

## Diversity and Inclusion Policy

### 1 Our purpose, vision and values

Our diversity policy is intended to reflect, and reinforce, Scentre Group's purpose, vision and values. We believe that our diversity contributes to our business success.

To deliver on our purpose – 'creating extraordinary places, connecting and enriching communities' – we aim to create a diverse workforce reflective of the communities in which we operate.

Our people vision for Scentre Group - 'being a place where talent can thrive' – is built on having an inclusive culture where everyone feels safe to bring their whole self to work and to succeed to the best of their ability.

Scentre Group's values are articulated through our DNA and our code of conduct, which set out our expectations for our employees' behaviour so that we can achieve a truly diverse and inclusive workplace.

### 2 Why diversity is important

Our aspiration is to create a workforce reflective of the communities in which we operate. We believe that a diverse and engaged workforce contributes to strong business performance and we seek to provide an inclusive and supportive working environment that recognises and celebrates all the ways we are different. Our commitment is to a workplace where everyone is comfortable to "bring their whole self to work".

Diversity is about recognising and valuing the contribution of people from different backgrounds, with different perspectives and experiences. We are committed to inclusion at all levels of our organisation regardless of gender, age, ability, sexual orientation, gender identity, marital or family status, ethnicity, religious beliefs, or cultural background.

### 3 Approach to diversity

Our DNA and code of conduct guide the way in which we act.

We expect our people to be inclusive, collaborative and supportive and to treat everyone equally and with respect. We do not tolerate discrimination, harassment, vilification or victimisation.

#### 3.1 Policies and practices

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

#### 3.2 Diversity and Inclusion Council

Our Diversity and Inclusion Council comprises representatives from across our business. The Council is sponsored by, and provides regular reports to, the Group's Executive Committee which is chaired by our 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. The Council is assisted by several working groups comprising representatives from across all teams and all levels which make recommendations, and develop and implement diversity and inclusion initiatives.



The key focus areas of the working groups are:

- Gender: support for increased representation of women in executive and leadership roles
- Cultural capability: how we can create a workforce reflective of the cultural diversity of our communities
- Reconciliation action plan: support for increased participation for Indigenous people in our workforce
- LGBTI: how people from the LGBTI community can feel comfortable and safe to be themselves at work
- Mental health and wellbeing: support for our people to have balanced lives and healthy minds
- Domestic and family violence: raising awareness, removing stigma and developing support mechanisms
- All abilities: identifying and removing barriers to the inclusion and advancement of people of all abilities

People Champions within business units support and promote our diversity and inclusion initiatives.

## 4 Measures

We measure and monitor diversity and inclusion objectives through regular analysis and reporting by the Director, Human Resources to the Executive Committee and Board Human Resources Committee. Senior executives have diversity and inclusion specific goals and targets.

The Human Resources Committee in conjunction with the Chief Executive Officer and Director, Human Resources establishes measurable objectives for achieving gender diversity and other diversity and inclusion 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.

## 5 Review

This policy is reviewed on an annual basis to ensure that it is operating effectively and whether any changes are required.