



GROWTHPOINT PROPERTIES AUSTRALIA LIMITED

ACN 124 093 901

being the responsible entity for the
Growthpoint Properties Australia Trust ARSN 120 121 002

Diversity Policy

Approved by the board on: 13 August 2015

POLICY STATEMENT

Growthpoint Properties Australia (“**Growthpoint**”) is committed to its people and to fair employment practices. We value a diverse workforce where all employees are treated with respect and fairness and have equal access to opportunities available at work regardless of gender, religion, race, ethnicity, disability, family background, sexual orientation, age, family responsibilities or any other area of potential difference.

Growthpoint recognises the importance of diversity to its business success and in turn that business success is partly a reflection of the quality and skill of our people and our ability to attract and retain a diverse workforce.

Growthpoint benefits from the creativity and innovation arising from this diversity as our employees share different experiences, perspectives and cultures. We value such diversity at all levels. We believe that our approach ensures that we remain flexible and dynamic as well as reflective of, and responsive to, the communities we interact with.

Growthpoint strives to create and maintain a supportive and diverse working environment where our employees can:

- improve their skills;
- receive mentoring and technical assistance to promote career and personal development;
- develop their core competencies and share knowledge with other parts of the business;
- tailor flexible work options appropriate to their level of responsibility and personal needs;
- access opportunities based on merit; and
- learn to better understand the community in which they live.

POLICY GOALS

Our commitment to gender diversity seeks to deliver equal opportunities for male and female employees at Growthpoint, at all levels. Growthpoint seeks to identify and recruit personnel from a diverse pool of qualified candidates. Management is entitled to retain external consultants to assist in the process of identifying and recruiting talent, with an emphasis on qualified female personnel, at all levels of the business.

We are focused on retaining and appointing women at all levels of our business and have implemented strategies to assist with the challenges many employees face in balancing work commitments with family responsibilities.

We have established the following measurable objectives as part of this process:

- Growthpoint is committed to providing work experience to female graduates and undergraduates in order to encourage greater female involvement and participation in the property industry;

- Growthpoint will seek to have at least one female as part of its senior management team¹ by 2020 or such later date as may be required due to business circumstances or Growthpoint's desire to appoint the best candidate for any position;
- Growthpoint's selection team for the recruitment of any employee will be obliged to encourage and appropriately advertise for applications from women and men, to consider male and female candidates and to interview at least one appropriately qualified female candidate and one appropriately qualified male candidate for any available position;
- Growthpoint will seek to achieve a gender diverse workforce by 2020 or such later date as may be required due to business circumstances or Growthpoint's desire to appoint the best candidate for any position including being not be less than 30% female;
- Growthpoint will require management to identify and support emerging female executives by providing executive mentoring, including developing processes to identify women with the skills and capabilities of filling a Board position; and
- Growthpoint will seek to have at least two female directors on the Board by 2020 or such later date as may be required due to business circumstances or Growthpoint's desire to appoint the best candidate for any position and having regard to the size of the board².

RESPONSIBILITY AND REPORTING

Our Nomination, Remuneration and HR Committee is charged with the responsibility of conducting an annual review of Growthpoint's performance under this policy and to collect the data required to enable it to conduct that review. This review is subsequently reported to the full Board. The Committee is required to consider whether we have fulfilled or are working towards our gender diversity objectives and strategies under this policy and to consider the effectiveness of this policy.

Each year, we will disclose the measurable objectives for achieving greater gender diversity set by the Board and the progress made towards achieving them.

We will also disclose in our annual report the proportion of women employees at Growthpoint, women in senior executive positions and women on the Board.

¹ Senior management team includes any executive directors, direct reports to the Managing Director and any of their direct reports who are considered senior managers.

² On the date this policy was approved, there were seven directors.