

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	TOTAL	% WOMEN	TOTAL	% WOMEN	TOTAL	% WOMEN	TOTAL	% WOMEN	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.