SCENTRE GROUP

Diversity, Equity and Inclusion Statement

Effective Date: December 2024

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

1 Our commitment

Our cultural commitment embraces diversity, the differences that make each of us unique and equity to empower and enable everyone to be heard, respected and included.

We believe that a diverse and engaged workforce contributes to strong business performance and supports the delivery of our Purpose, Plan and Ambition.

Our DEI vision:

Everyone Belongs

Belonging reminds us that we are a part of something greater and collectively we can grow and thrive.

Our big goals:

Respect and Equity

Support everyone to recognise their unique circumstances and overcome personal challenges, remove systemic barriers and focus on driving a culture of everyday respect.

Wellbeing and Safety

Demonstrate care for the unique needs of our people through our benefits and people protecting people culture, promoting physical and psychological safety.

Our DNA:

We put our **customers first**
We act with **integrity**
We strive for **excellence**
We **succeed** together
We are constantly **curious**
We create a **positive legacy**

Our Code of Conduct

2 Our approach

Our commitment to diversity, equity and inclusion (DEI) is underpinned by our values (our DNA) and our Code of Conduct.

We promote and seek to provide an inclusive and supportive working environment that recognises and celebrates all the ways we are different.

2.1 Cultural Advisory Committee

Our Cultural Advisory Committee is comprised of representatives from across our business. The Committee supports the executive leadership team and Board with oversight of our:

- culture and capability strategies and policies
- customer and community strategies and destination plans

to inform, consult and make recommendations on matters aligned to our DEI vision 'Everyone Belongs'.

2.2 Policies and practices

Our commitment to DEI means that we continuously work to develop and promote clear policies and practices to foster an environment which is inclusive and supportive of equal opportunity.

This is underpinned by an organisational wide Cultural and Capability Plan developed each year to address our strategic priorities for our people.

Our approach to DEI 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, forms of leave, as well as the way we engage with our suppliers, our customers and our communities.

3 Role of the Board

Our Board recognises the important role it plays in supporting diversity, equity and inclusion. The Board's Human Resources Committee is responsible for reviewing and making recommendations to the Board about the Group's diversity, equity and inclusion policies, practices and reporting.

We measure and monitor DEI objectives through regular analysis and reporting by the Director, Human Resources to the executive leadership team and the Board's Human Resources Committee.

The Human Resources Committee, in conjunction with the Chief Executive Officer and the Director, Human Resources, establishes measurable objectives for achieving gender diversity and other DEI related objectives. Senior executives have DEI specific goals and targets. The Committee reports to the Board on the progress of our diversity strategies and measurable objectives, and progress in achieving those objectives.

4 Policies in support of diversity, equity and inclusion

4.1 Supporting policies

In addition to our DNA and Code of Conduct, our approach to DEI is supported by several policies, including our:

(a) Anti-Bullying Policy and Procedure
(b) Domestic and Family Violence Policy
(c) Flexible Working Statement
(d) Human Rights Policy
(e) Life Safety Policy
(f) Supplier Code of Conduct
(g) Gender Affirmation / Guidelines
(h) Reconciliation Action Plan
(i) Recruitment and Selection Statement
(j) Sexual Harassment Policy
(k) Whistleblower Protection Policy
(l) Workplace Adjustment Guidelines.

4.2 Zero tolerance

Our policies support our expectation for our people to be inclusive, collaborative and supportive and to treat everyone fairly, equitably and with respect.

We do not tolerate discrimination, harassment, vilification or victimisation.

5 Policy Review

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

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