8	Water Management
303-3	Water recycled and reused	Water Management Deep Dive	Principle 8	Water Management
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental Data Pack Biodiversity Deep Dive	Principle 8	Biodiversity
304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity Deep Dive	Principle 8	Biodiversity
304-3	Habitats protected or restored	Biodiversity Deep Dive	Principle 8	Biodiversity
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity Deep Dive	Principle 8	Biodiversity
305-1	Direct (Scope 1) GHG emissions	Carbon and Energy Deep Dive Environmental Data Pack	Principle 7 Principle 8	Carbon and energy

	Disclosure	Location or comment	UNGC	Relevant material matter or enduring theme
305-2	Energy indirect (Scope 2) GHG emissions	Carbon and Energy Deep Dive Environmental Data Pack	Principle 7 Principle 8	Carbon and energy
305-3	Other indirect (Scope 3) GHG emissions	Carbon and Energy Deep Dive Environmental Data Pack	Principle 7 Principle 8	Carbon and energy
305-4	GHG emissions intensity	Carbon and Energy Deep Dive Environmental Data Pack	Principle 8	Carbon and energy
305-5	Reduction of GHG emissions	Carbon and Energy Deep Dive Environmental Data Pack	Principle 8 Principle 9	Carbon and energy
305-6	Emissions of ozone-depleting substances (ODS)	Carbon and Energy Deep Dive Environmental Data Pack	Principle 7 Principle 8	Carbon and energy
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Carbon and Energy Deep Dive Environmental Data Pack	Principle 7 Principle 8	Carbon and energy
306-1	Water discharge by quality and destination	Water Management Deep Dive	Principle 8	Water Management
306-2	Waste by type and disposal method	Environmental Data Pack Waste and Materials Deep Dive	Principle 8	Waste and materials
306-3	Significant spills	There we no significant spills to report in FY20.	Principle 8	Waste and materials
306-4	Transport of hazardous waste	Our Management Approach to Waste and Materials	Principle 8	Waste and materials
306-5	Water bodies affected by water discharges and/or runoff	Water Management Deep Dive	Principle 8	Waste and materials
307-1	Non-compliance with environmental laws and regulations	No fines or sanctions related to non-compliance with environmental laws and regulations in FY20.	Principle 8	Regulatory and policy changes impact our business and customers
308-1	New suppliers that were screened using environmental criteria	Our Management Approach to Supply Chain Supply Chain Deep Dive	Principle 8	Supply chain
308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Deep Dive	Principle 8	Supply chain
GRI 400: Social				
401-1	New employee hires and employee turnover	People Data Pack Employee Engagement, Development, Diversity and Inclusion Deep Dive	Principle 6	Employee engagement and development
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People Data Pack Employee Engagement, Development, Diversity and Inclusion Deep Dive		Employee engagement and development
401-3	Parental leave	People Data Pack Employee Engagement, Development, Diversity and Inclusion Deep Dive	Principle 6	Employee engagement and development
402-1	Minimum notice periods regarding operational changes	Employee Engagement, Development, Diversity and Inclusion Deep Dive	Principle 3	Employee engagement and development
403-1	Workers representation in formal joint management-worker health and safety committees	Operational and development teams across the business are required to address work health and safety (WHS) as a standard agenda item on business meetings, replacing the need for formal WHS Committees. However, it is noted that as per regulations, committees must be established if requested by workers.		Health and safety

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403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Health and Safety Deep Dive People Data Pack		Health and safety
403-3	Workers with high incidence or high risk of diseases related to their occupation	Health and Safety Deep Dive People Data Pack		Health and safety
403-4	Health and safety topics covered in formal agreements with trade unions	Human Rights Deep Dive		Health and safety
404-1	Average hours of training per year per employee	Employee Engagement, Development, Diversity and Inclusion Deep Dive People Data Pack	Principle 6	Employee engagement and development
404-2	Programs for upgrading employee skills and transition assistance programs	Our Management Approach to Employee Engagement and Development Employee Engagement, Development, Diversity and Inclusion Deep Dive		Employee engagement and development
404-3	Percentage of employees receiving regular performance and career development reviews	People Data Pack	Principle 6	Employee engagement and development
405-1	Diversity of governance bodies and employees	Annual Report People Data Pack	Principle 6	Diversity and inclusion
405-2	Ratio of basic salary and remuneration of women to men	People Data Pack	Principle 6	Diversity and inclusion
406-1	Incidents of discrimination and corrective actions taken	Human Rights Deep Dive	Principle 6	Human rights
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights Deep Dive	Principle 2 Principle 3	Human rights
408-1	Operations and suppliers at significant risk for incidents of child labour	Supply Chain Deep Dive	Principle 1 Principle 2 Principle 5	Human rights
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Supply Chain Deep Dive	Principle 1 Principle 4 Principle 2	Human rights
410-1	Security personnel trained in human rights policies or procedures	Human Rights Deep Dive	Principle 1 Principle 2	Human rights
411-1	Incidents of violations involving rights of indigenous peoples	Human Rights Deep Dive	Principle 1	Human rights
412-1	Operations that have been subject to human rights reviews or impact assessments	Human Rights Deep Dive	Principle 1	Human rights
412-2	Employee training on human rights policies or procedures	Human Rights Deep Dive	Principles 1-6	Human rights
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	All significant investments were made in Australian property. We have clauses in our agreements requiring compliance with laws including human rights legislation and screening in place for this material spend.	Principles 1-6	Human rights
413-1	Operations with local community engagement,	Stakeholder Engagement Deep Dive Community Deep Dive		Community

	Disclosure	Location or comment	UNGC	Relevant material matter or enduring theme
	impact assessments, and development programs			
413-2	Operations with significant actual and potential negative impacts on local communities	Stakeholder Engagement Deep Dive	Principle 1	Community
414-1	New suppliers that were screened using social criteria	Our Management Approach to Supply Chain Our Management Approach to Human Rights	Principles 1-6	Supply chain Human rights
414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Deep Dive Human Rights Deep Dive	Principle 2	Supply chain Human rights
415-1	Political contributions	Our Management Approach to Stakeholder Engagement	Principle 10	Stakeholder engagement
416-1	Assessment of the health and safety impacts of product and service categories	Health and Safety Deep Dive		Health and safety Security risks and unexpected market events impact business continuity and community resilience
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No non-compliance concerning health and safety impacts of products in FY20.		Health and safety Increasing expectation on organisations from the community
417-1	Requirements for product and service information and labelling	Not relevant for our organisation.		N/A
417-2	Incidents of non-compliance concerning product and service information and labelling	No incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling in FY20.		Regulatory and policy changes impact our business and customers
417-3	Incidents of non-compliance concerning marketing communications	During FY20, Stockland received a warning from Western Australia Department of Mines, Industry Regulation and Safety, Consumer Protection Division in relation to provision of information regarding construction of future amenity.		Regulatory and policy changes impact our business and customers
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Human Rights Deep Dive		Health and safety Increasing expectation on organisations from the community
419-1	Non-compliance with laws and regulations in the social and economic area	In FY20, there were no identified instances of material non-compliance with laws and/or regulations in the social and economic area.		Governance and risk Regulatory and policy changes impact our business and customers