



Australian Government



Workplace
Gender Equality
Agency

2021 - 22 Gender Equality Reporting

Submitted by:

Scentre Group Limited (ABN:66001671496)

**Scentre Design And Construction Pty
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**Scentre Shopping Centre Management
(Wa) Pty Ltd (ABN:69060037621)**

#Workplace overview

Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

...Recruitment	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Retention	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Performance management processes	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Promotions	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Talent identification/identification of high potentials	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Succession planning	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Training and development	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Key performance indicators for managers relating to gender equality	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(*Select all that apply*)

...Yes	Policy Strategy
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3: Does your organisation have any of the following targets to address gender equality in your workplace?

Increase the number of women in leadership positions
Increase the number of women in male-dominated roles

Increase the number of men taking parental leave
Reduce the gender pay gap

4: If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Our people are key drivers of our Diversity, Equity and Inclusion (DE&I) progress. We have a dedicated DE&I Council, sponsored by a member of our executive leadership team. We have seven employee-led working groups that continue to challenge and improve our policies and practices. Our DE&I approach is a key factor in our people retention.

We piloted an Emerging Female Leaders program to further build our pipeline of female talent as we work towards our target of 40% female, 40% male and 20% either gender represented across all levels of management. 16 emerging and high-potential female talent were identified and endorsed by our General Managers and Directors to participate in the program. The program simultaneously supported skill development, including building confidence and developing self-belief, and removed barriers which prevent talent from progressing.

The Group is committed to increasing female representation at all levels of management and across all functions of our business. We have set a goal to achieve gender equity across our business and to meet 40% female, 40% male and 20% (40:40:20) either gender, at all workplace levels by 2025. Our Gender Equity highlights include:

- We achieved 30% female representation in senior executive positions.
- 58% of promotions during the year were female.
- We were included in the 2021 Bloomberg Gender-Equity Index for the second year (one of ten Australian companies to achieve this globally). In January 2022, we were included in the 2022 Index for our third consecutive year, one of nine organisations in Australia and 418 globally to be included.
- Pay parity continues to be embedded in our business processes and we conducted a pay parity assessment and external benchmarking of roles to ensure that there are no pay equity gaps for like roles by gender.
- We developed and piloted an emerging female talent leadership program attended by 16 high potential female managers.
- We identified “tough spots” where female representation continues to be challenging and have developed strategies to address these challenges in 2022.
- Our CEO, Peter Allen, continued as a Pay Equity Ambassador and a Property Champion of Change

Underpinning these achievements and supporting our goal of 40:40:20 by 2025 is our gender equity strategy which features six focus areas:

1. Recruitment: Seek, attract and recruit (externally and internally) high performing talent to address gender imbalance in teams and for senior roles.
2. Development: Develop our female talent to have the skills and confidence to be ready now for more senior roles.
3. Reward: Ensure pay parity between genders for same/similar roles and recognition strategies to support female development and achievement.
4. Engagement: Engage our leaders to remove barriers that impact talent development and succession.
5. Education: Raise awareness of gender equity so that we increase comprehension and competence in how leaders address gender imbalance.
- 6 . Role model gender equity: Engage with our communities and stakeholders to promote our culture and female talent.

Governing bodies

Scentre Group Limited

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Board of Directors
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	1
...Non-binary	0
...Members	
...Female	4
...Male	5
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Policy Strategy
1.5: Has a target been set to increase the	

representation of women on this governing body?	No(<i>Select all that apply</i>)
	Governing body has gender balance (i.e. 40% women / 40% men / 20% either) Do not have control over governing body/appointments
	The Board continues to endorse an objective of 30% minimum representation of women on the Board with the aspiration to achieve and maintain 40:40:20 over the longer term. Shareholders have the final vote over these appointments.
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes(<i>Select all that apply.</i>)
	Policy Strategy

Scentre Design And Construction Pty Limited

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

Scentre Limited

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	

...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

Scentre Shopping Centre Management (Wa) Pty Ltd

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

The Board is committed to ensuring that it continues to include directors with an appropriate mix of skills, knowledge, experience and diversity, including gender, and diversity of thought and approach.

The Board continues to endorse an objective of 30% minimum representation of women on the Board with the aspiration to achieve and maintain 40:40:20 over the longer term.

#Action on gender equality

Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

Yes(*Select all that apply*)

...Yes

Policy
Strategy

1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?

Yes(*Select all that apply*)

...Yes

To achieve gender pay equity
To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews)
To ensure managers are held accountable for pay equity outcomes
To implement and/or maintain a transparent and rigorous performance assessment process

2: What was the snapshot date used for your Workplace Profile?

31-Mar-2022

Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)

1.1: When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

Yes(*Select all that apply*)

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

Created a pay equity strategy or action plan
Identified cause/s of the gaps
Reviewed remuneration decision-making processes
Analysed commencement salaries by gender to ensure there are no pay gaps
Analysed performance pay to ensure there is no gender bias (including unconscious bias)
Analysed performance ratings to ensure there is no gender bias (including unconscious bias)
Set targets to reduce any organisation-wide gap

.. Yes	<p>Reported pay equity metrics (including gender pay gaps) to the governing body</p> <p>Reported pay equity metrics (including gender pay gaps) to the executive</p> <p>Trained people-managers in addressing gender bias (including unconscious bias)</p> <p>Corrected like-for-like gaps</p>
<p>1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)</p>	<p>We conduct regular pay equity reviews</p> <ol style="list-style-type: none"> 1. leading into our annual remuneration cycle 2. during the annual remuneration cycle 3. post our annual remuneration cycle <p>Remuneration data was for like for like roles and by Divisional/Team view.</p> <p>Gender analysis reports are available real time for managers to make informed decisions when reward is allocated amongst employees during the annual remuneration cycle.</p>

3: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Pay Equity remains under constant review by the Group and is embedded in our business processes.

We are committed to conduct annual pay equity reviews for like for like roles throughout the year.

Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes(Provide further details on the employee consultation process.)

<p>1.1: How did you consult employees?</p>	<p>Survey</p> <p>Consultative committee or group</p> <p>Focus groups</p> <p>Exit interviews</p> <p>Performance discussions</p>
<p>1.2: Who did you consult?</p>	<p>ALL staff</p>

2: Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes(Select all that apply.)

...Yes

Policy
Strategy

3: On what date did your organisation share your previous year's public reports with employees?

18-Aug-2021

4: Does your organisation have shareholders?

Yes

4.1: On what date did your organisation share your previous year's public reports with shareholders?

18-Aug-2021

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

Yes

6: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

Workplace consultation with employees takes place through engagement with employee resource groups across the organisation – specifically the Gender Equity Working Group (GEWG) and our People Champs resource group. Our GEWG was formed in 2019 to support our leaders and Diversity and Inclusion council to ensure gender equity across our business and achieve 40:40:20 at all levels. GEWG members consult with their teams to provide insight and feedback on our gender equity deliverables outlined in our plan, endorsed by our CEO.

Our People Champs employee resource group supports our leaders, playing an integral role in embedding our people initiatives in the business (included gender equity) and reinforcing the principles of a leader-led model. Our people champs provide valuable feedback and insight on all deliverables outlined on the Culture and Capability Plan.

#Flexible work

Flexible working

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes (*Select all that apply*)

...Yes	Policy Strategy
...A business case for flexibility has been established and endorsed at the leadership level	Yes
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	Yes
...Targets have been set for men's engagement in flexible work	Yes
...Leaders are held accountable for improving workplace flexibility	Yes
...Manager training on flexible working is provided throughout the organisation	Yes
...Employee training is provided throughout the organisation	Yes
...Team-based training is provided throughout the organisation	Yes
...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	Yes
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	Yes

2: Do you offer any of the following flexible working options to MANAGERS in your workplace?

...Flexible hours of work	Yes (<i>Select one option only</i>)
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...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Time-in-lieu	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Telecommuting (e.g. working from home)	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Job sharing	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Carer's leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Purchased leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Unpaid leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
	Formal options are available

...SAME options for women and men

Informal options are available

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

Yes

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

Yes, for both women and men

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

Training for managers on how to work with flexible and remote/hybrid teams

Training for non-managers on how to work with flexible and remote/hybrid teams

Training for all employees on how to work with flexible and remote/hybrid teams

Employee performance is measured by performance and not presenteeism

All team meetings are held online

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

We support workplace flexibility and have a long-standing flexibility policy to support our people strategy to be the place where talent thrives. While not every role can accommodate every type of flexibility, we believe that all roles - regardless of level or location – can be undertaken with some form of flexibility. We are committed to exploring how we can accommodate flexibility in all roles by balancing our peoples' personal needs alongside those of the stakeholders and local work teams. We call this the win, win, win principle.

We have many examples in practice across our team and our 2021 employee survey feedback highlights this with a positive score of 86% favourable for having a flexible workplace, up 2% from 2019.

Flexible work will continue to be a strong feature of our culture and it comes in many forms. One of those is remote work or working from home and we recognise that after the experience of lock downs, there will be a desire from some to work from home more frequently as part of a work arrangement. With this context, it's important that we outline our principles around flexibility to ensure alignment with our strategy, team and individual needs so we get the balance right.

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave (using the primary/secondary carer definition)

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes (Please indicate how employer funded paid parental leave is provided to the primary carers.)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption Surrogacy Stillbirth
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave Yes, on unpaid parental leave
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	18
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	61-70%
1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	No
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 12 months
.. Yes	

1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes(<i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i>)
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption Surrogacy Stillbirth
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary
1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave Yes, on unpaid parental leave
1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?	4
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	60-70%
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 12 months
.. Yes	

2: If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

Some benefits include:

- During unpaid parental leave periods for the primary carer we continue to pay superannuation payments into the employee's superannuation fund.
- Whilst on Parental Leave the employee and their new addition are invited to attend a CEO lunch
- Provide Continued Service recognition for Long Service Leave for people on unpaid parental leave.
- Return to work entitlements for when a primary carer returns to work in a permanent capacity are:
 1. a reimbursement of childcare costs up to \$2,500 (net) per child in case of multiple births;
 1. a one-off additional 5 days personal leave entitlement;
 2. participation in the Parents@Work program - career coaching and education sessions; and

3. Parent Connect Forum - an internal networking group for parents, primary and secondary carers are invited.

Furthermore, it is a particularly difficult and emotional period when a pregnancy ends, either in the event of a miscarriage or stillbirth. Scentre Group acknowledges and supports all employees who experience this loss. We will provide support as needed and dependent on the individual circumstances, the following leave entitlements are available:

- Miscarriage (defined as loss of a pregnancy during first 20 weeks): One week of paid leave and additional leave as agreed with your manager
- Stillbirth (defined as no signs of life after a pregnancy of at least 20 weeks' gestation or 400 grams of body weight where gestation is unknown): Full access to Scentre Group's paid Parental Leave (primary carer) and up to four weeks paid partner parent leave for the non-primary caregiver.

In addition, for those who have access to company funded primary and secondary parental leave they are able to take the paid leave within 18 months after the birth, adoption, surrogacy and/or stillbirth.

Support for carers

1: Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes (*Select all that apply*)

...Yes	Policy Strategy
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2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

...Employer subsidised childcare	No (<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...On-site childcare	No (<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Breastfeeding facilities	Yes (<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Childcare referral services	No (<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Internal support networks for parents	Yes (<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites

...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Information packs for new parents and/or those with elder care responsibilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Referral services to support employees with family and/or caring responsibilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Targeted communication mechanisms (e.g. intranet/forums)	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Support in securing school holiday care	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Coaching for employees on returning to work from paid parental leave	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Parenting workshops targeting mothers	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Parenting workshops targeting fathers	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Other (provide details)	No

3: If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Supporting our working parents and carers:

Our Keep in Touch program and Parents Connect forums are designed to support our working parents and carers balance work and family demands by openly talking about the sometimes competing demands on our time and providing them with the tools and resources they need.

We offer parental leave and have a specific Keep in Touch program designed to ensure the transition to parental leave and back to work again is as smooth and stress-free as possible. We liken our approach to maintaining an open conversation because it is different for each individual and is rarely a simple process that starts and stops.

Part of our Keep in Touch program includes our New Parents Lunches. All parents on parental leave – and their gorgeous children – are invited to lunch hosted by Peter Allen, our CEO. These lunches provide an opportunity for Peter to share what's been happening in the business as well as for our parents to tell us about their experiences of parental leave, so we remain connected.

While parental leave is an important aspect of supporting parents, one of the core features of our support program is that it is designed for parents and carers of children of any age and is ongoing – because the job of parenting never ends.

We host bi-monthly forums offering our parents and carers an opportunity to network, listen and learn from others.

We provide information about the full spectrum of support available, including buddy programs, toolkits, Parents at Work portal, career coaching (through Parents at Work) and our flexible work policy, so they can make the most of it should they need to – recognising that it's a journey and needs change over time. We also created the Parental Leave Experience portal on Scentre group's intranet.

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes (*Select all that apply*)

...Yes	Policy Strategy
1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?	Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers	Yes (<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction At least annually
...All employees	Yes (<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction At least annually

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

We have zero tolerance

Bullying, discrimination, harassment and sexual assault are recognised workplace hazards that cause psychological and physical harm. Our position on these is clear. We will not tolerate them within the workplace, they are contrary to our DNA and our Code of Conduct.

We have policies and education programs in place and an Employee Assistance Program available to our people and their families.

Our CEO, Peter Allen, has been a member of the Property Council of Australia's Champions of Change Coalition (CCC) since 2015. The CCC works to accelerate change and advance women's leadership and gender equality. Peter's participation and advocacy is a public statement of support for gender equity and change in the property industry. As a Member of the CCC, Peter Allen has endorsed public reports including:

- Disrupting the System – Preventing and responding to sexual harassment in the workplace
- Playing Our Part: a framework for Workplace Action on Domestic and Family Violence
- 2021 Impact Report

As a direct result of learnings from the Champions of Change Coalition report Disrupting the System and ahead of government changes, we added an anti-sexual harassment clause to employment contracts.

Feeling safe to speak up is an important part of the culture we seek to foster. We have zero tolerance for sexual harassment, consistent with our Code of Conduct.

Family or domestic violence

1: Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes (Select all that apply)

...Yes	Policy Strategy
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2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

...Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
...Training of key personnel	Yes
...A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
...Workplace safety planning	Yes
...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes (Is the leave period unlimited?)
...Yes	No
: How many days of paid domestic violence leave (contained in an enterprise/workplace agreement) are provided?	10
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes (Is the leave period unlimited?)

...Yes	Yes
...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
: How many days of paid domestic violence leave (not contained in an enterprise/workplace agreement) are provided?	10
...Access to unpaid leave	Yes(<i>Is the leave period unlimited?</i>)
...Yes	Yes
...Confidentiality of matters disclosed	Yes
...Referral of employees to appropriate domestic violence support services for expert advice	Yes
...Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
...Flexible working arrangements	Yes
...Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
...Offer change of office location	Yes
...Emergency accommodation assistance	Yes
...Access to medical services (e.g. doctor or nurse)	Yes
...Other (provide details)	No

3: If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below.

We have an employee led working group for Domestic and Family Violence that is sponsored by an Executive Director. The working group meet regularly to develop a strategy and implement initiatives to support the goals of the strategy. The purpose of this working group is to raise awareness and understanding through education on Domestic and Family Violence.

We continued to recognise White Ribbon Day in Australia and New Zealand during November. We raised awareness by sharing personal stories from our people related to domestic and family violence on our Intranet.

2021 Highlights:

- We partnered with StandbyU Foundation to create Magnolia Place, a domestic and family violence support hub, at Westfield Helensvale.
- We continued to recognise White Ribbon Day in Australia and New Zealand during November and are proud to have achieved White Ribbon Accreditation in November 2021.

- Continued promotion of the domestic and family violence online training module, especially for leaders, so they could be prepared to support their teams if necessary. 59% of our workforce completed our domestic and family violence training module.