

EMPLOYEE ENGAGEMENT POLICY

1. Overview

GPT aims to utilise the collective skills, capabilities and experience of all GPT employees in pursuit of our business objectives. GPT has a high calibre workforce comprising some of the best talent in our industry. Individuals of this quality expect to be able to work in a consultative work environment where their views are respected, sought out, and when merited, acted upon.

GPT believes that a work environment that embodies a consultative and participative approach to engaging employees is vital to not only retaining seasoned professionals but is critical to the attraction of younger generations of employees who join the workforce with expectations that they will also be consulted on key issues and decisions impacting their career.

GPT believes that it is critical to the success of the business that there is a management culture of engaging employees in designing their future in line with our strategic priorities. This is evident in many of the Group's achievements over the years, from the successful redevelopment of the head office in the MLC Centre, Sydney, to the optimisation of key business processes and systems, to the implementation of new systems and the development of new sources of revenue.

2. Purpose

This policy sets out the GPT Group's commitment to employee engagement in the workplace.

3. Scope

This policy applies to all GPT employees and may be amended by GPT from time to time.

4. Policy Statement

The GPT Group is committed to creating a high performance work environment characterised by high levels of employee engagement. Where practicable, employees will be consulted over key aspects of the management of their working life and their involvement and feedback will be taken on board and seen as a pre-requisite for the successful implementation of initiatives.

This includes aiming to:

- Provide open and honest communication to employees on both business and individual performance;
- Seek input from employees on important initiatives that impact on their role and work environment;
- Seek employee views on a regular basis;
- Collaborate on the development of business and individual objectives;
- Carefully consider employee feedback and where appropriate act on suggestions offered and/or concerns raised; and
- Provide mechanisms for the investigation and resolution of grievances

5. Related Policies Procedures and Guidelines

- Equal Employment Opportunity and Workplace Behaviour Policy
- Code of Conduct
- Grievance Resolution Policy
- Whistleblower Policy

6. Ownership and Version Control

Policy Owner	Phil Taylor – Head of People and Performance
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Author	Phil Taylor – Head of People and Performance
Email	phil.taylor@gpt.com.au
Organisation	People and Performance

Revision	Description	Author
0.1	Initial policy – 1 May 2013	Phil Taylor
0.2	Updated policy – 15 January 2014	Phil Taylor