

One Step Further to a More Sustainable Business

In 2015, Scentre Group has been focusing on ways to create a Sustainable Business in alignment with its business purpose to create extraordinary places connecting and enriching communities. Scentre Group has continued to embed sustainable business practices more deeply into its operations. Scentre Group's Digital Report illustrates environmental, community and staff initiatives that have delivered on a more sustainable business and the creation of shared value for all.

2015 Performance highlights include:

- **Diversity:** Scentre Group has improved its performance in the gender balance to close the gender gap even further. It also introduced diversity initiatives such as awareness on gender bias in recruitment and selection processes to improve the representation of women throughout the workforce. Scentre Group sponsors Exhibition Design: Practice at UTS Sydney fostering tomorrow design talent.
- **Flexibility:** Scentre Group introduced progressive workplace flexibility policies during 2015 which have been wholeheartedly embraced by staff. The policies allow employees to succeed in both work and life, ideally leading to happier and more effective individuals.
- **Energy Efficiency:** In an industry first, Scentre Group has worked with government to deliver voluntary energy and water efficiency ratings across the majority of the Australian portfolio of retail assets to benchmark its assets on energy usage.
- **People coming together:** Scentre Group recognises that connecting with the community is something that goes beyond the walls of its shopping centres. For many years, our staff has found ways to make a difference in the communities where we operate, working for great causes and charitable organisations.

Find more information on Scentre Group's strategic approach to sustainability go online to Investor report. Scentre Group also issued a Performance Data Pack and GRI Index including additional quantitative performance information.