

## Diversity Policy

Owner	Company Secretary / General Counsel
Applicability	SCA Property Group
Version	2
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## 1. What is Diversity?

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Diversity is the range and variety of differences that comprise the employees and Board of SCA Property Group. These differences can include work and educational experience, life experience, ethnicity, age, gender, disability, family or marital status, religious beliefs, sexuality, cultural background and work status.

Diversity is increasingly seen as an asset to organisations which is linked to better economic performance and creation of shareholder/unitholder value.

## 2. Commitment to Diversity

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Shopping Centres Australasia Property Group RE Limited (ACN 158 809 851) (**RE**) as Responsible Entity (AFSL 426603) for the Shopping Centres Australasia Property Retail Trust (ARSN 160 612 788) and the Shopping Centres Australasia Property Management Trust (ARSN 160 612 626) (**SCA Property Group or the Group**) recognises the value of a diverse Board and employee base, and is committed to creating and maintaining an environment where the diverse backgrounds, experiences and perspectives of our people can be leveraged to drive the overall performance of the Group in meeting its stated objectives.

The Board is committed to an inclusive workplace that embraces and promotes diversity, allowing individuals to reach their full potential irrespective of individual background or difference.

## 3. Policy Framework Underpinning the Group's Commitment to Diversity

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SCA Property Group has implemented a range of supporting policies that underpin the Group's commitment to diversity. These policies include:

1. Code of Conduct – SCA Property Group is committed to eliminating all forms of unlawful discrimination, unlawful harassment, bullying and victimisation of people in the workplace. The Code of Conduct plays an important role not only in relation to the Group's federal and state legislative obligations, but also in respect of the Group's commitment to maintaining a workplace where discrimination, harassment, vilification and victimisation cannot and will not be tolerated.
2. Recruitment Policy – SCA Property Group requires that all positions are filled on the basis of merit, with candidates for vacant positions assessed on the basis of the relevant skills and competencies they possess with respect to the requirements of the role. SCA Property Group encourages candidates from all backgrounds to apply for vacant positions, and to apply for promotion opportunities once employed by the Group. The Recruitment Policy provides a framework for the fair and effective recruitment of employees, seeking to ensure that there is no conscious or unconscious bias that might discriminate against certain candidates in the recruitment process. The Recruitment Policy seeks to ensure that

capable and diverse employees are attracted, retained and motivated to maximise their contribution to the Group

3. Workplace Health and Safety Policy - The health and safety of our Board and employees, visitors, customers, tenants and contractors is of paramount importance to the Group. SCA Property Group is committed to providing a healthy and safe place to work. Our Workplace Health and Safety Policy forms part of the overall framework the Group has in place to maintain a workplace where unlawful harassment, bullying and victimisation is not tolerated so that SCA Property Group has a culture where a diverse range of employees wish to be employed and are supported to succeed. .
4. Human Resources Policies – SCA Property Group is committed to attracting and retaining the best talent in a competitive labour market, and this means the Group needs to be adaptable in the way it meets the needs of its employees. Flexible working and leave arrangements (such as parental leave, personal/carer’s leave and community service leave) are two ways the Group accommodates individual circumstances and the changing needs of its employees during different life and career stages, whilst balancing the Group’s business and operational requirements. Flexible work and leave arrangements seeks to ensure that the Group can, and does, recruit a diverse range of employees.
5. Study Support and Study Leave Policies – SCA Property Group encourages all employees to develop their technical skills, people management, and leadership skills through the Group’s study support and study leave policies. Continuous learning and development programs facilitated through the Group’s Study Support and Study Leave policies will, over time, ensure that the Group has a broad and diverse pool of skilled and experienced employees prepared for senior management and board positions.

#### **4. Measures and accountabilities**

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SCA Property Group will report on its diversity activities annually in its Annual Report.

In addition, the Remuneration Committee and CEO will monitor the progress and report to the Board on the effectiveness of the Group’s diversity related initiatives outlined in this Policy.