

# Community Engagement & Development Policy

## 1.0 Background and Context

Our vision is to be the most respected property company in Australia in the eyes of our Investors, People, Customers and Communities. In enabling this vision we aim to make a net positive contribution to our communities, people and environment.

In contributing to communities all our efforts are carried out under the theme of 'connected communities' and we recognise that we need to respond to this on multiple levels. Our impact needs to be felt within the local communities that host our assets, whilst also responding to the broader societal challenges facing both current and future generations.

At the societal level, we recognise that our most effective contributions will be made through aligning our efforts to our corporate strategy and matching them to the core capabilities of our business. At a local level, our focus is on helping to build the capacity of communities in which we operate to engage in, articulate and realise their vision of a sustainable future.

The GPT Group aims to be a highly trusted property manager and developer wherever we operate and in doing so return value to our communities as well as our investors. We consider these outcomes to be complementary as the health and resilience of our local communities and the trust we build with them will be reflected in the performance of our assets and success of our business.

GPT will build trust through inclusive and respectful engagement with our communities as well as be accountable to them. We will focus on the quality of our relationships, ensuring that they are connected, responsive and collaborative. Through quality relationships GPT will understand communities' needs, aspirations, cultures and sense of place as well as anticipate future generations' needs. This understanding will be used to embed the voice of community into our operations and developments. It will also enable us to respond to the needs of the communities in which our assets are located, make contributions and create partnerships that deliver lasting benefits.

## 2.0 General Policy

**The GPT Group is committed to creating and managing assets that reflect the communities in which we are located. This includes taking account of local culture, environment and community priorities in both the design and operation of our assets. In fulfilling this commitment, our approach will vary across different sites as appropriate to the local context.**

This includes aiming to:

- Inclusively engage with our communities, taking account of their capacity and ways they want to engage with us, and the needs of marginalised groups, especially Australia's First Nation peoples; and
- Respond to community priorities as we design and operate our assets, ensuring they evolve over time in line with changes in the communities' demographic profile, aspirations and needs.

**The GPT Group is committed to contributing to our communities in a way that supports their sustainable development and GPT's business.**

This includes aiming to:

- Deliver lasting benefits to communities under the unifying theme of "connected communities", using our assets, skills and relationships to support their ongoing development;
- Encourage our employees to support community initiatives and to use their expertise to benefit the broader community;
- Strengthen and leverage our leadership position to further progress across our sector environmental and socially sustainable property development; and
- Allocate resources to community investment programs through a transparent and consistent decision making process.

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## **3.0 Implementation and Review**

GPT will enact this policy through implementing a Community Engagement & Development program.

Ultimate responsibility for implementation and review sits with the GPT Group's Leadership Team, with oversight from GPT Board's Sustainability and Risk Committee.

Key Performance Indicators (KPI's) relating to each commitment within this policy will be reported to meetings of the GPT Group Board Sustainability and Risk Committee. These KPI's will be reviewed periodically to ensure their continued relevance, as measures of community engagement and development performance mature and evolve.

The Policy will be regularly reviewed in light of legislation and organisational changes and developments in sustainability best practice, or at a minimum, every three years.

## **4.0 Management Approval**

Bob Johnston  
Chief Executive Officer and Managing Director