

SCENTRE GROUP

Diversity Policy

Owner and Operator of  in Australia and New Zealand

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SECTION 1

Why diversity is important

Scentre Group's approach to diversity and inclusion is linked to the Group's purpose: "*creating extraordinary places, connecting and enriching communities*".

Scentre Group recognises the value of diversity in its workforce and that diversity contributes to its business success. The Group aspires to a workforce reflective of the communities in which it operates. Having a diverse and inclusive workforce is critical to the Group achieving this goal.

Diversity is about recognising and valuing the contribution of people from different backgrounds, with different perspectives and experiences. Diversity includes but is not limited to gender, age, disability, sexual orientation, ethnicity, religion and cultural background.

SECTION 2

Approach to diversity

Policies and practices

The Group's commitment to diversity and inclusion means that it continuously works to develop policies and practices that ensure an environment which is inclusive and supportive of equal opportunity. The Group's approach to diversity extends to all areas of the business including recruitment, career development and performance, talent and succession management, leadership development, mentoring, employee consultation, flexible work arrangements and forms of leave.

Diversity and Inclusion Council

The Group has established a Diversity and Inclusion Council. The Council comprises representatives from across Scentre Group's business. The Council is sponsored by, and provides regular reports to, the Group's Executive Committee which is chaired by the Chief Executive Officer.

The objective of the Council is to promote diversity and inclusion as a key corporate strategy. It does this through identifying and implementing diversity and inclusion initiatives to develop an inclusive and sustainable workplace.

Diversity and Inclusion Champions within business units support and promote the Group's diversity and inclusion initiatives.

SECTION 3

Diversity strategy

Gender diversity is integral to Scentre Group's overall diversity strategy. Increasing the representation of women at senior levels is one of Scentre Group's ongoing priorities.

The Director, Human Resources is responsible, on an annual basis, for developing gender diversity initiatives and measurable objectives for evaluation, and confirmation by, the Chief Executive Officer and the Human Resources Committee.

The Diversity and Inclusion Council supports and oversees the implementation of these gender initiatives and measures.

The Diversity and Inclusion Council will also make recommendations on broader diversity related initiatives and monitor and evaluate their implementation.

SECTION 4

Human Resources Committee

The Human Resources Committee in conjunction with the Chief Executive Officer and Director, Human establishes measurable objectives for achieving gender diversity and other diversity related objectives. The Committee reports to the Board on the progress of Scentre Group's diversity strategies and measurable objectives and progress in achieving those objectives on at least an annual basis.