



**SCENTRE
GROUP**

2019 Responsible Business Report

SUPPLEMENTARY INFORMATION

About this report

This document is supplementary to Scentre Group's (the Group) 2019 Responsible Business Report and provides additional information to support our sustainability performance from 1 January 2019 to 31 December 2019.

This supplementary document is in alignment with the scope and coverage of the 2019 Responsible Business Report.

It includes information about our approach to:

- Disclosing our management approach (DMAs)
- Global Reporting Initiative (GRI) Content Index

Visit our [website](#) to read more about our:

- Sustainable Business Framework
- 2019 Responsible Business Report
- Responsible Business Performance Data Pack
- Responsible Business Stories
- Our Stakeholders
- The Issues that Matter (Our Materiality)
- Past Reporting



SUPPLEMENTARY INFORMATION

Investor Engagement and Financial Resilience

Why it is important

Leading our business with a responsible business mindset goes hand-in-hand with our objective to deliver long-term sustainable returns for our securityholders and our strategy to create the places more people choose to come, more often, for longer.

Every Westfield Living Centre stimulates economic activity and investment opportunities, as well as providing direct and indirect employment — through normal operations and major redevelopments. We recognise that our economic performance may be impacted by various risk factors associated with property ownership, property management and development, construction of our Westfield Living Centres, financing and general economic conditions.

Our engagement with stakeholders

We engage with co-owners and our investor community to understand the sustainability benchmarks and surveys of significance to them. Annually, we provide our stakeholders with transparent disclosure of our strategies, management systems and performance through benchmarking surveys and our reporting on annual results.

Our management approach

Objective: Deliver long-term financial sustainability by balancing short-term financial imperatives with longer-term financial performance.

Management: Sustainable economic value creation is managed through the development of feasibility studies for our development projects and business cases for investment in new, or alternative, technologies.

Measurement: Global Real Estate Sustainability Benchmark (GRESB) and Carbon Disclosure Project (CDP) scores; annual reporting against targets including achieving net zero carbon emissions across our wholly-owned portfolio by 2030; the inclusion of minimum sustainability requirements in all development feasibility studies; and the inclusion of whole-of-life measures within all business cases for plant, equipment or technology.

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Community Engagement

Why it is important

At Scentre Group our purpose is creating extraordinary places, connecting and enriching communities. In 2019, we had more than 535 million annual customer visits across our Westfield Living Centre portfolio. Engaging with our communities and customers in ways that are relevant and meaningful to them is fundamental to our success.

Our engagement with stakeholders

Our centre teams engage with the communities they serve in many ways. This includes regular and ad-hoc relationships with community partners including police and emergency services, schools, community organisations and service providers, local government and authorities.

We offer space in our centres for the community to promote their work, events and activities.

Scentre Group's construction teams consult with community stakeholders before and during development projects. We also work with many national organisations to understand broad-reaching challenges and opportunities, so we can work with them to co-create solutions.

During crises and significant events, our centres serve as places of refuge for those impacted and local emergency services; and we facilitate our employees to donate their time and money to community organisations during these times of hardship. As at time of publication, we are considered by government as public transient places and essential activities.

Our management approach

Objective: Nurture and grow meaningful engagement with the communities in which our centres operate.

Management: Our centre teams develop annual Community Plans to ensure they are working with key community stakeholders to manage meaningful opportunities and challenges. The Scentre Group Board and Executive Team approve significant and national community initiatives. Our centre management and design teams undertake community consultation for development projects and ensure that community feedback is reflected in the design of our assets. Development teams are responsible for delivering development assets as per design specifications.



Measurement: We measure our performance through the implementation of our centre's Community Plans and reviewing significant community initiatives. We undertake community, customer and employee surveys to measure the social impact of the Westfield Local Heroes program. We tap into our 'WestfieldiQ' — a panel comprising over 10,000 people — to seek feedback on our community initiatives and suggestions regarding other community-based activities. 'CX-Loop' analyses a significant number of reviews of our centres and retail partners. From this, we are able to discern and act upon themes regarding individual centres and our brand as a whole. Our teams maintain a database of community and customer interactions and feedback during construction projects.

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Employee Engagement and Volunteering

Why it is important

At Scentre Group, we encourage our people to support the causes and organisations they are passionate about by providing two work days each year for volunteer leave. Our people are generous in their willingness to give, be it through donations, volunteering or in-kind support. Their goodwill helps us to enrich our local communities and leave a positive legacy.

Our engagement with stakeholders

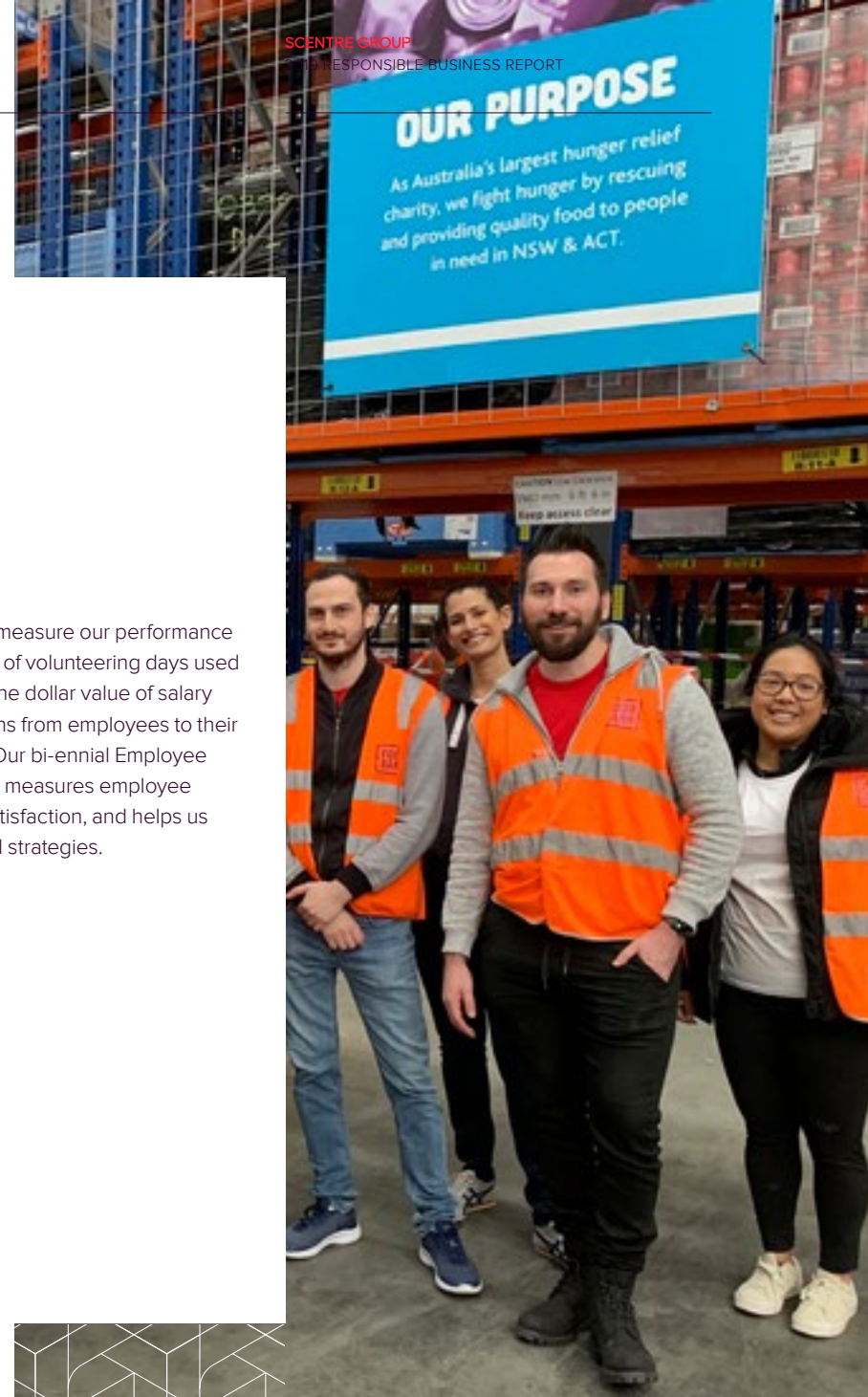
Scentre Group supports employees to use their paid volunteering leave to contribute to the community and work in partnership with our community partners. Scentre Group's Workplace Giving Program facilitates employees to donate to their charity of choice and the company matches any employee donation dollar-for-dollar.

Our management approach

Objectives: Maintain high employee engagement and satisfaction by enabling our people to meaningfully engage with the communities in which they live and work; and support the communities in which we operate.

Management: Our community team maintains relationships with our community partners and manages employee volunteering days to support these partners. The community team also promotes and monitors employee salary sacrifice contributions to our peoples' charities of choice. Our centre teams maintain relationships with their Westfield Local Hero alumni, community partners and community organisations and engage with them to help our employees volunteer their time.

Measurement: We measure our performance through the number of volunteering days used by employees and the dollar value of salary sacrifice contributions from employees to their charities of choice. Our bi-ennial Employee Engagement survey measures employee engagement and satisfaction, and helps us inform our plans and strategies.



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Employment and Labour

Why it is important

We aspire to be the place where talent can thrive by providing an employee experience that makes it easy for our people to do their work. We aim to have the right people, in the right place, doing the right things at the right time. Our DNA are our behavioural standards for the organisation and they guide how every employee needs to act at Scentre Group.

Our engagement with stakeholders

We engage our employees from the time they sign their employment contract, through their induction and onboarding and, when on the job, through training and development. At all points of the employee experience, we focus on building their capability in understanding our DNA, our Diversity and Inclusion strategy and, if they are people managers, their leadership. We continue to

monitor our employee engagement through surveys and use this feedback to identify opportunities for improvement and further development.

Our management approach

Objectives: Develop and enable leaders to attract, develop and retain the best people; and optimise systems, processes and technologies.

Target: Employee engagement — Maintain greater than 85 per cent (last measured in 2019 and was 84 per cent).

Management: The Human Resources Committee of our Board oversees the human resources policies and remuneration practices of the Group. The Human Resources Committee is also responsible for oversight of policies that promote and support equal opportunity and diversity within the Group. The Group HR function

manages the human resources programs to enhance employee engagement, and productivity, such as leadership training and personal development programs.

Measurement: Our Employee Survey enables us to measure our engagement and progress against our goal to be the place where talent thrives by seeking feedback from our people on our efficiency, collaboration, decision-making and growth and development. We also measure employee attraction and retention by measuring retention in the first three months and one year of employment; voluntary turnover per year; total employee turnover; ready now successor for key roles; and retention of key talent year-on-year.



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Diversity and Equal Opportunity



Why it is important

We are committed to creating a diverse and inclusive workplace, where people from different backgrounds, perspectives and experiences are recognised and valued.

For Scentre Group, diversity includes, but is not limited to, gender, age, disability, sexual orientation, ethnicity, religion and cultural background. Inclusion is about developing a culture where all employees can thrive and feel supported to bring their whole selves to work.

Our engagement with stakeholders

We engage with our people across the organisation by raising awareness of diversity on days of significance aligned to our Diversity and Inclusion plan, executive/team meetings, training of managers, provision of toolkits/resources and ongoing communication of success stories. We engage with our female employees

through the touchpoints included in our holistic Gender Equity Plan, our Connected Leadership Program, and with our parents through our Parents Connect program. Our Employee Listening Strategy made up from forums where leaders engage in open dialogue with their people, helps Scentre Group understand any potential career barriers and identify solutions to improve work/life balance.

Our management approach

Objectives: Increase attraction and retention of a diverse workforce; provide a supportive work environment for everyone; and raise awareness.

Target: Employee retention - Maintain greater than 90 per cent.

Management: The Board Human Resources Committee assists the Board by overseeing the human resources policies, including policies that promote and support equal

opportunity and diversity within the Group. The Diversity and Inclusion Council - chaired by the Director of Design and Construction - includes management and employee representatives from across the organisation and assists the Executive to implement the Diversity and Inclusion plan.

Measurement: We measure diversity through various gender and ethnicity people diversity metrics including candidate applications, hires, promotions and tenure. We measure inclusion through our employee survey and people metrics, including workplace flexibility. We measure retention in the first three months and one year of employment; voluntary turnover per year; total employee turnover; ready now successor for key roles; and retention of key talent year-on-year.

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Health and Safety

Why it is important

We are committed to our extraordinary places being safe places. We have a diverse risk profile which includes high-risk activities from construction and centre operations and management. Mental health is a major social issue that has the potential to significantly impact the wellbeing of our people and therefore has become a key part of our health and safety agenda.

Our engagement with stakeholders

All employees undertake a fundamental safety training module. Specific functions in centres, and on construction sites, are engaged in tailored and relevant safety training and workshops.

On construction sites we focus on safety and conduct regular toolbox meetings where workers can share ideas, and identify risks or opportunities. We engage regularly with construction contractors on safety and include key performance indicators in contracts. We openly discuss centre safety matters in forums with cleaning and security contractors. Site toolbox talks are held in centres to discuss safety policies and procedures with employees and contractors. Our Mental Health and Wellbeing program engages employees through awareness, support, partnerships, prevention and recovery. We partner with MATES in Construction Australia to gain access to their expertise and this year we contributed to the launch of MATES in Construction in NZ. We regularly practise our emergency plans with our people, retail partners and emergency response agencies.

Our management approach

Objectives: Continue to shift our safety culture forward through our People Protecting People philosophy and enhance our WHS management system and supporting tools.

Management: The Audit and Risk Committee is established by the Board to review and oversee management compliance with risk management policies and procedures, the adequacy of internal controls and the Group's legal compliance. The Executive Risk Management Committee supports the Audit and Risk Committee to oversee the key risks and critical controls for the Group. The Group Risk function is responsible for developing and setting up the Work Health and Safety framework at a corporate level. The WHS Committee is tasked with developing a clear path to align our WHS attitudes and behaviours towards

a more generative culture. Our operational teams implement our Work Health and Safety framework in our centres and projects to adequately address health and safety risks. WHS accountabilities and responsibilities are identified in job descriptions to ensure personal accountabilities are clarified for our people.

Measurement: We measure our health and safety performance through various leading and lagging performance indicators, including WHS cultural alignment survey results, training hours and lost time injuries, near-miss incidents and key risk control effectiveness data.

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Energy and Emissions

Why it is important

Scentre Group owns, designs, develops, constructs, operates and manages a significant portfolio of Westfield Living Centres and commercial assets. This breadth of functions means that our environmental impacts and considerations span the complete asset lifecycle — from concept design and construction, through to ongoing operations. Our electricity usage is the most important contributor to our total greenhouse gas emissions, therefore our efforts focus on improving energy efficiency. Purchased energy is the single largest source of emissions for Scentre Group (around 95 per cent of Scope 1 and 2 emissions). Nearly 65 per cent of all house energy used in our centres is used for heating, ventilation and air-conditioning (HVAC).

Our engagement with stakeholders

We engage with our key contractors providing HVAC and building management systems to assist in delivering energy efficiency initiatives. Key strategies include the integration of advanced analytics into our BMS and energy network that are dynamic and identify opportunities that will improve our energy and emissions performance, demonstrating our commitment to operating all our assets as efficiently as possible.

Our management approach

Objectives: Reduce the energy intensity of our portfolio and achieve a 4.5 Star NABERS rating across our wholly-owned retail portfolio.

Management: We have an appointed electricity committee to assist the Executive in making decisions around the procurement of electricity and our investment

in solar that fulfil our obligations as a large energy user. Our in-house technical teams as well as specialist contractors provide advice for our national facilities team to implement short, medium and long-term upgrades to existing systems for increased reliability and efficiency. Our facilities managers engage directly with HVAC and BMS contractors in each centre to ensure the assets operate at optimum efficiency and meet our electricity usage targets, reset each year. Significant investment in technology has allowed us to accurately monitor real-time performance and make better decisions in the deployment of maintenance and capital budgets.

Measurement: We measure energy (electricity and gas) usage and intensity. We also use NABERS benchmarking ratings across our retail portfolio and measure our assets' performance over time through online platforms and energy audits.

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Materials

Why it is important

Materials purchased for our construction projects have a considerable environmental and social impact. We need to understand our supply chain better before we can manage the impacts of materials used on our construction projects.

Our engagement with stakeholders

We engage with suppliers of construction materials on a regular basis through general supply chain relations. Our focus continues to understand and manage our supply chain impacts better and engage meaningfully with our suppliers of construction materials to source products and services responsibly. We engage with our retail partners on a regular basis on their construction activities to understand their focus on sustainable materials.

Our management approach

Objectives: Source products and services responsibly.

Management: Our Director of Design and Construction oversees procurement of materials for construction activities. Our Director of Leasing and Retail Solutions oversees retail design and shop openings.

Measurement: Product categories that are considered for sustainable procurement. Please see page 43 of our 2019 Responsible Business Report to better understand how we are assessing and addressing Modern Slavery Risk in our supply chain as part of the Commonwealth Modern Slavery Act 2018.



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Waste

Why it is important

Construction and operational waste are significant aspects of our environmental impact. Operational general solid waste to landfill is the largest contributor to Scentre Group's indirect emissions and we generate demolition and construction waste materials from all our developments. Managing and minimising this environmental impact is important to us, which is why we have set targets to improve our performance.

Our engagement with stakeholders

We engage our retail partners through on-boarding training, awareness programs, training on infrastructure and technology available in centres, and waste assessments to achieve reductions in waste and improvements in waste recovery. We engage with environmental authorities to access programs of benefit to our retail partners and work in collaboration with our waste services providers to deliver improved outcomes in waste management and recovery. Our facilities managers meet on a regular basis with our waste service providers to identify efficiencies and potential operational improvements. We also engage and work with our cleaning providers to help achieve our targets for each asset.

Our management approach

Objectives: Increase the amount of waste recovery from operations and developments.

Targets:

- Increase waste recovery from operations to 75 per cent by 2025
- Increase waste recovery from operations to 90 per cent by 2030
- Maintain a waste recovery rate above 95 per cent for all developments

Management: Our National Facilities team has developed a waste recovery strategy for operating assets in collaboration with our centre teams and in consultation with our national waste services suppliers. Our national facilities team provides ongoing support to facilities managers at centres with the implementation of our strategy and monitoring of waste recovery performance. Both our centre facilities managers and national facilities team monitor and report performance via monthly KPI reports and

quarterly environmental improvement plan reports to senior management. Our facilities managers and cleaning contractors engage with our retail partners to ensure our assets meet their targets through education and awareness as well as investments in technology. In our construction activities, contractors are expected to be able to report on recycling of construction waste, which is monitored by the project contract administrator.

Measurement: Organisational targets have been developed and we continue to set asset-specific targets with regard to operational waste to incentivise facilities teams to improve their performance. We measure overall performance through the amount of waste recovered from operations.

GRI Content Index

1. Organisational Profile		Page number (or link)
102-1	Name of the organisation.	About this report, p2
102-2	Activities, brands, products, and services.	Message from the CEO, p1
102-3	Location of headquarters.	Scentre Group at a glance, p4
102-4	Location of operations.	Scentre Group at a glance, p4 Contact, p65
102-5	Ownership and legal form.	https://www.scentregroup.com/home-page
102-6	Markets served.	Scentre Group at a glance, p4
102-7	Scale of the organisation.	Scentre Group 2019 Full Year Results - Presentation Performance Data Pack, p45-47
102-8	Information on employees and other workers.	Performance Data Pack, p49-54
102-9	Supply chain.	Our Supply Chain, p41-43
102-10	Significant changes to the organisation and its supply chain.	Our Economic Performance, p39 Development, p40 Capital Management, p40 Our Supply Chain, p41-43
102-11	Precautionary Principle or approach.	Risk Management p37-38 Scentre Group Corporate Governance
102-12	External initiatives.	Signatory, Australian Supplier Payment Code Included, 2020 Bloomberg Gender Equality Index Workplace Gender Equality Agency citation as employer of choice for gender equality until 2021 Australian Workplace Equality Index 2019 Bronze Employer CDP participant GRESB participant
102-13	Membership of associations.	Property Council of Australia New Zealand Property Council Shopping Centre Council of Australia Business Council of Australia
2. Strategy and Analysis		Page number (or link)
102-14	Statement from senior decision-maker.	Message from the CEO, p1
102-15	Key impacts, risks, and opportunities.	Message from the CEO, p1 Scentre Group 2019 Annual Financial Report, p8 Climate related disclosures, p36-38

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3. Ethics and Integrity		Page number (or link)
102-16	Values, principles, standards and norms of behaviour.	Our DNA, p6 Code of Conduct
102-17	Mechanisms for advice and concerns about ethics and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines, whistleblowing mechanisms.	Scentre Group 2019 Corporate Governance Statement Code of Conduct, p18
4. Governance		Page number (or link)
102-18	Governance structure.	Scentre Group 2019 Corporate Governance Statement, p3
102-19	Delegating authority.	Scentre Group 2019 Corporate Governance Statement, p4-5
102-20	Executive-level responsibility for economic, environmental and social topics.	Scentre Group 2019 Corporate Governance Statement, p16 TCFD, p37
102-21	Consulting stakeholders on economic, environmental and social topics.	Our Stakeholders
102-22	Composition of the highest governance body and its committees.	Scentre Group 2019 Corporate Governance Statement, p3
102-23	Chair of the highest governance body.	Scentre Group 2019 Corporate Governance Statement, p3
102-24	Nominating and selecting the highest governance body.	Scentre Group 2019 Corporate Governance Statement, p6
102-25	Conflicts of interest.	Code of Conduct, p9
102-26	Role of highest governance body; setting purpose, values, mission and strategy.	Scentre Group 2019 Corporate Governance Statement, p4
102-27	Collective knowledge of highest governance body.	Scentre Group 2019 Corporate Governance Statement, p11
102-28	Evaluating of the highest governance body's performance.	Scentre Group 2019 Corporate Governance Statement, p9
102-29	Identifying and managing economic, environmental and social impacts.	Scentre Group 2019 Corporate Governance Statement, p19 Our Stakeholders The issues that matter
102-30	Effectiveness of risk management processes.	Scentre Group 2019 Corporate Governance Statement, p19
102-31	Review of economic, environmental and social topics.	Scentre Group 2019 Annual Financial Report, p17
102-32	Highest governance body's role in Responsible Business Reporting.	Board and Executive Committee
102-33	Communicating critical concerns.	Scentre Group 2019 Corporate Governance Statement, p17
102-34	Nature and total number of critical concerns.	Scentre Group 2019 Annual Financial Report, p8
102-35	Remuneration policies.	Scentre Group 2019 Annual Financial Report, p23
102-36	Process for determining remuneration.	Scentre Group 2019 Annual Financial Report, p23
102-38	Annual total compensation ratio.	Not Reported. For information on our Remuneration Report, see our Scentre Group 2019 Annual Financial Report, p23
102-39	Percentage increase in annual total compensation ratio.	Not Reported. For information on our Remuneration Report, see our Scentre Group 2019 Annual Financial Report, p23

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Stakeholder Engagement		Page number (or link)
102-40	List of stakeholder groups.	Our Stakeholders
102-41	Collective bargaining agreements.	This indicator is not material to Scentre Group's permanent workforce.
102-42	Identifying and selecting stakeholders.	Our Stakeholders
102-43	Approach to stakeholder engagement.	Our Stakeholders
102-44	Key topics and concerns raised.	The issues that matter Disclosures of Management Approach

Identified Material Aspects and Boundaries		Page number (or link)
102-45	Entities included in the organisation's consolidated financial statements.	Performance Data Pack, p44
102-46	<ul style="list-style-type: none"> Explain the process for defining the report content and the Aspect Boundaries. (methodologies, assumptions, decisions) Explain how the organisation has implemented the Reporting Principles for Defining Report Content. 	The issues that matter
102-47	List all the material Aspects identified in the process for defining report content.	The issues that matter
102-48	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	There are no restatements from previous reports
102-49	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	No significant changes

Report Profile		Page number (or link)
102-50	Reporting period (such as fiscal or calendar year) for information provided.	About this report, p2
102-51	Date of most recent previous report (if any).	About this report, p2
102-52	Reporting cycle (such as annual, biennial).	About this report, p2
102-53	Provide the contact point for questions regarding the report or its contents.	Contact - Corporate Affairs, p65
102-54	Report the 'in accordance' option the organisation has chosen.	About this report, p2
102-55	Report the GRI Content Index for the chosen option.	About this report, p2
102-56	<ul style="list-style-type: none"> Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines. Report the organisation's policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the Responsible Business Report, report the scope and basis of any external assurance provided. Report the relationship between the organisation and the assurance providers. Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's Responsible Business Report. 	About this report, p2 Performance Data Pack, p64-65

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Disclosures on Management Approach		Page number (or link)	Economic		Page number (or link)
103-1	For each material topic, the reporting organisation shall report the following information: a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organisation's involvement with the impacts. For example, whether the organisation has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	The issues that matter DMAs	201-1	Direct economic value generated and distributed.	Performance Data Pack, p63
103-2	For each material topic, the reporting organisation shall report the following information: a. An explanation of how the organisation manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives.	The issues that matter DMAs	201-2	Financial implications and other risks and opportunities due to climate change.	Scentre Group 2019 Annual Financial Report, p17 Climate Resilience, p36-38
103-3	For each material topic, the reporting organisation shall report the following information: a. An explanation of how the organisation evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	The issues that matter DMAs	Environmental		
			302-1	Energy consumption within the organisation.	Energy and Emissions, p32 Performance Data Pack, p55
			302-3	Energy intensity.	Our Targets, p7 Energy and Emissions, p32 Renewable energy, p33 Performance Data Pack, p61-62
			302-4	Reduction of energy consumption.	Energy and Emissions, p32 Performance Data Pack, p55
			303-1	Interactions with water as a shared resource.	Water, p35 Performance Data Pack, p60-62
			305-1	Direct greenhouse gas (GHG) emissions (Scope 1).	Energy and Emissions, p32 Performance Data Pack, p57-58
			305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2).	Energy and Emissions, p32 Performance Data Pack, p57-58
			305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3).	Energy and Emissions, p32 Performance Data Pack, p57-58
			305-4	Greenhouse gas (GHG) emissions intensity.	Our Targets, p7 Performance Data Pack, p61-62
			305-5	Reduction of greenhouse gas (GHG) emissions.	Performance Data Pack, p58
			306-2	Total weight of waste by type and disposal method.	Our Targets, 7 Performance Data Pack, p59
			306-4	Transport of hazardous waste.	Performance Data Pack, p59
			307-1	Non-compliance with environmental laws and regulations.	No significant fines

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Social		Page number (or link)		
401-1	New employee hires and employee turnover.	Our Targets, p7 Performance Data Pack, p50	413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programs. Our Community, p9 Developments, p14
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	Performance Data Pack, p51	414-1	Percentage of new suppliers that were screened using social criteria. Our Supply Chain, p41-43
401-3	Parental leave.	Performance Data Pack, p52	415-1	Political contributions. Code of Conduct, p15
403-1	Occupational health and safety management system.	Performance Data Pack, p54 People Protecting People, p29	CRE-1	Building energy intensity. Performance Data Pack, p61-62
403-2	Hazard identification, risk assessment, and incident investigation.	Performance Data Pack, p54	CRE-2	Building water intensity. Performance Data Pack, p61-62
403-5	Worker training on occupational health and safety.	Performance Data Pack, p53	CRE-3	Building greenhouse gas emissions intensity. Performance Data Pack, p61-62
403-6	Promotion of worker health.	People Protecting People, p29	CRE-6	Percentage of the organisation operating in verified compliance with an internationally recognised health and safety management system. People Protecting People, p29 Performance Data Pack, p54
404-1	Average hours of training per year per employee by gender, and by employee category.	Performance Data Pack, p53	CRE-8	Type and number of sustainability certification, rating, labelling schemes for new construction, management occupation and redevelopment. Our Targets, p7
404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	Our People, p26-28 Performance Data Pack, p53		
405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Performance Data Pack, p49 Message from the CEO, p1 Timeline		
406-1	Total number of incidents of discrimination and corrective actions taken.	Performance Data Pack, p54		
408-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour.	Our Supply Chain, p41-43		
409-1	Operations and suppliers at significant risk for incidents of child labour.	Our Supply Chain, 41-43		
410-1	Security personnel trained in human rights policies or procedures.	Security, p15		
412-1	Human Rights assessment.	Modern Slavery, p43		

Contact



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