



Date Created: 26-06-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**



# 2022 - 23 Gender Equality Reporting

## Submitted By:

Scentre Group Limited 66001671496

Scentre Limited 95000317279

Scentre Design And Construction Pty Limited 53000267265

Scentre Shopping Centre Management (Wa) Pty Ltd 69060037621

# #Workplace Overview

## Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

**Recruitment:** Yes

Policy; Strategy

**Retention:** Yes

Policy; Strategy

**Performance management processes:** Yes

Policy; Strategy

**Promotions:** Yes.

Policy; Strategy

**Talent identification/identification of high potentials:** Yes Policy; Strategy

**Succession planning:** Yes

Policy; Strategy

**Training and development:** Yes

Policy; Strategy

**Key performance indicators for managers relating to gender equality:** Yes Policy; Strategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

Yes Policy; Strategy

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Our people are key drivers of our Diversity, Equity and Inclusion progress. We have a dedicated Diversity, Equity and Inclusion Council, sponsored by a member of our executive leadership team. We have eight employee-led working groups that continue to challenge and improve our policies and practices. Our Diversity, Equity and Inclusion approach is a key factor in our people retention.

The Group is committed to increasing female representation at all levels of management and across all functions of our business. We take a multi-disciplined approach to addressing gender equity including pay equity, recruitment practices and culture, which aims to drive strong employee engagement and retention, and our Gender Equity Working Group continues to promote gender equity as a core component of Our People Vision. We have set a goal to achieve gender equity across our business and to meet 40% female, 40% male and 20% either gender (40:40:20)

at all workplace levels by 2025.

Our Gender Equity highlights include:

- We achieved 35% female representation in senior executive positions.
- 54% of new hires were female.
- 60% of promotions during the year were female, representing 190 moves by our female talent. This will support gender representation balance across our business over time.
- We were included in the 2023 Bloomberg Gender-Equality Index for the fourth consecutive year, one of nine organisations in Australia and 485 globally to be included.
- Pay parity continued to be embedded in our business processes to ensure that there were no pay equity gaps for like roles by gender.
- For the second year, we held an emerging female leaders program, which develops our female talent to have the skills and confidence to be ready now for broader roles across our business. The six-month program includes group workshops and individual executive coaching sessions before participants complete an assignment to demonstrate value creation and business acumen. Of the 2021 cohort, 11 out of 16 participants have either received a promotion, a transfer into a different role/team, or both. Of the 2022 cohort, five out of the 21 women have already received promotions, transferred into a new team, or have broader responsibilities.
- We partnered with the Property Council of Australia to deliver the Girls in Property program in June. The program raises awareness amongst high school students about the diverse career paths the property industry offers, encouraging greater female participation and helping to create a sustainable pipeline of talent.
- We identified “tough spots” where female representation continued to be challenging and commenced work on developing and executing action plans.
- Our CEO, Elliott Rusanow, is a member of the Property Council’s Champions of Change Coalition (PCCC), a group established to step up and take action on gender equality.

Underpinning these achievements and supporting our goal of 40:40:20 by 2025 is our gender equity strategy which features six focus areas:

1. Recruitment: Seek, attract and recruit (externally and internally) high-performing talent to address gender imbalance in teams and for senior roles.
2. Development: Develop our female talent to have the skills and confidence to be ready now for more senior roles.
3. Reward: Ensure pay parity between genders for same/similar roles and recognition strategies to support female development and achievement.
4. Engagement: Engage our leaders to remove barriers that impact talent development and succession.
5. Education: Raise awareness of gender equity so that we increase comprehension and competence in how leaders address gender imbalance.
6. Role model gender equity: Engage with our communities and stakeholders to promote our culture and female talent.

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Accelerating Gender Equity in the Property Industry: We partnered with the Property Council of Australia to deliver the Girls in Property program in June. The program raises awareness amongst high school students about the diverse career paths the property industry offers, encouraging greater female participation and helping to create a sustainable pipeline of talent. The first event since 2019 due to COVID, saw 50 excited and engaged students from Moorefield Girls High School and Strathfield Girls High School spend the day at Westfield Sydney and hear from some of our inspirational female leaders from across our business.

## Governing Bodies

**Organisation:** Scentre Group Limited

**1.Name of the governing body:** Board of Directors

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 4	<b>Male (M)</b> 5	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:** Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

**Details:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

Selected value: Policy; Strategy

**Organisation:** Scentre Limited**1.Name of the governing body:** Board of Directors**2.Type of the governing body:** Board of Directors**3.Specified governing body type:****Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
<b>Member</b>	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	4	5	0

**4.Formal section policy and/or strategy:** Yes

Selected value: Policy; Strategy

**6. Target set to increase the representation of women:** No**6.1 Percentage (%) of target:****6.2 Year of target to be reached:**

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

**Details:****7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

Selected value: Policy; Strategy

**Organisation:** Scentre Design And Construction Pty Limited**1.Name of the governing body:** Board of Directors

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 4	<b>Male (M)</b> 5	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:** Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

**Details:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy; Strategy

**Organisation:** Scentre Shopping Centre Management (Wa) Pty Ltd

**1.Name of the governing body:** Board of Directors

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>
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	Female (F)	Male (M)	Non-Binary
	0	1	0
<b>Member</b>			
	Female (F) 4	Male (M) 5	Non-Binary 0

**4. Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:** Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

**Details:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy; Strategy

**2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.**

The Board is committed to ensuring that it continues to include directors with an appropriate mix of skills, knowledge, experience and diversity, including gender, and diversity of thought and approach.

# #Action on gender equality

## Gender Pay Gaps

**1. Do you have a formal policy and/or formal strategy on remuneration generally?**

Yes

Policy; Strategy



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**1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?**

Yes

To achieve gender pay equity; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To ensure managers are held accountable for pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

**2. What was the snapshot date used for your Workplace Profile?**

31/03/2023

**4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.**

Gender equity is built into the way we lead and operate the business. Pay parity continues to be embedded in our business processes and we conduct regular pay parity assessments and external benchmarking of roles to ensure that there are no pay equity gaps for like roles by gender. At Scentre Group we have no pay equity gaps for like roles by gender. We will maintain our focus on this important topic at different stages of the employee journey. We are committed to organisational-wide pay parity.

## Employer action on pay equality

**1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?**

Yes

**1.1 When was the most recent gender remuneration gap analysis undertaken?**

Within the last 12 months

**1.2 Did you take any actions as a result of your gender remuneration gap analysis?**

Yes

Created a pay equity strategy or action plan; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Analysed commencement salaries by gender to ensure there are no pay gaps; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Set targets to reduce any organisation-wide gap; Reported pay equity metrics (including gender pay gaps) to the executive; Reported pay equity metrics (including gender pay gaps) to all employees; Reported pay equity metrics (including gender pay gaps) externally; Trained people-managers in addressing gender bias (including unconscious bias); Corrected like-for-like gaps

### 1.3 What type of gender remuneration gap analysis has been undertaken?

A like-for-like gap analysis; An overall organisation-wide gender pay gap

### 3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Pay Equity remains under constant review by the Group and is embedded in our business processes.

## Employee Consultation

### 1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

#### 1.1 How did you consult employees?

Consultative committee or group; Focus groups; Exit interviews; Survey;  
Performance discussions

#### 1.2 Who did you consult?

ALL staff

### 2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes

Policy; Strategy

### 3. On what date did your organisation share your last year's public reports with employees and shareholders?

#### Employees:

Yes

Date:21/06/2022

#### Shareholder:

Yes

Date:21/06/2022

### 4. Have you shared previous Executive Summary and Industry Benchmark reports with the governing body?

No

### 5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

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Workplace consultation with employees takes place through engagement with employee resource groups across the organisation – specifically the Gender Equity Working Group (GEWG) and our People Champs resource group. Our GEWG was formed in 2019 to support our leaders and Diversity, Equity and Inclusion Council to ensure gender equity across our business and achieve 40:40:20 at all levels. GEWG members consult with their teams to provide insight and feedback on our gender equity deliverables outlined in our plan, endorsed by our CEO.

Our People Champs employee resource group supports our leaders, playing an integral role in embedding our people initiatives in the business (including gender equity) and reinforcing the principles of a leader-led model. Our people champs provide valuable feedback and insight on all deliverables outlined in the Culture and Capability Plan.

# #Flexible Work

## Flexible Working

1. **Do you have a formal policy and/or formal strategy on flexible working arrangements?**

Yes

Policy; Strategy

- 1.1. **Please indicate which of the following are included in your flexible working arrangements strategy or policy:**

**A business case for flexibility has been established and endorsed at the leadership level**

Yes

**The organisation's approach to flexibility is integrated into client conversations**

Yes

**Employees are surveyed on whether they have sufficient flexibility**

Yes

**Employee training is provided throughout the organisation**

Yes

**The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)**

Yes

**Flexible working is promoted throughout the organisation**

Yes

**Targets have been set for engagement in flexible work**

No

Other

**Other:** Our data would indicate that there is no need for targets, and our flexibility policy is available to all team members.

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

No

Other

**Other:** Since Scentre Group uses flexibility very favourably, we have not seen a need to disclose metrics.

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

No

Other

**Other:** Since Scentre Group uses flexibility very favourably, we have not seen a need to disclose metrics.

**Leaders are held accountable for improving workplace flexibility**

Yes

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

Yes

**Targets have been set for men's engagement in flexible work**

No

Other

**Other:** Our data would indicate that there is no need for targets, and our flexibility policy is available to all team members.

**Team-based training is provided throughout the organisation**

No

Other

**Other:** Since Scentre Group uses flexibility very favourably, we have not seen a need to have team-based training

**Other:** No

**2. Do you offer any of the following flexible working options to MANAGERS in your workplace?**

**Carer's leave:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Compressed working weeks:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Flexible hours of work:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Job sharing:** Yes

SAME options for women and men

Formal options are available; Informal options are available

**Part-time work:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Purchased leave:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Remote working/working from home:** Yes

SAME options for women and men

**Time-in-lieu:** Yes

SAME options for women and men

Formal options are available; Informal options are available

**Unpaid leave:** Yes

SAME options for women and men Formal options are available; Informal options are available

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3. **Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

Yes

5. **Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

No

7. **If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

We support workplace flexibility and have a long-standing flexibility policy to support our people strategy to be the place where talent thrives. While not every role can accommodate every type of flexibility, we believe that all roles - regardless of level or location - can be undertaken with some form of flexibility. We are committed to exploring how we can accommodate flexibility in all roles by balancing our peoples' personal needs alongside those of the stakeholders and local work teams. We call this the win, win, win principle.

We have many examples in practice across our team and our 2021 employee survey feedback highlights this with a positive score of 86% favourable for having a flexible workplace, up 2% from 2019.

# #Employee Support

## Paid Parental leave

1. **Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**

Yes, we offer employer funded parental leave using the primary/secondary carer definition

- 1.1. **Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?**

Yes

- 1.1.a. **Please indicate whether your employer-funded paid parental leave for primary carers is available to:**

All, regardless of gender

- 1.1.b. **Please indicate whether your employer-funded paid parental leave for primary carers covers:**

Birth; Adoption; Surrogacy; Stillbirth

- 1.1.c. **How do you pay employer funded paid parental leave to primary carers?**

Paying the employee's full salary

- 1.1.d. **Do you pay superannuation contribution to your primary carers while they are on parental leave?**

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Yes, on employer funded parental leave; Yes, on unpaid parental leave

**1.1.e. How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?**

18

**1.1.f. What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?**

71-80%

**1.1.g. Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?**

No

**1.1.h. Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?**

Yes

Within 12 months

**1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?**

Yes

**1.2.a. Please indicate whether your employer-funded paid parental leave for secondary carers is available to:**

All, regardless of gender

**1.2.b. Please indicate whether your employer-funded paid parental leave for secondary carers covers:**

Birth; Adoption; Surrogacy; Stillbirth

**1.2.c. How do you pay employer funded paid parental leave to Secondary carers?**

Paying the employee's full salary

**1.2.d. Do you pay superannuation contribution to your secondary carers while they are on parental leave?**

Yes, on employer funded parental leave; Yes, on unpaid parental leave

**1.2.e. How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?**

4

**1.2.f. What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?**

71-80%

**1.2.g. Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?**

No

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**1.2.h. Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?**

Yes

Within 12 months

**2. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**

Parental Leave Benefits include:

- During unpaid parental leave periods for the primary carer we continue to pay superannuation payments into the employees superannuation fund.
- Whilst on Parental Leave the employee and their new addition are invited to attend a CEO lunch
- Provide Continued Service recognition for Long Service Leave for employees on unpaid parental leave.

Return to work entitlements for when a primary carer returns to work in a permanent capacity are:

- a reimbursement of childcare costs up to \$2,500 (net) per child in case of multiple births;
- a one-off additional 5 days personal leave entitlement;
- participation in the Parents@Work program - career coaching and education sessions; and
- Parent Connect Forum - an internal networking group for parents, and primary and secondary carers are invited.

Furthermore, it is a particularly difficult and emotional period when a pregnancy ends, either in the event of a miscarriage or stillbirth. Scentre Group acknowledges and supports all employees who experience this loss. We will provide support as needed and dependent on the individual circumstances, the following leave entitlements are available:

- Miscarriage (defined as loss of a pregnancy during the first 20 weeks): One week of paid leave and additional leave as agreed with the line manager
- Stillbirth (defined as no signs of life after a pregnancy of at least 20 weeks gestation or 400 grams of body weight where gestation is unknown): Full access to Scentre Group's paid Parental Leave (primary carer) and up to four weeks paid partner parent leave for the non-primary caregiver.



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In addition, those who have access to company-funded primary and secondary parental leave are able to take the paid leave within 18 months after the birth, adoption, surrogacy, and/or stillbirth.

## Support for carers

**1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**

Yes

Policy; Strategy

**2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?**

**2.1. Employer subsidised childcare**

No

**Other:** We completed a company-wide benefits survey in May 2023, and we will use the findings to identify any new benefits that support our plan.

**2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)**

No

Other

**Other:** We completed a company-wide benefits survey in May 2023, and we will use the findings to identify any new benefits that support our plan.

**2.3. Breastfeeding facilities**

Yes

Available at ALL worksites

**2.4. Childcare referral services**

No

Other

**Other:** We completed a company-wide benefits survey in May 2023, and we will use the findings to identify any new benefits that support our plan.

**2.5. Coaching for employees on returning to work from parental leave**

Yes

Available at ALL worksites

**2.6. Targeted communication mechanisms (e.g. intranet/forums)**

Yes

Available at ALL worksites

**2.7. Internal support networks for parents**

Yes

Available at ALL worksites

**2.8. Information packs for new parents and/or those with elder care responsibilities**

Yes

Available at ALL worksites

**2.9. Parenting workshops targeting fathers**

Yes

Available at ALL worksites

**2.10. Parenting workshops targeting mothers**

Yes

Available at ALL worksites

**2.11. Referral services to support employees with family and/or caring responsibilities**

Yes

Available at ALL worksites

**2.12. Support in securing school holiday care**

No

**Other:** We completed a company-wide benefits survey in May 2023, and we will use the findings to identify any new benefits that support our plan.

**2.13. On-site childcare**

No

**Other:** We completed a company-wide benefits survey in May 2023, and we will use the findings to identify any new benefits that support our plan.

**2.14. Other details:** No

**3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.**

Supporting our working parents and carers:

Our Keep in Touch program and Families Connect / Dads Connect forums are designed to support our working parents and carers balance work and family demands by openly talking about the sometimes competing demands on our time and providing them with the tools and resources they need.

We offer parental leave and have a specific Keep in Touch program designed to ensure the transition to parental leave and back to work again is as smooth and stress-free as possible. We liken our approach to maintaining an open conversation because it is different for each individual and is rarely a simple process that starts and stops.

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Part of our Keep in Touch program includes our New Parents Lunches. All parents on parental leave – and their gorgeous children – are invited to lunch hosted by our CEO. These lunches provide an opportunity for our CEO to share what’s been happening in the business as well as for our parents to tell us about their experiences of parental leave, so we remain connected.

While parental leave is an important aspect of supporting parents, one of the core features of our support program is that it is designed for parents and carers of children of any age and is ongoing – because the job of parenting never ends.

We host bi-monthly forums offering our parents and carers an opportunity to network, listen and learn from others.

We provide information about the full spectrum of support available, including Parents at Work portal, career coaching (through Parents at Work) and our flexible work policy, so they can make the most of it should they need to – recognising that it’s a journey and needs change over time. We also created the Parental Leave Experience portal on the intranet.

## Sexual harassment, harassment on the grounds of sex or discrimination

- 1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**

Yes

Policy; Strategy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?**

Yes

- 2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

**All Managers:**

Yes

At induction

Annually

Varies across business units

**9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.**

Zero tolerance policy towards sexual harassment

We are committed to providing a safe workplace. We have zero tolerance for sexual harassment and take a zero-tolerance stance on proven breaches of the Code of Conduct. Fostering a culture where our people feel they have the freedom to voice any concerns about what they see or hear in their daily work is important. We have a Whistleblower Protection Policy for people to escalate critical matters they believe constitute unethical, unlawful, or improper conduct.

Our culture of 'speaking up' extends to having an open and honest dialogue across the business when things are not going well and alerting leaders about potential problems or improvements. Feeling safe to speak up is an important part of our culture we seek to foster. We have zero tolerance for sexual harassment, consistent with our Code of Conduct.

Our past two Employee Surveys included questions provided by Workplace Gender Equality Agency related to sexual harassment and gender equity. The results we achieved give us confidence that serious instances of poor or criminal behaviour are not commonplace.

In November and December 2022, we conducted nine focus groups with a total of 126 women and men to explore whether the level of psychological and physical safety people feel to be their whole selves at work, irrespective of their gender, is aligned with our cultural aspiration of diversity, equity and inclusion.

The feedback reflected positively on our inclusive workplace culture. Some areas of continued focus were highlighted including the importance of leadership roles modelling our culture of speaking up. Responses to this feedback will be built into our action plans in 2023.

Our people are required to complete an annual refresh of the online Code of Conduct training and our key operational teams attend annual Compliance Seminars where case studies related to the Competition and Consumer Act, Conflict of

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Interest, Fraud, Discrimination, Sexual Harassment and Bullying feature strongly.

Our CEO, Elliott Rusanow, is a member of the Champions of Change Coalition. As such, Elliott, alongside the senior leadership team, attended the Coalition's Step Up Forum in October 2022 which focussed on preventing and responding to workplace sexual harassment.

Our senior leaders continue to be active role models for Scentre Group's commitment to having a safe, respectful and inclusive workplace.

## Family or domestic violence

1. **Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?**

Yes

Policy; Strategy

2. **Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?**

**A domestic violence clause is in an enterprise agreement or workplace agreement**

Yes

**Confidentiality of matters disclosed**

Yes

**Protection from any adverse action or discrimination based on the disclosure of domestic violence**

Yes

**Employee assistance program (including access to psychologist, chaplain or counsellor)**

Yes

**Emergency accommodation assistance**

Yes

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**Provision of financial support (e.g. advance bonus payment or advanced pay)**

Yes

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

**Access to medical services (e.g. doctor or nurse)**

Yes

**Training of key personnel**

Yes

**Referral of employees to appropriate domestic violence support services for expert advice**

Yes

**Workplace safety planning**

Yes

**Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

No

**How many days are provided?**

10

**Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

No

How may days are provided? 10

**Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

Yes

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

**Other:** No

**Provide Details:**

**2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below**

We have an employee-led working group for Domestic and Family Violence that is sponsored by an Executive Director. The working group meets regularly to develop a strategy and implement initiatives to support the goals of the strategy. The purpose of this working group is to raise awareness and understanding through education on Domestic and Family Violence.

2022 Highlights:

We aligned our White Ribbon Day activation with the PCCC's "16 days of activism".

- As part of the PCCC's Collective Action launch, on Friday 25 November, the International Day for the Elimination of Violence Against Women, Westfield Sydney, Westfield Penrith and Westfield Bondi Junction lit up in purple lights in recognition of victims of domestic and family violence and to raise awareness about the impact it has on communities. Over 70 assets were bathed in purple light alongside Westfield Sydney Tower, Westfield Bondi Junction and Westfield Penrith as part of the collective action taken by PCCC members to bring awareness to the issue of domestic and family violence and in memory of those who have lost their lives to domestic and family violence.

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- During November, our New Zealand destinations supported the Vodafone NZ Foundation to promote Bright Sky, their app that provides practical support and information about how to respond to domestic abuse and violence. The Bright Sky app was created by the Vodafone Foundation in partnership with UK-based crisis support charity Hestia. It's a free app that provides information about abuse, outlines steps to consider if leaving an abusive relationship, and shows the nearest support centres to users. Users can secretly log incidents of domestic abuse in a secure digital journal, using text, audio, video, or photos. This evidence can help secure prosecution later. Throughout the month of November, the month we recognise White Ribbon Day, we shared posters promoting Bright Sky in female bathrooms and parent rooms across our New Zealand Westfield Living Centres for free to help drive awareness of this support service.

- We supported Beyond DV to establish The HOPE Hub in Westfield Carindale. Created for anyone needing support navigating social issues impacting women, men, youth and older persons, including domestic violence and mental health in a secure and accessible location. The HOPE Hub is a community space where you can find support and information from local community organisations. HOPE Hub is managed by local charity Beyond DV, with community partners The Sunlight Centre (Mental Health) and Small Steps 4 Hannah also involved. Donating space to support Beyond DV establish The HOPE Hub demonstrates our commitment to supporting the local community to address the challenges of domestic violence affecting families directly and indirectly.

At Scentre Group we continued to recognise White Ribbon Day in Australia and New Zealand during November. We raised awareness by sharing personal stories from our people related to domestic and family violence on our Intranet.