



Diversity and Inclusion Policy

Version 2.0

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1. Overview

At Vicinity Centres (Vicinity), we believe that a diverse and inclusive culture enables all employees to reach their full potential and deliver business outcomes within a culture that expects and celebrates difference.

We believe that to enable our purpose of enriching local communities, we must reflect and celebrate the diverse nature of the communities and customers that we serve and the stakeholders we work with. Diversity in this context includes gender, age, disability, marital or family status, ethnicity, religious or cultural background, sexual orientation and gender identity and other areas of potential difference.

We are committed to diversity at all levels, with this Diversity Policy (Policy) applying to all Vicinity employees, including permanent, casual, and part time employees, contractors directly engaged by Vicinity and directors of Vicinity.

2. Leading Diversity & Inclusion at Vicinity

Embracing diversity and enabling inclusion so that all people are respected and valued makes good business sense. We know that organisations that are committed to implementing a strategic approach to Diversity & Inclusion have a more motivated and engaged workforce, are more innovative and productive, attain and retain talent and have an enhanced organisational reputation.

Vicinity's Diversity Forum leads our commitment to diversity. The Diversity Forum comprises of the Vicinity Executive Committee or their delegate and is chaired by the CEO and Managing Director. The Diversity Forum meets a minimum of four times a year.

The role of the Diversity Forum is to:

- Develop and recommend measureable diversity objectives for action by Vicinity;
- Endorse and monitor the Diversity and Inclusion Framework and Action Plans;
- Oversee the implementation of Diversity and Inclusion initiatives;
- Communicate the business case for Diversity and Inclusion and role model our preferred culture;
- Discuss and address diversity related organisational issues;
- Consider reports and measures of progress;
- Align initiatives with external partnerships e.g. Property Male Champions of Change; and
- Advocate for and celebrate the changes that create a more diverse and inclusive culture.

3. Diversity & Inclusion Framework

Vicinity's Diversity & Inclusion Framework consists of four strategic pillars:

1. **Vision and Governance:** Vicinity has a clear strategic framework governed by the Diversity Forum. The Diversity Forum operates under a defined charter. Key qualitative and quantitative data is captured and reported on a regular basis;
2. **Flexibility:** we believe that flexible working arrangements and flexible careers are business enablers. We believe that flexibility is not gender specific and should support all our people at all levels of the organisation and at different times throughout their career at Vicinity;
3. **Gender Equality:** we believe that Vicinity should expect gender balance at all levels of the organisation. This aspiration is supported through clear expectations, guidelines and systems that will reduce the risk of bias. We set gender equality objectives to assist us in achieving our aspiration; and
4. **Inclusive Leadership:** we expect our leaders to understand and demonstrate the business case for a more diverse and inclusive culture. Our leaders are supported to manage unconscious bias, role model inclusive practice and challenge unconscious assumptions that may either undermine equitable decision making or may exclude others. Our leaders are supported to encourage an inclusive workplace and diversity of

thought regardless of gender, age, disability, marital or family status, ethnicity, religious or cultural background, sexual orientation or any other area of potential difference.

Our systems and processes need to enable our commitment to how individuals are acknowledged, feel valued and included. In addition to our four pillars, we ensure that our people practices uphold our commitment. These practices include and are not limited to:

- **Code of Conduct:** a diverse and inclusive culture can only flourish in an environment that does not tolerate discrimination, harassment, vilification and victimisation. The Vicinity Code of Conduct specifically addresses our expectations of all our employees in how they conduct themselves.
- **Recruitment:** we aim to recruit from as wide a talent pool as possible. Our Recruitment Policy expects all recruitment practices are free of bias including advertising, resume screening, short list compilation and interview panels. We set these same expectations with our recruitment partners.
- **Talent & Succession Planning:** as we identify talent for development and future roles, we review for gender balance and check for any potential broader bias. We aim to develop an extensive pool of talent for future senior management and executive positions.
- **Performance and Remuneration:** Annually at the remuneration review period we check that the Remuneration Policy is upheld. Every two years we undertake a detailed pay equity review by gender.
- **Culture:** we track the engagement of our team members and people leaders by gender and by key data dimensions e.g. work / life blend and inclusion.

4. Reporting on Progress & Compliance

Vicinity has established a range of quantitative and qualitative measures that reflects all four pillars of the Diversity and Inclusion Framework.

These measures are approved by management and the Board's Remuneration and Human Resources Committee. These measures also align with the ASX Corporate Governance Principles and recommendations.

Progress against Vicinity's measurable objectives measures is reported to Vicinity's Remuneration and Human Resources Committee on a periodic basis and to the Vicinity Board annually. The Diversity Forum reviews quarterly Diversity and Inclusion dashboards. Vicinity's performance against these metrics is also reported in our annual Corporate Governance Statement.

As a relevant employer, Vicinity reports to the Workplace Gender Equality Agency (WGEA) and meets WGEA's most recent Gender Equality Indicators. Vicinity's WEGA report is made available at the following location:

<https://www.wgea.gov.au/report/public-reports>

5. Policy Review

The Diversity Forum will review this Policy, with any significant changes to be approved by Vicinity's Remuneration and Human Resource Committee and Board.