



Diversity, Equity and Inclusion Policy

Purpose

Growthpoint Properties Australia (**Growthpoint**) is committed to promoting diversity and inclusion at all levels of its business, including in its Board, its Executive Management Team (**EMT**) and its workforce. This commitment is reflected in Growthpoint's values, including its values of respect and inclusion.

This policy sets out our objectives and approach to achieving a diverse, equitable and inclusive workplace.

Policy

1. Why are diversity, equity and inclusion important to Growthpoint?

At Growthpoint, we recognise the corporate benefits of a diverse, equitable and inclusive workplace where all employees feel a sense of belonging and are fairly treated, regardless of gender, religious beliefs, ethnicity, disability, marital or family status, sexual orientation, gender identity, age, cultural background, socio-economic background, perspective and experience.

A diverse, equitable and inclusive workplace contributes to our business success by:

- enabling us to attract, motivate and retain employees from a diverse pool of skilled and experienced candidates;
- assisting us to understand the needs of, and build relationships with, our securityholders, tenants, suppliers, financiers, advisors and other key stakeholders;
- fostering creativity and innovation and creating value for our securityholders through valuing different experiences, perspectives and backgrounds; and
- contributing to our industry and our communities by building a supportive culture that enables employees to bring their authentic self to work.

2. Growthpoint's diversity, equity and inclusion objectives

Growthpoint's diversity, equity and inclusion objectives are to:

- monitor, maintain and achieve the diversity targets set by Growthpoint's Board, subject to business circumstances, recruitment opportunities arising and our desire to appoint the best candidate; and
- promote and support a diverse, equitable and inclusive culture where employees are respected and feel that they are valued; and
- appoint the best candidate to the role, striving to eliminate bias or inequity that may reduce their successful appointment and ability to thrive at work.

The gender diversity targets set by the Board, and our progress towards achieving our diversity objectives, will be disclosed in our annual corporate governance statement.



3. Growthpoint's approach

Our diversity objectives are supported by a number of policies and practices across our business. These include the following:

3.1 Effective leadership and accountability

The Board and the EMT are responsible for leading and encouraging diversity, equity and inclusion at Growthpoint. The Board, through its Nomination, Remuneration and HR Committee, oversees Growthpoint's progress towards achieving its diversity objectives. A component of the EMT's remuneration is based on specific performance criteria being met, including the promotion and achievement of gender diversity targets.

3.2 Appointment and recruitment

Growthpoint is committed to providing equal opportunities for all employees at Growthpoint, at all levels. Accordingly, Growthpoint seeks to appoint, recruit and promote based on merit, performance and capability and that we have fair employment practices. Growthpoint reviews its employment practices to eliminate where possible, discrimination, unconscious bias and inequality.

Our selection and recruitment processes at all levels of the business have regard to the need to maintain an appropriate mix of skills, experience, expertise and diversity and, where reasonably possible, at least one female and one male will be interviewed for new positions where there are appropriately qualified applicants.

3.3 Remuneration

Growthpoint conducts annual remuneration and performance reviews for all employees. Salaries and bonuses are assessed on the basis of each person's performance, skills and experience, and the complexity, value to the business and workload of the particular role. Remuneration is also benchmarked against de-gendered market rates for similar roles with listed and unlisted Australian entities in the same industry, which assists us in protecting against unconscious gender pay inequality.

Growthpoint conducts gender pay gap analysis for like for like roles as part of its annual remuneration review program.

3.4 Training and development

Growthpoint encourages employees to further develop their core competencies and experience across the business. A range of learning and development opportunities are available internally and externally for all staff.

All employees are encouraged to discuss their development goals with their manager on an annual basis as part of the performance review process. Growthpoint will give due consideration to any further study or programs relevant to the employee's position, career development and Growthpoint's business requirements.

3.5 Flexible workplace arrangements and parental leave

Growthpoint recognises the challenges employees face in balancing their work and personal commitments and as such supports flexible workplace arrangements for all employees, subject to Growthpoint's business needs being met.

Growthpoint also offers equal parental leave benefits for new parents. Opportunities will also be provided for employees on extended parental leave to maintain their connection with Growthpoint, such as including them in staff communications, events and training programs.

3.6 Culture and employee engagement

Growthpoint aims to create a respectful workplace culture in line with its values where people of diverse backgrounds, identities, skills and experience have an opportunity to share their perspectives. This includes through regular staff meetings, business updates, staff conferences and training sessions.

Management seeks feedback from employees on an annual basis to understand their views on various aspects of the business, including leadership, culture, flexibility and the promotion of diversity and inclusion, through an anonymous staff survey. All employees across the business are encouraged to participate and management actively seeks to address any areas of improvement identified in the survey results.

3.7 Harassment and discrimination

All employees are expected to display appropriate workplace behaviour in accordance with the Group's values, Growthpoint's Code of Conduct and Anti-Discrimination & Equal Employment Opportunity Policy. Discrimination, sexual harassment, vilification, and victimisation will not be tolerated in any circumstances and any employee engaging in such conduct may be subject to disciplinary action or dismissal.

Related policies

This policy should be read in conjunction with Growthpoint's Anti-Discrimination & Equal Employment Opportunity Policy, Code of Conduct, Flexibility Policy, Parental Leave Policy, Performance and Misconduct Policy, Remuneration Policy and Whistleblower Policy.

Policy review

This policy will be reviewed from time to time by Growthpoint's Nomination, Remuneration and HR Committee to ensure that it is operating effectively to meet the needs of Growthpoint.

Policy approval date

This policy is effective from 25 May 2023 and replaces all other diversity policies in place prior to that date.