

People Data Pack

FY18

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	FY18	FY17	FY16	FY15	FY14
Full Time	1,301	1,192	1,135	1,121	1,120
• Permanent ¹	1,219	1,122	1,073	1,058	1,072
• Fixed Term ²	82	70	62	63	48
Part Time	333	331	308	295	282
• Permanent	314	316	298	282	269
• Fixed Term	19	15	10	13	13
Casual ³	56	55	55	46	38
Total Headcount ⁴	1,690	1,578	1,498	1,462	1,440
FTE⁵	1,561	1,472	1,386	1,345	1,286

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 and employees on extended leave. FY14 figures have been adjusted to reflect the sale of the Opal Aged Care business so as to make year on year figures comparable.

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.

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WORKFORCE BY REGION

STATE/TERRITORY	FY18	FY17	FY16	FY15	FY14
New South Wales	921	843	821	826	816
Queensland	323	307	275	283	280
Victoria	279	264	240	229	228
Western Australia	95	94	97	98	90
South Australia	67	66	62 ⁶	22	22
Australian Capital Territory	5	4	3	4	4
Total	1,690	1,578	1,498	1,462	1,440

WORKFORCE BY GENDER

STATUS	FY18				TOTAL
	FEMALE	FEMALE %	MALE	MALE %	
Full Time Permanent	614	36%	605	36%	1,219
Part Time Permanent	276	16%	38	2%	314
Fixed Term	69	4%	32	2%	101
Casual	43	3%	13	1%	56
Total	1,002	59%	688	41%	1,690

WORKFORCE BY AGE CATEGORY

AGE	FY18			
	FEMALE	MALE	TOTAL	TOTAL %
<25	50	22	72	4%
25 - <35	315	178	493	29%
35 - <45	291	201	492	29%
45 - <55	202	169	371	22%
55 - <65	121	97	218	13%
>65	23	21	44	3%
Total	1,002	688	1,690	100%

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

⁶ Stockland acquired eight retirement living villages in South Australia in July 2016.

MEDIAN AGE OF WORKFORCE

YEAR	MEDIAN AGE
FY18	40
FY17	39
FY16	39
FY15	39
FY14	38

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/EMPLOYEE⁷

REMUNERATION MEASURE	RATIO				
	FY18	FY17	FY16	FY15	FY14
Managing Director's annual total compensation ÷ employee median annual total compensation	39	46	48	44	44
% increase in Managing Director's annual total compensation ÷ employee's median % increase	-5.38	1.08	-0.26	1.50	6.04

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	FY18	FY17
Employee engagement		
Employee engagement score	83 per cent 7 points above Australian National Norm	82 per cent
Employees indicating they fully support the values for which Stockland stands	96 per cent 12 points above Australian National Norm	96 per cent
Employees who believe strongly in the goals and objectives of Stockland	92 per cent 10 points above Australian National Norm	91 per cent
Employees willing to work beyond what is required to help Stockland succeed	95 per cent 3 points above Australian National Norm	95 per cent

⁷ 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.



Corporate responsibility and sustainability		
Corporate responsibility and sustainability score	89 per cent 7 points above Australian National Norm	88 per cent
Employees who believe that we do a good job integrating sustainability into our projects and activities	88 per cent 14 points above Australian National Norm	86 per cent
Employees who believe that we do a good job integrating sustainability into our products and services	86 per cent	84 per cent
Diversity and Inclusion		
Diversity and Inclusion score	87 per cent 7 points above Australian National Norm	87 per cent
Employees considering that Stockland supports equal opportunity for all employees.	86 per cent 17 points above Australian National Norm	86 per cent
Employees considering men and women have the same opportunities to advance	81 per cent 5 points above Australian National Norm	83 per cent
Employees considering the working environment to be accepting of disabilities or psychological/physical impairment	87 per cent	86 per cent
Employees who believe Stockland is accepting of varied cultural background or lifestyles	94 per cent 3 points above Australian National Norm	93 per cent
Health and safety		
Health and safety score	93 per cent 9 points above Australian National Norm	92 per cent
Employees indicating their work area is a safe place to work	96 per cent 8 points above Australian National Norm	96 per cent
Employees believing we provide adequate OH&S systems, resources, and training	92 per cent	90 per cent
Employees considering prompt and effective action is taken when unsafe conditions are brought to management attention	90 per cent 9 points above Australian National Norm	90 per cent
Leadership		
Overall leadership score	73 per cent 5 points above Australian National Norm	73 per cent
Employees have a clear sense of direction from the Leadership Team	81 per cent	80 per cent

ABSENTEEISM⁸

	FY18	FY17	FY16	FY15	FY14
Absent Days per FTE	4.7	4.7	4.9	4.9	4.6

⁸ 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

FY18	<25	25 - <35	35 - <45	45 - <55	55 - <65	>65
Number	37	129	76	68	26	4
Per cent	11%	38%	22%	20%	8%	1%

NEW HIRES BY GENDER

FY18	MALE	FEMALE
Number	142	198
Per cent	42%	58%

TURNOVER⁹

	FY18	FY17	FY16	FY15	FY14
Employee initiated turnover ¹⁰	14.1% (214)	15.1% (220)	14.9% (216)	13.8% (193)	15.0%
• Employee initiated turnover for employees with Strong performance or above ¹¹	10.9% (97)	10.6% (104)	11.8% ¹² (143)	12.2% ¹³ (150)	12.6% ¹⁴
Stockland initiated turnover ¹⁵	2.4% (37)	2.4% (35)	5.6% ¹⁶ (81)	3.0% (42)	5.2%
Total	16.5% (251)	17.5% (255)	20.5% (297)	16.8% (235)	20.2%

⁹ 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).

¹⁰ Employee-initiated turnover includes resignations and retirements.

¹¹ 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].

¹² 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].

¹³ 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].

¹⁴ FY14 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 2014].

¹⁵ Stockland initiated turnover includes redundancy or termination by Stockland (e.g. terminated during probation or for cause).

¹⁶ 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 GROUP¹⁷

TENURE GROUP	FY18	FY17	FY16	FY15	FY14
<1 Year	14.6% (38)	20.1% (46)	22.5% (50)	18.8% (40)	31.0%
1 - <3 Years	20.9% (84)	19.8% (78)	21.5% (83)	20.0% (71)	24.5%
3 - <5 Years	15.9% (42)	19.4% (47)	19.7% (50)	16.4% (43)	15.1%
5 - <10 Years	16.0% (55)	16.8% (64)	20.3% (82)	14.8% (59)	16.6%
>10 Years	12.5% (32)	9.3% (20)	17.5% (32)	14.0% (22)	12.0%

TURNOVER BY AGE GROUP¹⁸

AGE GROUP	FY18	FY17	FY16	FY15	FY14
<25	13.6% (9)	6.7% (4)	22.8% (11)	14.6% (7)	24.5%
25 - <35	16.4% (75)	24.6% (107)	19.4% (87)	19.4% (87)	23.5%
35 - <45	17.6% (79)	14.6% (65)	19.2% (88)	14.2% (63)	18.2%
45 - <55	17.4% (58)	14.2% (45)	22.5% (68)	14.0% (38)	15.5%
55 - <65	13.1% (24)	15.6% (27)	21.6% (36)	17.5% (27)	20.5%
>65	17.0% (6)	24.5% (7)	25.6% (7)	41.4% (13)	29.7%

¹⁷ 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].

¹⁸ 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].



TURNOVER BY GENDER ¹⁹

GENDER	TURNOVER	FY18	FY17	FY16	FY15	FY14
Male	Total	16.3% (103)	19.3% (117)	19.2% (117)	19.2% (111)	20.8%
	Employee initiated turnover	13.3% (84)	16.0% (97)	14.1% (86)	16.4% (94)	16.1%
	• Employee initiated turnover for employees with Strong performance or above	6.6% (42)	10.6% (42)	10.4% (54)	14.6% (72)	14.0%
	Stockland initiated turnover	3.0% (19)	3.3% (20)	5.1% (31)	2.8% (17)	4.8%
Female	Total	16.6% (148)	16.2% (138)	21.4% (180)	15.2% (124)	19.8%
	Employee initiated turnover	14.6% (130)	14.4% (123)	15.5% (130)	12.1% (99)	14.3%
	• Employee initiated turnover for employees with Strong performance or above	6.2% (55)	12.2% (70)	12.8% (89)	10.7% (78)	11.6%
	Stockland Initiated turnover	2.0% (18)	1.8% (15)	5.9% (50)	3.1% (25)	5.5%

PARENTAL LEAVE RETURN RATE ²⁰

GENDER	TOTAL LEAVE	WITHIN 6 MONTHS				WITHIN 12 MONTHS			
		RETURNS	FY18 RETURN RATE	FY17	FY16	RETURNS	FY18 RETURN RATE	FY17	FY16
Male	20	18	90.0%	94.1%	94.7%	18	90.0%	94.1%	94.4%
Female	47	43	91.5%	83.2%	91.5%	43	91.5%	80.4%	79.2%
Overall	67	61	91.0%	84.7%	92.5%	61	91.0%	82.3%	84.1%

¹⁹ 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].

²⁰ Parental leave return rates look at the return rates of employees who have returned from parental leave in FY16 and FY17 and either remain employed (returns) or exited during FY17 either within 6 months or 12 months of return.

Human capital development

LEARNING

	FY18	FY17	FY16	FY15	FY14
Training days per employee ²¹	2.0 ²²	2.5	3.1	2.5	3.1

TRAINING DAYS PER EMPLOYEE BY EMPLOYEE CATEGORY AND GENDER

FY18		
EMPLOYEE CATEGORY	FEMALE	MALE
Executive Committee	1.1	1.0
General Manager	3.7	7.2
Senior Manager	5.9	5.4
Manager	2.4	2.1
Professional/Technical	2.0	1.9
Employee	1.1	1.1
Total	1.9	2.3

We have a number of core 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, Workplace Bullying, Privacy at Stockland, Compliance at Stockland, and Personal Information Data Breaches Awareness. During FY18 the total hours of employee training in this regard was 4,836 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

	% ELIGIBLE EMPLOYEES ²³
Performance review	100
Career development plan	78

²¹ Training days per employee is calculated by dividing [Total Number Of Training Hours/7.8] by [12-Month Average Headcount].

²² Training days per employee has declined slightly in FY18 because of a more efficient use of time for classroom offerings (by leveraging pre-work undertaken prior to recorded training) and more use of webinar-style learning as opposed to face to face workshops.

²³ Eligible employees are permanent employees who have worked for Stockland for at least three months.

Diversity and inclusion

WORKFORCE BY CULTURAL BACKGROUND²⁴

CULTURE	FY18 ²⁵	FY17 ²⁶	FY16 ²⁷	FY15 ²⁸	FY14 ²⁹
Australian	62.3%	56.2%	62.5%	56.2%	69.6%
Aboriginal and Torres Strait Islander	0.7%	0.4%	0.0%	0.4%	0.3%
European ³⁰	19.0%	25.4%	22.8%	25.4%	14.6%
Asian ³¹	8.9%	9.3%	8.7%	9.3%	6.5%
Maori and New Zealand	1.8%	2.4%	2.3%	2.4%	2.3%
Middle Eastern	1.3%	0.8%	0.0%	0.8%	0.7%
South African	0.9%	1.0%	1.2%	1.0%	0.9%
North American	0.9%	0.6%	0.0%	0.6%	1.2%
Other	4.3%	4.0%	2.5%	4.0%	3.9%

WOMEN IN MANAGEMENT³²

JOB BAND	FY18		FY17		FY16		FY15		FY14	
	TOTAL	% WOMEN	TOTAL	% WOMEN	TOTAL	% WOMEN	TOTAL	% WOMEN	TOTAL	% WOMEN
Management	574	45.1%	555	45.9%	536	44.6%	515	44.7%	464	45.4%
• Executive ³³	11	27.3%	9	11.1%	9	11.0%	9	11.0%	7	0.0%
• Senior Management ³⁴	146	39.7%	152	38.8%	151	36.0%	138	36.0%	132	35.0%
• Manager	417	47.5%	394	49.5%	376	49.0%	368	49.0%	325	50.0%
Employee	1,116	66.3%	1,065	66.9%	1,010	67.0%	1,012	66.0%	938	66.0%
Stockland	1,690	59.3%	1,620	59.7%	1,546	60.0%	1,527	59.0%	1,402	59.0%

²⁴ 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.

²⁵ 94% of respondents chose to disclose their cultural background in FY18.

²⁶ 91% of respondents chose to disclose their cultural background in FY17.

²⁷ 83% of respondents chose to disclose their cultural background in FY16.

²⁸ 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.

²⁹ 94% of respondents chose to disclose their cultural background in FY14.

³⁰ Includes north-west, central, southern, eastern, British, Irish and Scottish.

³¹ Includes south-east, north-east, southern and central.

³² 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.

³³ Executive is Stockland's Executive Committee.

³⁴ Includes General Manager and Senior Manager job bands.

WOMEN IN MANAGEMENT BY BUSINESS³⁵

BUSINESS	FY18	FY17	FY16	FY15	FY14
Stockland	45.1%	45.9%	44.6%	44.7%	45.4%
Commercial Property	33.9%	36.5%	33.7%	32.4%	32.1%
Corporate	51.0%	52.3%	50.0%	56.6%	58.9%
Residential	32.1%	25.3%	21.0%	23.4%	22.7%
Retirement Living	50.5%	56.2%	62.4%	56.5%	55.4%

AVERAGE FIXED REMUNERATION RATIO BY JOB BAND³⁶

JOB BAND	FY18	FY17	FY16	FY15	FY14
Executive	0.71	0.64	0.59	0.60	NA
Senior Management ³⁷	0.85	0.86	0.85	0.93	0.89
Management	0.85	0.84	0.83	0.85	0.83
Employee/Professional Technical	0.86	0.86	0.86	0.86	0.86
Stockland ³⁸	0.68	0.66	0.64	0.66	0.65

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. We have worked with our principal contractor at our Stockland Green Hills (NSW) redevelopment project to obtain data on local employment and procurement. More information on this initiative can be found in our [Supply Chain Deep Dive](#).

GENDER PAY EQUITY RATIO³⁹

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.

	FY18	FY17	FY16	FY15	FY14
Stockland	98.3%	98.6%	97.4%	97.2%	96.9%

³⁵ Includes Executive Committee, General Manager, Senior Manager and Manager job bands.

³⁶ Average fixed remuneration ratio looks at the ratio of the average female fixed pay to the average male fixed pay by job band.

³⁷ Senior Management includes Senior Manager and General Manager job bands.

³⁸ The ratio is a function of total pay and employee number by gender.

³⁹ 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

	FY18	FY17	FY16	FY15	FY14
Total average workforce ⁴⁰	1,689	1,578	1,507	1,438 ⁴¹	1,695
Total hours worked (million)	3.08	2.83	2.75	2.53	2.97
Number of lost time injuries (LTI) ^{42/43}	5	5	11	12	18
Lost time injury frequency rate (LTIFR) ⁴⁴	1.6	1.8	4.0	4.7	6.1
Number of injuries requiring medical treatment (MTI) ⁴⁵	25	24 ⁴⁶	12	14	14
Medical treatment injury frequency rate (MTIFR) ⁴⁷	8.1	8.5	4.4	5.5	4.7
Frequency rate (LTI and MTI) ⁴⁸	9.7	10.2	8.4	10.2	10.7
Occupational diseases instances	0	0	0	0	0
Fatalities	0	0	0	0	0
Lost days (total for the recorded lost time injuries)	426 ⁴⁹	599	599	267	817
Average lost day rate ⁵⁰	5.8 ⁵¹	16.6	27.1	22.2	45.3
Development ⁵² contractor LTIFR	6.1	NA	NA	NA	NA

⁴⁰ Total average workforce uses monthly employee totals rather than the end of financial year figure used in Our People metrics.

⁴¹ Total average workforce in FY15 reduced as a result of the sale of the Aged Care business in FY14.

⁴² Includes injuries incurred as a result of a work related incident. Does not include commuting/recess injuries.

⁴³ An injury resulting in the loss of one or more shifts. Not including injuries requiring first aid treatment only.

⁴⁴ Number of LTIs / total hours worked from July 2017 to June 2018 x 1,000,000 hours.

⁴⁵ 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.

⁴⁶ 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.

⁴⁷ Number of MTIs / total hours worked from July 2017 to June 2018 x 1,000,000 hours.

⁴⁸ Number of LTIs + MTIs / total hours worked from July 2017 to June 2018 x 1,000,000 hours.

⁴⁹ Lost days have been largely attributed to two longstanding injuries from previous financial years accounting for 397 days.

⁵⁰ Number of Lost Days / number of respective LTIs reported in FY18.

⁵¹ This figure is derived from 29 days lost attributed to 5 LTIs recorded in FY18. The balance of 397 days were attributed to two LTIs from previous years.

⁵² Development is defined as greenfield/brownfield construction of new buildings and substantial structural works on existing buildings. Mainly where we have engaged a head/main contractor to manage the project and other contractors/sub-contractors.



BREAKDOWN BY GENDER AND REGION

	MEN	WOMEN	NSW	ACT	QLD	VIC	WA	SA
FY18								
Number of lost time injuries	3	2	2	1	1	0	1	0
Number of lost days ⁵³	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 ⁵⁴	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 ⁵⁵	557	42	306	0	36	249	0	8
FY15								
Number of lost time injuries	9	3	7	0	2	3	0	–
Number of lost days ⁵⁶	231	36	249	0	13	5	0	–
FY14								
Number of lost time injuries	6	12	9	1	3	4	1	–
Number of lost days ⁵⁷	299	518	220	1	4	591	1	–

⁵³ FY18 metrics include 397 lost days related to two lost time injuries (longstanding) reported in prior years but continued to lose time in FY18.

⁵⁴ 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.

⁵⁵ 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.

⁵⁶ 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.

⁵⁷ FY14 metrics include 558 lost days related to three longstanding lost time injuries reported in FY13 but continued to lose time in FY14.