SCENTRE GROUP

Human Rights Policy

Effective Date: June 2020

Creating extraordinary places and experiences that connect, enrich and are essential to our communities

SCENTRE GROUP

Scentre Group, through our Board and executive leadership team, is committed to developing and operating our Westfield destinations in such a way as to respect the dignity, wellbeing and human rights of our employees, contractors and the communities in which we operate. This commitment is aligned to Our Purpose of *creating extraordinary places and experiences that connect, enrich and are essential to our communities* and our objective to operate as a responsible and sustainable business. It is the responsibility of all Scentre Group personnel to comply with this policy.

Scentre Group's commitment to Human Rights is supported by a range of corporate policies including:

(a) Scentre Group's Diversity & Inclusion Policy
(b) Scentre Group's Code of Conduct
(c) Scentre Group's Supplier Code of Conduct
(d) Scentre Group's Whistleblower Protection Policy
(e) Scentre Group's Environmental Policy
(f) Scentre Group's Anti-Fraud, Bribery and Corruption Policy
(g) Scentre Group's Anti-Bullying Policy
(h) Scentre Group's Anti-Sexual Harassment Policy

To achieve our commitments, we will:

Recognise and value the contribution of people from different backgrounds, with different perspectives and experiences. Scentre Group is committed to diversity and inclusion in our workplaces. We believe that our diversity contributes to our business' success and that providing and promoting a positive work environment allows us to achieve excellence in our workplace.

Promote workplace gender and pay equity. Scentre Group is committed to accreditation as a Workplace Gender Equity Employer of Choice.

Demonstrate respect for Aboriginal and Torres Strait Islander peoples and embed positive and sustainable cultural change. Scentre Group is committed to a future where the importance of Aboriginal and Torres Strait Islander communities and cultures are recognised and celebrated around Australia.

Continue to ensure that anyone from the LGBTQ community never experience any intrinsic or overt barriers because of who they are. Scentre Group is committed to creating a work environment that is overt in its support in this area to ensure our people are empowered to be themselves.

Promote and maintain a mentally healthy workplace. Scentre Group is committed to providing support to our people who may be experiencing a mental health issue.

Treat everyone fairly, equally and with respect. At Scentre Group we treat all partners and stakeholders with the same principles we apply to ourselves and do not tolerate unlawful discrimination, harassment or bullying. We are committed to ensuring the safety and security of all individuals at our workplaces.

Encourage Open Dialogue. Our people must feel empowered to discuss their hours and pay with their employer, and if that discussion is not possible or fruitful, must be able to record and resolve a grievance; therefore, we encourage stakeholders to raise human rights grievances through direct channels or through our whistleblower arrangements.

Comply with applicable Employment laws and regulations together with internal policies and standards.

Require our suppliers to operate in a responsible, sustainable manner. Scentre Group requires suppliers, sub-contractors and service providers to abide by our Supplier Code of Conduct and we are committed to playing our part in eradicating modern slavery. We do not tolerate or knowingly support the use of child labour or forced or compulsory labour.

Communicate openly and engage with all stakeholders on Human Rights and provide adequate training, instruction and tools to enable relevant personnel to comply with this policy.

Provide transparency with annual sustainability performance reporting. Our reports are available at https://www.scentregroup.com/investors/annual-reporting-suite.

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Scentre Group Limited
ABN 66 001 671 496

Scentre Management Limited
ABN 41 001 670 579

RE1 Limited
ABN 80 145 743 862

RE2 Limited
ABN 41 145 744 065

scentregroup.com

Level 30, 85 Castlereagh Street
Sydney NSW 2000 Australia

GPO Box 4004
Sydney NSW 2001 Australia