

## **Lend Lease**

Equal opportunity for women in the workplace is a key focus of the Lend Lease Group. We continually review existing and implement new initiatives, policies and practices such as our parental leave benefits, flexible work practices and vacation care.

In early 2007 a global initiative was sponsored by the Lend Lease Executive Management Team to review the position of 'Women in the Workplace' at Lend Lease to better understand the attraction and retention of female employees, and to bring greater awareness to diversity. This involved a series of focus groups with key senior women held in Sydney, London and New York.

Each group has since created their own advisory board, which are in the process of making recommendations for programmes and projects that can positively impact the attraction and retention of women in Lend Lease. Some recommendations to date include the formation of an Alumni program, a job coding review, recognition programmes and mentoring programmes focussing on female employees.

The global refresh of Lend Lease's Succession and Development Review (SDR) Process, originally rolled out in July 2006, is another focused initiative that helps to identify our high potential women within Lend Lease. The 2007 programme incorporates annual goal setting; bi-annual performance reviews; and individual development planning.

An example of our policies and practices on at community level is through Delfin Lend Lease's Ropes Crossing Skilling and Employment Centre initiative at St Mary's in Sydney. The Centre was established to assist in identifying local jobs for local people and specific initiatives for women have included the Office Skills for Mature Workers and the Return to work program for supporting parents.

The Office skills for Mature Workers course was designed with a local training provider and covers use of technology and teamwork. As a result of this initiative a number of participants found employment. The Return to work program for supporting parents is a Government sponsored program targeting parents who hold no post school education. Growth areas of childcare and aged care have been identified as providing successful pathways for this group. Two childcare centres are due for completion in April 2008 and plans are underway for aged care facility at Ropes Crossing. Employment opportunities will be flexible to compliment dependent care responsibilities.