



Stockland

Successful outcomes generated for women

- Stockland's Executive Committee, the most senior level of the organisation, now includes three women in key leadership positions. This has resulted in female representation at this level increasing to 33.3%.
- Lisa Scenna, previously Stockland's Executive General Manager, Strategy and Corporate Development in Australia has been recently promoted to be Director of Stockland's UK business as the group looks to expand its successful business platform into offshore markets.
- Johanna Keating has been promoted to the role of Executive General Manager, Corporate Affairs, overseeing the group's investor and media relations as well as branding and research. Johanna works part time and from home.
- A Fellowship Program was introduced to recognise and develop talent within Stockland. Three of the four finalists last year were female and the ultimate winner was a female manager who was awarded an overseas study tour. In 2007 the successful team comprised three females.
- Stockland's Employee Engagement Survey results were analysed by gender to reflect any differences in perception of the culture of the organisation. The engagement score for women was 84%, which is aligned with the overall Stockland result of 84% this indicates that women are equally as engaged with the culture as men. This exceeds the global high performing norm for engagement of 78%. Further analysis highlighted that women viewed balancing work and diversity more favourably than men with respective scores of 74 for women and 72 for men.
- The group's 2006 Employee Engagement Survey reported 78 per cent of employees feel their senior leadership supports equal opportunity for all employees.

Development of Inclusive Culture for Women

- Stockland is a member of the National Association of Women in Construction (NAWIC), and supported the association by sponsoring one of

six awards at the association's Annual Awards night for the second consecutive year. This event recognises women's achievements in the property industry. Two female Stockland employees, Deborah Dearing and Siobhan Toohill, received separate NAWIC Awards for their contributions and achievements in their fields of expertise.

- Our Managing Director speaks at all Inductions, Leadership and management programmes where he advocates the Stockland values, treating people with respect and the importance of work life balance.
- Stockland has conducted a child care survey to understand the various child care needs of our employees in order to develop appropriate solutions at our workplace.
- The first statement under our Mission focuses on People – “attract, engage and retain the best people as our most important asset”. The merit principle therefore underpins our people strategy and is supportive of equal opportunity. Our ‘Teamwork’ Value states – “Work together to add value through the diversity of our people and the synergies of our businesses”.
- Stockland's Corporate Responsibility Report includes specific commitments about diversity in Stockland's workplace and includes statistics
- The 2006 Annual Report includes the statement that “Our people strategy aims to enable our employees to continue to learn, develop and achieve in an environment that is safe, diverse and values-driven”
- Diversity Metrics are built into all reporting structures at Executive and Board level.

Practices which Support Women

- Provision of 9 weeks paid parental leave for the primary care giver.
- Quarterly networking forums for women where key senior executives present are invited to present their perspective on diversity and share their understanding of the challenges of balancing personal and professional lives.
- Stockland has introduced a graduate recruitment program known as the Ervin Graf Scholarship Program. This program provides the opportunity for two students in their final year of study to undertake work experience on a rotational basis throughout Stockland's various divisions. This year the

Board chose to offer these opportunities to one female and one male to encourage female participation in the property industry.

- A Work/Life Links Program has been implemented to address dependant care and childcare needs of employees. This program provides information on after school care, vacation care, childcare centres and nursing homes etc.
- All monthly executive and Board reports contain gender mix metrics for each Division and Stockland as a whole. Management must also report on planned actions and initiatives to address diversity issues.
- All executives have "People" and "Corporate Responsibility and Sustainability" in their performance management scorecard. The majority have a combined weighting of greater than 30% assigned to this criteria. Their performance in these areas is directly linked to the quantum of bonuses paid.
- All employees participate in an induction process which includes training on sex-based discrimination using case-studies as the key learning strategy We have implemented an online training tool to be used as a refresher course.

Media Contact:

Amy Menere

Amy.menere@stockland.com.au

02 9561 2664