

27 April 2023

## **2022 Sustainability Report**

The GPT Group ('GPT') provides its 2022 Sustainability Report.

-ENDS-

Authorised for release by The GPT Group Board.

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GPT acknowledges the Traditional Custodians of the lands on which our business operates.

We pay our respects to Elders past, present and emerging; and to their knowledge, leadership and connections.

We honour our responsibility for Country, culture and community in the places we create and how we do business.

Nulungu Dreaming at Rouse Hill Town Centre, NSW, National Reconciliation Week 2022.

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## DISCLAIMER

This 2022 Sustainability Report (Report) has been prepared by GPT RE Limited (ACN 107 426 504; AFSL 286511), as responsible entity of the General Property Trust, and GPT Management Holdings Limited (ACN 113 510 188) (together, The GPT Group or GPT) to complement The GPT Group 2022 Annual Report. The purpose of this Report is to provide GPT's investors with further information regarding GPT's management approach, priorities and performance in addressing material environmental, social and governance matters aligned to the Global Reporting Initiative (GRI) Standards.

This Report contains forward-looking statements and statements of opinion which may include statements regarding the plans, strategies and objectives of management; GPT's vision, targets and goals in relation to environment and sustainability; GPT's environmental initiatives, and ongoing commitment to social sustainability, external enablers (e.g. technological advancements, increased availability of lower-emissions scenarios, and policy support); fluctuations in carbon and energy markets; and emissions scenarios. Such statements may be identified by the use of terminology including, but not limited to, 'intend', 'aim', 'ambition', 'aspiration', 'goal', 'target', 'project', 'see', 'anticipate', 'estimate', 'plan', 'objective', 'believe', 'expect', 'commit', 'may', 'should', 'need', 'must', 'will', 'would', 'continue', 'forecast', 'guidance', 'trend' or similar words.

Users of this Report are cautioned not to place undue reliance on such forward-looking statements or statements of opinion, particularly in light of the long-time horizon which this Report discusses, as well as the inherent uncertainty in possible future policy, regulation, market and technological developments.

There are also limitations with respect to climate risk and emissions scenario analysis, and supply chain analysis, and it is difficult to predict which, if any, of the scenarios may eventuate. Scenario analysis is not an indication of probable outcomes and relies on assumptions that may or may not prove to be correct or eventuate.

This Report has been prepared to complement The GPT Group 2022 Annual Report and is being provided for general information only. The information contained in this Report does not purport to be investment, legal or other advice and should not be relied upon as such. Users of this Report should, before making any investment decisions, consider the appropriateness of the information contained in this Report and make their own assessment of, and/or obtain professional advice about, the content of this Report, having regard to their own objectives, financial situation and needs.

Past performance and achievements described in this Report are not a reliable indicator of future performance and achievements. While every effort is made in the preparation of this Report to provide accurate and complete information, The GPT Group, its related companies, officers, employees and advisers make no representations or warranties as to the accuracy, reliability or completeness of any statement or information contained in this Report, including, without limitation any forecasts or other forward-looking statements or the assumptions on which they are based. Such information is, by its nature, subject to significant uncertainties and contingencies outside of GPT's control. Actual results, circumstances and developments may differ materially from those expressed or implied in this Report.

To the maximum extent permitted by law, The GPT Group, its related companies, officers, employees and agents will not be liable to any user of this Report in any way for any loss, damage, cost or expense (whether direct or indirect) howsoever arising in connection with the contents of, or any errors or omissions made in, this Statement.

Unless otherwise stated, information in this report is current as at 31 December 2022. Except as required by applicable laws or regulations, GPT does not undertake to publicly update or review any forward-looking statements, whether as a result of new information or future events. All values are expressed in Australian currency unless otherwise indicated.

Front cover image: Rouse Hill Town Centre, NSW.

## Welcome to The GPT Group 2022 Sustainability Report.

GPT is a vertically integrated diversified property group that owns and actively manages a portfolio of high quality Australian retail, office and logistics assets, with assets under management of \$32.4 billion.

The Group utilises its real estate management platform to enhance returns through property development and funds management.

This Sustainability Report complements The GPT Group 2022 Annual Report released on 20 February 2023, providing further information about our management approach, priorities and performance in addressing material environmental, social and governance matters aligned to the Global Reporting Initiative (GRI) Standards.

The contents of this Sustainability Report applies to the whole of The GPT Group including GPT Funds Management Limited in its capacity as the responsible entity for the GPT Wholesale Office Fund (GWOFF) and the GPT Wholesale Shopping Centre Fund (GWSCF). The metrics and targets outlined also apply in accordance with our Sustainability Basis of Preparation and Glossary (Appendix C). Our Sustainability Report is approved by the Board and prepared in consultation with our cross-functional Sustainability Reference Group, which contributes to the identification of foreseeable ESG risks and opportunities and assists in formulating and implementing our ongoing response to our material issues.

GPT welcomes feedback from stakeholders on this report, as we continue to refine and enhance our corporate reporting suite. Please email your feedback to [gpt@gpt.com.au](mailto:gpt@gpt.com.au).

## 2022 Achievements



# 1st

Ranked real estate company globally in the S&P Global Corporate Sustainability Assessment



# 86%

Of employees are proud to work for GPT



# Signatory

To the United Nations Principles for Responsible Investment



# \$857m

Sustainable finance total for both GPT and GWOFF since 2021



# \$7m

Community investment



# 4th year

Recognised as an Employer of Choice for Gender Equality (WGEA)<sup>1</sup>



# Accredited

As a Family Inclusive Workplace™



# 5 star

GRESB status (maximum rating) for ESG management and performance



# 9th ranked

Organisation globally in the annual Equileap Gender Equality Global Report & Ranking



# 53%

Energy intensity reduction since 2005<sup>2</sup>



# 222,832

tCO<sub>2</sub>-e Emissions avoided in 2022<sup>2</sup>



# 86%

Emissions intensity reduction since 2005<sup>2</sup>

1. Awarded March 2022.

2. Measured against GPT's 2005 baseline as at 31 December 2022. Detailed data and breakdowns are available in GPT's [Environmental Data Dashboard](#).



# Message from the CEO and Managing Director

Leadership in environmental, social and governance (ESG) practices is a key pillar of The GPT Group strategy and continues to deliver positive outcomes for the Group and our investment portfolio. In recognition of our efforts, GPT was pleased to be ranked first for the real estate sector in the 2022 S&P Global Corporate Sustainability Assessment, a respected benchmark of ESG performance internationally.

Dear Stakeholders,

'Carbon Neutral Now, Nature Positive Next' is GPT's vision for environmental sustainability. Delivering on this vision will ensure that our assets are resilient and that we optimise environmental outcomes. GPT aims to achieve Climate Active Carbon Neutral (for Buildings) Certification by the end of 2024 for all operationally controlled assets which we have an ownership interest in. In addition, we have set a target for all assets developed for GPT's investment portfolio to be upfront embodied carbon neutral on completion. The creation of next generation assets that reduce the level of embodied carbon as well as operational carbon is important to the built environment. In August 2022, we completed Australia's first real estate development that has been certified by Climate Active as being upfront embodied carbon neutral. In addition, the design of the GPT Wholesale Office Fund's development at 51 Flinders Lane was verified by Green Star as designed to achieve upfront embodied carbon neutrality. It will be certified by Climate Active upon completion.

To help us deliver on our environmental sustainability targets, GPT has partnered with Greenfleet, an Australian not-for-profit organisation with extensive experience in establishing native biodiverse forests. Through this partnership, we have created a reliable supply of high quality carbon offsets at a known price from long term projects that deliver significant co-benefits, including biodiversity restoration.

In addition to our environmental initiatives, GPT's ongoing commitment to social sustainability was also well-recognised during the year. Significant progress was made towards our diversity, inclusion and equity targets, with GPT being awarded our fourth consecutive Employer of Choice for Gender Equality citation from the Workplace Gender Equality Agency

(WGEA) and our first Gold ranking in the Australian Workplace Equality Index (AWEI) small employer category. GPT has also been ranked in the top ten organisations globally by Equileap in the Gender Equality Global Report & Ranking. Furthermore, GPT's policies, practices and support for working parents and carers have been recognised, with GPT receiving certification as a Family Inclusive Workplace™ for the first time in 2022.

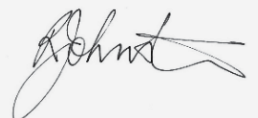
In support of our diversity and inclusion strategy, we continued to engage with our people and the communities in which we operate on critical social issues such as sexual harassment and domestic violence. We also celebrated and recognised dates of significance such as Wear it Purple Day, National Reconciliation Week and International Women's Day. We have an active LGBTQ+ network and were proud to sponsor an industry event during Sydney WorldPride in March 2023.

GPT maintains strong relationships with our GPT Foundation partners, our First Nations partners and non-profit and community groups in areas where our assets are located. These relationships enable us to make a relevant and meaningful contribution towards a more equitable society. Our second Stretch Reconciliation Action Plan (RAP) is currently being finalised and endorsed by Reconciliation Australia. Our RAPs not only provide a practical action plan but also help us gain a deeper understanding of our responsibilities to Country, culture and community, build stronger partnerships, and enhance how we co-create thriving communities across Australia. GPT is revising its people engagement and employment plan to enhance First Nations employment in our business, and we continue to invest in cultural awareness training for all our employees.

IN OUR FOURTH CLIMATE DISCLOSURE STATEMENT, YOU CAN READ MORE ABOUT OUR EFFORTS TO ADDRESS CLIMATE CHANGE AND OUR ALIGNMENT WITH THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) RECOMMENDATIONS.

At GPT, we acknowledge our responsibility to respect the human rights of everyone we engage with, directly and indirectly; this includes playing our part in reducing the risk of modern slavery. We have been a signatory to the United Nations Global Compact since May 2012 and we were the first Australian property company to publicly report on the ten principles of human rights, labour, anti-corruption and the environment. GPT was pleased to participate in the United Nations Global Compact "Early Adopter" program in 2022, to support a new human rights-focused reporting framework for corporate sustainability initiatives. GPT is also a signatory to the United Nations Principles for Responsible Investment (UN PRI).

A considerable amount of work was carried out this year to further embed our commitment to ESG leadership and meet the targets we have set. We believe our efforts are driving a positive impact for people, place and planet and I commend our employees for their contributions.



**Bob Johnston**  
Chief Executive Officer  
and Managing Director



# About GPT

Listed on the Australian Securities Exchange (ASX) since 1971, today The GPT Group is a constituent of the S&P/ASX 50 Index with a substantial investor base of more than 33,000 securityholders.

## Our Vision

To be the most respected property company in Australia in the eyes of our investors, people, customers and communities.

## Our Purpose

To create value for investors by providing high quality real estate spaces that enable people to excel and our customers and communities to prosper in a sustainable way.

## Our values

Each day, our core values guide our people as they work to deliver on our purpose.



### Safety First – Everyone, Always

We care about people above everything else.



### Deliver Today, Create Tomorrow

We focus on the present and the future to deliver consistent, dependable performance.



### Value Differences, Play as a Team

We embrace our diverse backgrounds, experiences and perspectives, working together for the best outcome.



### Raise the Bar

We think big, take initiative, share ideas and challenge the status quo.



### Speak Up

We are courageous and speak up about things that matter.

## Our portfolio



### Retail

- » 16 shopping centres
- » 1,310,000 square metres GLA
- » 4,000 tenants
- » \$5.6 billion GPT owned portfolio
- » \$13.0 billion assets under management



### Office

- » 30 assets
- » 1,120,000 square metres NLA
- » 470+ tenants
- » \$6.0 billion GPT owned portfolio
- » \$14.7 billion assets under management

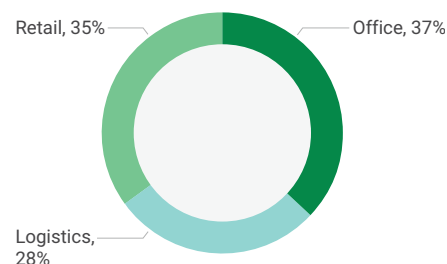


### Logistics

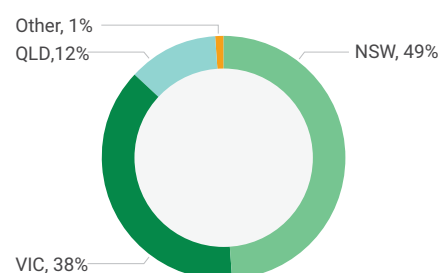
- » 70 assets
- » 1,480,000 square metres GLA
- » 90+ tenants
- » \$4.5 billion GPT owned portfolio
- » \$4.7 billion assets under management



## Diversity across asset classes



## Diversity across locations





# How we create value

To deliver our purpose, GPT uses resources and inputs in our business activities to create value for our stakeholders.

Key inputs into the Group are our investors, real estate, our people, environmental resources, and our customers, suppliers and communities.

Through the application of our business model, GPT creates value in the form of growing and predictable earnings, thriving places, empowered people, a sustainable environment, and prospering customers, suppliers, and communities.

FIND OUT MORE ABOUT HOW GPT CREATES VALUE IN THE GROUP'S 2022 ANNUAL REPORT, AVAILABLE ON OUR WEBSITE: [WWW.GPT.COM.AU](http://WWW.GPT.COM.AU).

## Inputs

## Business model



### Our investors

Equity and debt investors who provide capital to support strategy execution and growth.



### Real estate

Buildings and land that we own, manage and develop.



### Our people

The capabilities and effort of the people in our workforce.



### Environment

Natural resources and environments impacted by our business activities.



### Our customers, suppliers, and communities

Relationships with customers, suppliers and communities in the locations where we operate.





Charlestown Square, NSW.

## Value created

**Growing and predictable earnings**

Our aim is to deliver growing and predictable earnings and maximise total returns for our investors, through the successful execution of our strategy.

**Thriving places**

Our properties are community places where people come together for work, connection and enjoyment.

**Empowered people**

Through their effort and continued development, our talented, engaged and motivated workforce deliver on our purpose to create value for customers, investors and communities.

**Sustainable environment**

We develop and manage sustainable places that operate efficiently and minimise our impact on the environment.

**Prospering customers, suppliers and communities**

Strong relationships with customers, supply chain partners and communities enable us to meet their current and emerging needs and ensure our mutual future success.



# Our approach to sustainability

Leadership in environmental, social and governance (ESG) matters is core to GPT's Group strategy. We actively consider and address ESG risks and opportunities in our business practices and activities to create value over the long term.

GPT's sustainability goals and efforts align with our commitment to positively contribute to people, place and planet. Our purpose and values guide our responsibilities, decisions and actions. Sustainability practices underline our operations and are integrated into our organisational culture, stakeholder engagement, development design, governance and investment decisions.

GPT has formal policies, procedures and systems for identifying and managing environmental and social sustainability risks and opportunities. These are integrated across our business and aligned to relevant external standards:

- » Our material disclosures reporting is aligned with the Global Reporting Initiative Standards (GRI).
- » Our enterprise-wide Risk Management Framework is consistent with AS/NZS ISO 31000:2018.
- » Our Environmental Management System is certified against ISO14001:2015 standards.
- » Our climate-related risks and potential financial impacts assessment is aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).
- » Our material human rights issues connected with our operations and value chain are informed by the UN Guiding Principles on Business and Human Rights.
- » Our material issues and initiatives under our ESG Strategy contribute to advancing the United Nations Sustainable Development Goals (SDGs), as outlined in the **"Materiality and stakeholder engagement"** section of this report and in line with the GRI Standards.

The 2022 Sustainability Report forms part of GPT's corporate reporting suite. Further information is available within this suite to demonstrate the internal alignment of our sustainability approach. This includes:

## CLIMATE DISCLOSURE STATEMENT

A statement of the steps we are taking to identify, assess and manage climate change risks and opportunities, prepared in accordance with TCFD recommendations.

## MODERN SLAVERY STATEMENT

A summary of the actions taken during the year and those proposed to be taken in the future, to assess and address modern slavery risks in our business.

## ANNUAL REPORT

An integrated report summarising the value created by GPT's business activities that include the annual financial statements for the Group.

## SUSTAINABLE DEBT FRAMEWORK

A framework outlining how we intend to issue and manage sustainable debt instruments across GPT and its managed funds.

## CORPORATE GOVERNANCE STATEMENT

An annual statement of how GPT addresses the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th Edition).

## GPT WEBSITE

Contains information about our enterprise policies, processes, and sustainability initiatives.

## ENVIRONMENTAL DATA DASHBOARD

Detailed environmental performance reporting guided by the GRI Standards, Greenhouse Gas Protocol and assured annually.

## MANAGING GROWING SUSTAINABILITY REPORTING OBLIGATIONS

In addition to the reporting suite, GPT participates in ESG indices and benchmarks to measure our sustainability performance and provide transparency for our stakeholders.

GPT has been actively involved in the development of sustainability reporting standards through the International Sustainability Standards Board (ISSB). This exposure, combined with the strength of our existing ESG disclosures, positions us well to meet all future voluntary and mandatory reporting expectations.

## GLOBAL REPORTING INITIATIVE STANDARDS (GRI)

To view GPT's GRI Disclosures, refer to the ESG Datapack 2022, to be released in June 2023.

## HUMAN RIGHTS REPORTING

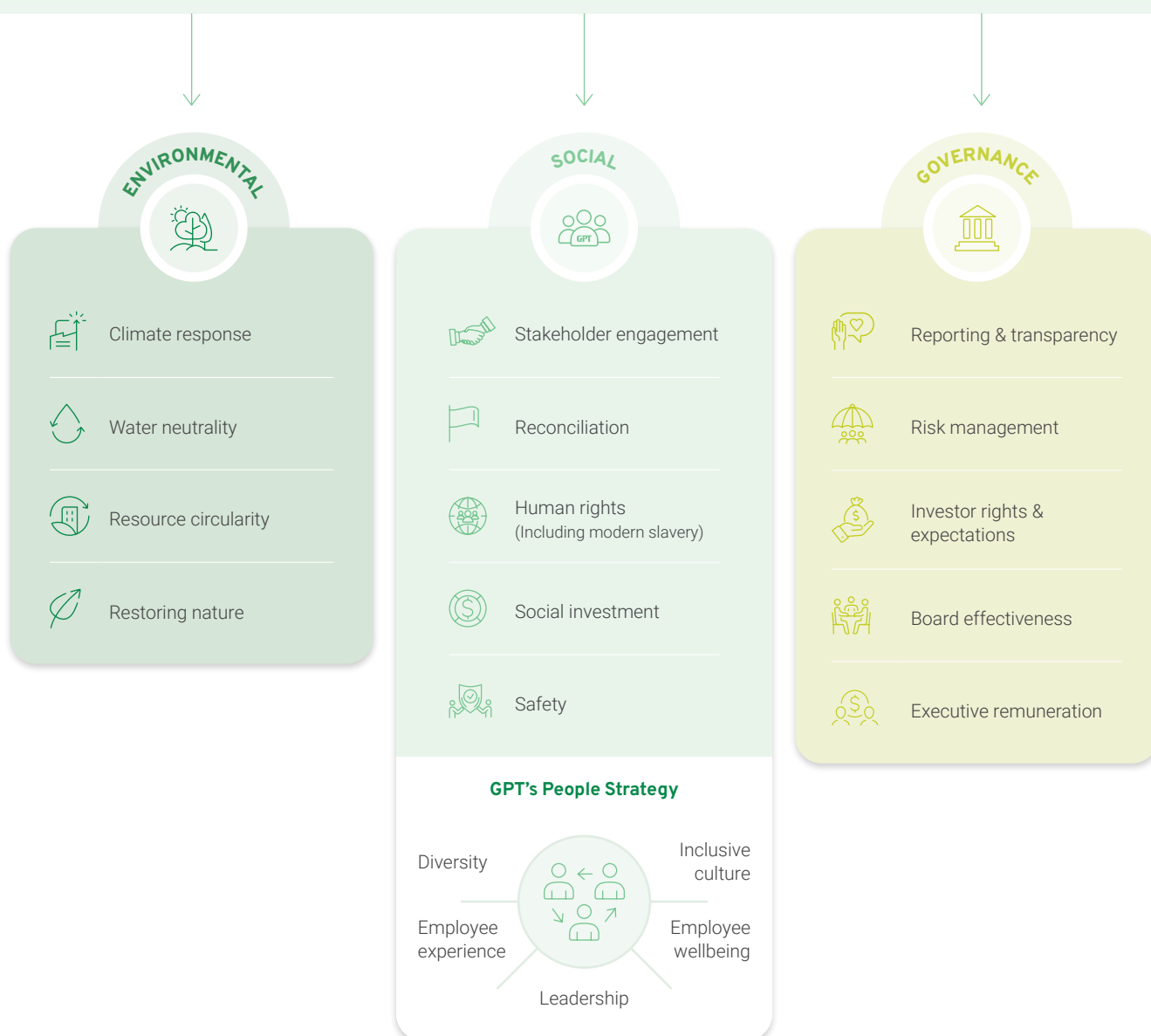
GPT is also participating in global efforts to align and enhance human rights-focused action and disclosures through the United Nations Global Compact and the United Nations Principles of Responsible Investment.

GPT has been a participant to the United Nations Global Compact (UN Global Compact, or UNGC) since February 2012.

In 2022, we joined the UNGC Communication on Progress Early Adopter Programme to support the UNGC in enhancing and streamlining the Communication on Progress (CoP) reporting approach for participants. GPT submitted its first CoP questionnaire in May 2022. You can access GPT's company page on the [UNGC website](#).

## Our ESG Strategy

GPT has developed an ESG strategy focused on the priority areas identified below. Our approach to ESG goes beyond a set of principles or good intentions and into tangible actions that do good. ESG is central to every experience we create, and we are committed to ensuring our ambitions match our action. We are focused on driving positive impact for people, place and planet.





# Our approach to sustainability CONTINUED

## Ratings, benchmarks and commitments

GPT participates in a number of ESG benchmarks and makes voluntary public commitments to enable us and our stakeholders to compare our progress and performance with global real estate peers.

### WE SUPPORT



#### UN Global Compact

Participant in the UNGC since 2012, including the "Early Adopter" program in 2022, contributing also to the UN Sustainable Development Goals.



**S&P Global**

#### S&P Global Corporate Sustainability Assessment

Ranked **FIRST** among more than 800 listed real estate companies in the 2022 S&P Global Corporate Sustainability Assessment (CSA) and listed in the Dow Jones Sustainability World Index in December 2022.

Signatory of:



#### Principles for Responsible Investment

Signatory to the United Nations Principles for Responsible Investment.



#### WGEA

Received an Employer of Choice for Gender Equality citation from the Workplace Gender Equality Agency (WGEA) for the fourth consecutive year.



#### Reconciliation Australia

Endorsed to develop our second Stretch Reconciliation Action Plan in 2022.



#### MSCI

As at May 2022 GPT has a rating of AAA (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment.



#### FTSE4Good

Constituent of the FTSE4Good Global Index Series.



#### ISS

Prime Corporate ESG performance.



#### Climate Bonds Initiative

Certification of green bonds and green loans where applicable.



#### Equileap

9th Globally for gender equality in the annual Equileap Gender Equality Global Report & Ranking.



#### Certified Environmental Management System

ISO14001:2015 certification for operations and development activities.



#### Global Real Estate Sustainability Benchmark

Achieved 5 Star (top quintile) ratings for the Group, the GPT Wholesale Office Fund (GWOF) and the GPT Wholesale Shopping Centre Fund (GWSCF).



#### World Green Building Council

GPT is a signatory to the World Green Building Council Net Zero Carbon Buildings Commitment.



#### AWEI

Named a Gold Employer for LGBTQ+ Inclusion in the Australian Workplace Equality Index (AWEI) small employer category.



#### Euronext Vigor Eiris

Included in the World 120 Index as one of the highest-ranking listed companies in corporate responsibility performance.



#### Family Inclusive Workplace™

Certified as a Family Inclusive Workplace by Family Friendly Workplaces.



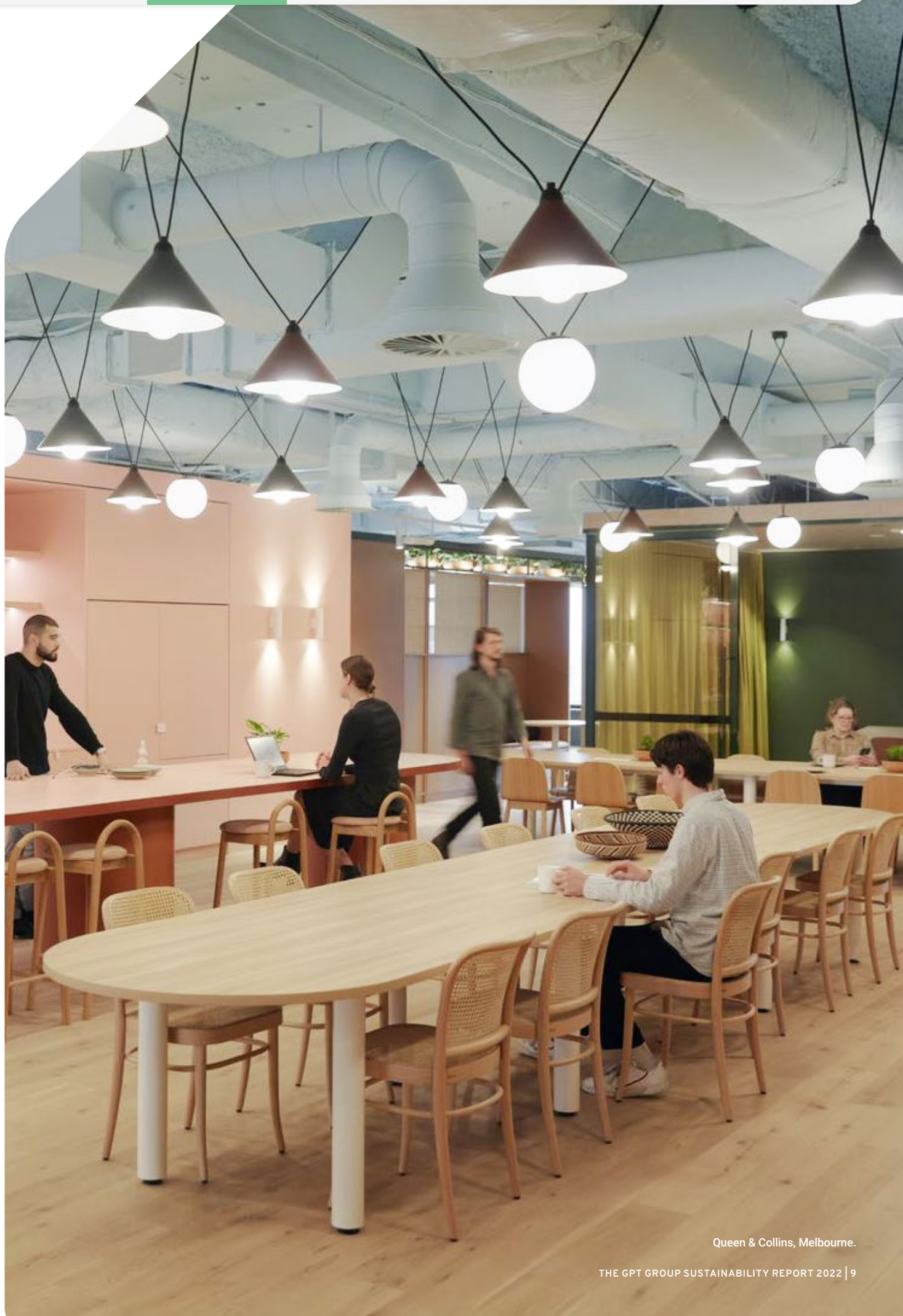
#### Climate Active

GPT is the first organisation to have Carbon Neutrality certified for both operational buildings and developments by Climate Active.



#### STOXX

Included in the Global ESG Leaders Indices.







# Materiality and stakeholder engagement

## STEP 1

### Identify and analyse

We analyse insights, issues and opportunities from a range of internal and external sources and stakeholders, including:

- » Investor and analyst feedback
- » Board feedback
- » Global human rights frameworks
- » International environmental management standards
- » GPT's Key Risks Dashboard
- » Employee engagement and surveys
- » Tenant and customer engagement and surveys
- » Global megatrends and data-driven industry trends
- » Civil society and government engagement and research
- » Participation in external events and forums
- » Industry memberships, and
- » Media focus and questions.

## STEP 2

### Evaluate and prioritise

Workshops are held across our business at least annually with internal stakeholders, and subject matter experts to evaluate and prioritise material topics. These material topics are considered against the broader issues and insights from Step 1 and incorporated where relevant into GPT's Key Risk Dashboard and [ESG Strategy](#) (see page 7). Workshops are used to identify and prioritise risks, trends and opportunities specific to business units and strategy delivery.

## STEP 3

### Review and disclose

The Key Risk Dashboard is reviewed quarterly by the GPT Leadership Team and six-monthly by the Board Sustainability and Risk Committee. The Dashboard informs Group strategy development and review. KPIs for material topics are included in the objectives of the CEO and Leadership Team and other relevant executives and are linked to remuneration outcomes.

## Materiality and stakeholder engagement

GPT identifies, addresses and reports on both financial materiality as well as environmental and social impact materiality matters that are relevant and important to our stakeholders, guided by an ISO-based approach and the Global Reporting Initiative's Sustainability Reporting Standards.

### Identifying material matters

We define what is material to our business by considering the risks and opportunities that influence our ability to deliver on our vision, purpose and strategy. Material matters are those that have the highest likelihood and/or consequence of impacting our business and our ability to create value for our stakeholders over the long term, whether by:

- » Directly impacting the financial performance of our business and assets, or
- » Impacting the environment and communities in which we operate.

To identify what is material, GPT researches trends, consults advisors and regularly engages with stakeholders to consider and understand their views. GPT conducts regular materiality assessments, including formal external assessments and annual reviews of key megatrends, material matters and ongoing stakeholder feedback.

The material topics identified from these processes are discussed with and endorsed by the Board as part of strategy setting. These topics are also considered by the Board and Leadership Team in regular ongoing reviews of the Group's Key Risk Dashboard.

Key Performance Indicators (KPIs) that address material issues are included in the Group Scorecard Objectives, the objectives of the CEO, Leadership Team and other relevant executives and are linked to remuneration outcomes.

## Our material issues

An externally facilitated materiality assessment was undertaken during 2021 to inform our consideration of potentially material economic, environmental, and social matters. The assessment involved external stakeholders and used the 'double' or 'nested' materiality approach to prioritise both:

- » Financially material topics, which create or erode enterprise value, and
- » Impact material topics, which reflect significant positive or negative impacts on people, the environment and the economy.

Material topics highlighted in the assessment are set out in the double materiality graphic below.

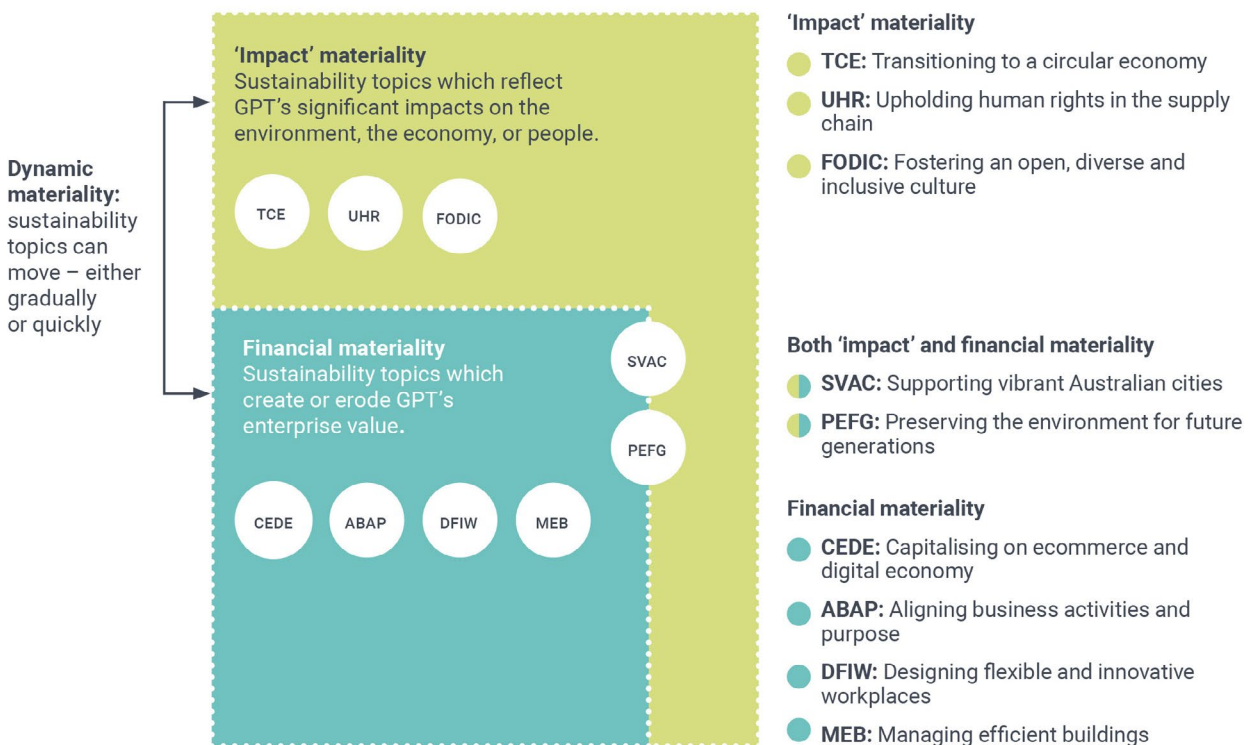
The materiality assessment was reviewed in 2022 by internal subject matter experts and business unit managers to confirm the continued relevance and significance of our material topics. The review determined that we remain focused on the topics that are the most material to our business and stakeholders and that we have strategies in place to manage them. Internal reviews will be conducted again during 2023, with an externally facilitated materiality review process planned for 2024.

Also in 2022, GPT engaged an auditor to undertake an internal audit over governance around key aspects of ESG, including our materiality assessment process and structures in place for addressing each material area of focus.

The material topics highlighted in the materiality assessment are reflected in the Megatrends section of the Group's Integrated Annual Report and are also incorporated into the Group's ESG Strategy.

**A FULL ASSESSMENT OF GPT'S KEY RISKS AND OUR ACTIONS IN RESPONSE TO THEM CAN BE FOUND IN THE GROUP'S 2022 ANNUAL REPORT ON PAGES 35-37.**

## GPT's double materiality assessment



# Materiality and stakeholder engagement CONTINUED

## Taking action for the Sustainable Development Goals

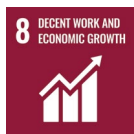
We recognise the ambition and importance of the United Nations' 17 Sustainable Development Goals (SDGs) “to achieve a better and more sustainable future for all”. We acknowledge the SDGs as a call to action to address global social, environmental and governance matters by 2030, to improve lives and prospects of people everywhere.

GPT is committed to taking action to advance the Goals. Throughout this report, we provide case studies and examples of our efforts to lead, collaborate and participate in initiatives that challenge how we do things and provide for innovation in our business practices and operations.

As part of our 2021 double materiality assessment, we recognised GPT's material ESG issues and had identified the four priority SDGs as the most relevant to our business and stakeholders, and where we can have the most impact. In 2022, GPT expanded its priority SDGs to include SDG 15: Life on Land, as an additional key focus in line with its Nature Positive goals and in response to stakeholder interest.

## GPT's priority SDGs

In 2023 and beyond, we will continue to advance our contributions and reporting on action to the SDGs.



**8** DECENT WORK  
AND ECONOMIC  
GROWTH



**11** SUSTAINABLE CITIES  
AND COMMUNITIES



**12** RESPONSIBLE  
CONSUMPTION  
AND  
PRODUCTION



**13** CLIMATE  
ACTION






**15** LIFE  
ON LAND



## GPT's material topics

GPT's material topics are included in the table below, as well as an indication of any change in priority during the period. Also included are the 'Related key risks', which have the potential to impact, either positively or negatively, on the material topic.

Material topics		Related megatrends	Link to value creation	Related key risks	Targets and performance reporting
<b>Supporting vibrant Australian cities</b> With a concentrated portfolio and strategic focus on premium CBD real estate, GPT continues to play an important role in the development of world-class Australian cities. As we shift towards post-COVID-19 stabilisation, the long-term fundamental drivers of urbanisation and densification have returned.	—	Urbanisation, densification and enabling infrastructure  Empowering individuals and hyperconnectivity	 <b>Thriving places</b>	» Portfolio operating and financial performance » Development » Environmental and social sustainability » Technology & cyber security	» Annual Report – Thriving places » Sustainability Report – Environment sections » Contributing to  <b>SUSTAINABLE CITIES AND COMMUNITIES</b>
<b>Preserving the environment for future generations</b> GPT is committed to climate action and biodiversity protection through the delivery of net zero outcomes and protection and restoration of the ecosystems to achieve a nature positive outcome, both of which are fundamental to environmental resilience. We reduce and eliminate impacts from our operations when possible and compensate for residual impacts through nature restoration projects that remove carbon from the atmosphere. We also support our stakeholders in meeting their aligned goals including cultural heritage objectives.	↑	Environment, resource scarcity, resilience, addressing habitat loss, extinction and cultural heritage	 <b>Sustainable environment</b>	» Environmental and social sustainability	» Annual Report – Environment sections » Sustainability Report – Environment and Reconciliation in Action sections » Climate Disclosure Statement (TCFD) » Contributing to  <b>CLIMATE ACTION</b>  <b>LIFE ON LAND</b>
<b>Managing efficient buildings</b> Motivated by their own decarbonisation pressures and ambitions, tenants are increasingly requiring the types of energy efficient buildings that GPT can deliver, which include smart building technologies that will support the transition to a low carbon economy.	—	Environment, resource scarcity and resilience	 <b>Sustainable environment</b>	» Portfolio operating and financial performance » Environmental and social sustainability	» Annual Report – Environment and Human rights sections » Sustainability Report – Environment sections » Contributing to  <b>CLIMATE ACTION</b>

KEY



Increased priority



Maintained priority








Decreased priority

# Materiality and stakeholder engagement CONTINUED

Material topics		Related megatrends	Link to value creation	Related key risks	Targets and performance reporting
<b>Transitioning to a circular economy</b> Energy, water, and waste are increasingly costly elements of building operations and modern slavery is a critical concern. Embracing a 'closed-loop' approach – focused on using fewer natural resources, waste reduction, resource circulation, human rights and social procurement – presents opportunities for GPT to strengthen its ESG credentials while reducing costs and addressing risk.	⬆	Environment, resource scarcity and resilience  Economic power shifts, geopolitical risk and unfunded liabilities	 <b>Sustainable environment</b>   <b>Prospering customers, suppliers and communities</b>	» Environmental and social sustainability » Compliance and regulation	» Sustainability Report – Environment and Human rights sections » Climate Disclosure Statement (TCFD) » Contributing to <div>  <b>DECENT WORK AND ECONOMIC GROWTH</b> </div> <div>  <b>RESPONSIBLE CONSUMPTION AND PRODUCTION</b> </div> <div>  <b>CLIMATE ACTION</b> </div>
<b>Aligning business activities and purpose</b> GPT is committed to enabling customers and communities to prosper in a sustainable way. Aligning business activities with this purpose enables GPT to meet evolving community expectations, including from younger stakeholders and the ESG investment community, and ensures GPT is an attractive employer of choice.	⬆	Demographic change, evolving communities and inequality	 <b>Empowered people</b>   <b>Prospering customers, suppliers and communities</b>	» People and culture » Environmental and social sustainability	» Annual Report – Thriving places, Empowered people, and Prospering customers, suppliers and communities sections » Sustainability Report » Contributing to <div>  <b>DECENT WORK AND ECONOMIC GROWTH</b> </div> <div>  <b>SUSTAINABLE CITIES AND COMMUNITIES</b> </div>
<b>Fostering an open, diverse and inclusive culture</b> GPT's long-term viability and success is dependent on the quality, morale and productivity of its human capital. Employees benefit from a culture that is open to new ideas and ways of working and celebrates diversity and inclusiveness in all its forms.	➡	Demographic change, evolving communities and inequality	 <b>Empowered people</b>   <b>Prospering customers, suppliers and communities</b>	» Health and safety » People and culture » Social sustainability	» Annual Report – Empowered people » Sustainability Report – Social sections » Corporate Governance Statement – Diversity and Inclusion section » Contributing to <div>  <b>DECENT WORK AND ECONOMIC GROWTH</b> </div>

KEY    ⬆ Increased priority    ➡ Maintained priority    ⬇ Decreased priority

Material topics		Related megatrends	Link to value creation	Related key risks	Targets and performance reporting
<b>Upholding human rights in the supply chain</b> Human rights due diligence is a critical input to managing supply chain risks. COVID-19 exposed fundamental vulnerabilities in global supply chains, which, in turn, has heightened public scrutiny and expectations on business. GPT has taken steps to minimise the risk of modern slavery in its supply chain and operations, and embed human rights in its business practices, and will continue to report transparently on progress.	↑	Demographic change, evolving communities and inequality	 <b>Prospering customers, suppliers and communities</b>	» Environmental and social sustainability	» Annual Report – Prospering customers, suppliers and communities » Corporate Governance Statement – Board training and Sustainability sections » Sustainability Report – Human rights, Supply chain sections » Modern Slavery Statement » Contributing to  <b>DECENT WORK AND ECONOMIC GROWTH</b>
<b>Designing flexible and innovative workplaces</b> A rapid increase in the availability and use of digital collaboration tools has contributed to a structural shift in the way people work. GPT is well positioned to respond, expanding its Space&Co. and 'The Meeting Place by GPT' flexible working platforms, as well the introduction of our superior, ready-to-go product, 'DesignSuites by GPT', all of which are delivering, sustainable i.e. 'innovative, sustainable' workspaces for tenants.	↑	Transformative technology and blurring boundaries  Empowering individuals and hyperconnectivity	 <b>Thriving places</b>   <b>Prospering customers, suppliers and communities</b>	» Portfolio operating and financial performance » Environmental and social sustainability	» Annual Report – Thriving places » Sustainability Report – Resource Circularity and Reconciliation in Action sections » Contributing to  <b>DECENT WORK AND ECONOMIC GROWTH</b>  <b>SUSTAINABLE CITIES AND COMMUNITIES</b>  <b>RESPONSIBLE CONSUMPTION AND PRODUCTION</b>
<b>Capitalising on ecommerce and digital economy</b> The rise of the digital economy, acceleration of online shopping, and growth in omnichannel retail offer new opportunities to integrate logistics, fulfilment and retail as business models transform.	–	Transformative technology and blurring boundaries  Empowering individuals and hyperconnectivity	 <b>Growing and predictable earnings</b>	» Portfolio operating and financial performance » Development » Technology & cyber security	» Annual Report – Prospects » Contributing to  <b>SUSTAINABLE CITIES AND COMMUNITIES</b>

KEY



Increased priority



Maintained priority



Decreased priority



# Materiality and stakeholder engagement CONTINUED

## Stakeholder engagement

Effective stakeholder engagement helps GPT to identify and manage business risks and opportunities, while also informing our decisions as we act as a responsible business and create long-term value.

GPT fosters collaborative relationships with stakeholders to ensure that we understand their needs, interests, expectations and aspirations in order to encourage positive sustainability outcomes.

Stakeholder engagement activities take place across our business, from engaging with tenants and customers as we manage our properties, to engaging with local communities and government authorities as part of planning activities for developments. Our leasing, asset management, development, marketing and community engagement teams incorporate stakeholder engagement practices into their planning and activities.

Below are the key stakeholder groups who are interested in, and have an impact on, our business activities and our engagement with them.

Stakeholder group	How we engage
<b>Tenants and customers</b>	We engage with our tenants and customers through daily interactions at the asset and corporate level, as well as through surveys and meetings, sector outlook seminars, tenant intranets and portals, relationship managers and building management committee meetings. We also monitor and action customer complaints and feedback.
<b>Employees</b>	We engage regularly with employees through monthly Town Hall meetings, internal committees and working groups, internal communication channels and business leader presentations. We conduct an employee engagement survey every year and more frequently use focused 'pulse' surveys to seek feedback and views on topical issues.
<b>Investors</b>	We communicate regularly with investors and securityholders to ensure they are informed of our strategy, business activities, and the risks and opportunities we are managing. We engage through full year and half year results presentations, quarterly updates, Annual General Meetings, investor briefings, conference presentations, executive and director roadshows. Investor communications and ASX announcements ensure our investors receive timely material information throughout the year. Fund managers of the GPT wholesale funds communicate regularly with investors and provide formal reporting on a quarterly basis.
<b>Supply chain partners</b>	A range of organisations supply goods and services for our corporate activities, our asset operations and developments, including external building managers and construction partners. In 2022 we implemented an automated Supplier Management System to improve our due diligence before we engage suppliers, and ability to screen for and track social procurement. Once engaged, we monitor supplier performance through regular meetings and reporting, contract reviews, audits and renewals, risk assessments, and informal interactions. Supply chain partners also bring specialist expertise to advice on direction and solutions.
<b>Communities and non-profit organisations</b>	We collaborate with community groups and local leaders to inform our developments, placemaking activities and operations to ensure that our assets foster community connection, wellbeing and inclusion. We also work with non profit partners and community groups to support and collaborate with the communities in which we operate, to build resilience and actively contribute to local and national social matters of importance.
<b>Traditional Custodians and First Nations people</b>	We engage with Traditional Custodians and First Nations people to inform our developments, placemaking activities and operations to ensure heritage and culture are respected and protected. We build and maintain collaborative relationships with local stakeholder groups, First Nations-owned businesses, non-profit organisations and government guided by our First Nations Engagement Strategy.
<b>Government and local authorities</b>	We engage with federal, state and local government directly and through industry groups in the geographies where we operate. We do this through direct correspondence, industry group participation and submissions. GPT does not make political donations at any level of government.
<b>Industry groups</b>	GPT works with industry groups to participate in the conversations and innovations that shape our industry and communities where we operate, and to provide people with the opportunity to excel. We participate in committees and working groups and through paid memberships, event participation, and sponsorships. Details of our industry memberships and partners are available on our website.
<b>Media</b>	We work with media organisations to inform stakeholders about our business activities, producing media releases, briefings and social media content, and working directly with journalists.



# Governance

Good corporate governance is a fundamental part of GPT's commitment to securityholders. Corporate governance plays an integral role in supporting GPT's business and helping it deliver on its strategy. It provides the arrangements and practices through which GPT's strategy and business objectives are set, performance is monitored, and risks are managed. It includes a clear framework for decision making and accountability across the business.

GPT's Board strives to ensure that GPT meets high standards of governance across our operations and the Board and its Committees regularly review GPT's governance arrangements and practices to ensure they remain appropriate.

GPT complies with the 4th Edition of the ASX Corporate Governance Council's 'Corporate Governance Principles and Recommendations' (ASX Principles).

**FIND OUT MORE ABOUT GPT'S GOVERNANCE ARRANGEMENTS, INCLUDING BOARD AND COMMITTEE CHARTERS AND KEY POLICIES IN THE GROUP'S 2022 CORPORATE GOVERNANCE STATEMENT.**

## Corporate Governance Framework

The GPT Board is accountable to securityholders for GPT's performance and is responsible for the overall management and governance of GPT. The Board has established the Audit Committee, Human Resources and Remuneration Committee, Nomination Committee and Sustainability and Risk Committee to assist it in carrying out its responsibilities. The Board and each of its Committees has a role in GPT's management of its sustainability strategy.

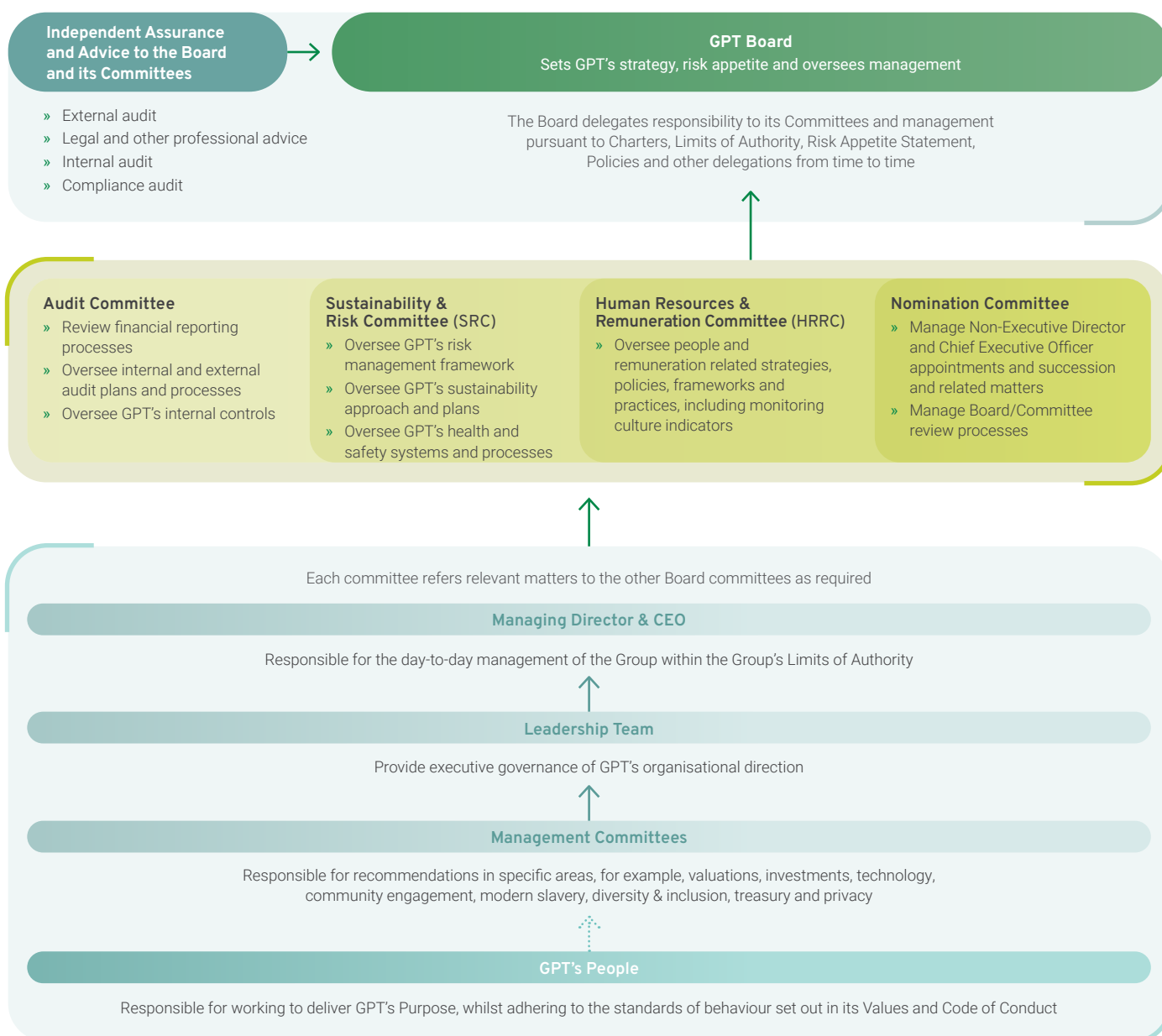
The Board has ultimate responsibility for overseeing the application and management of the Risk Management Framework and the Group's Environmental Management System (EMS) to ensure that sustainability-related financial and environmental risks and impacts are appropriately identified and assessed.

The 2022 Annual Report addresses the Group's material risks including any material exposure to environmental and social sustainability risks, and the strategies used to manage them. The Board also considers material climate-related risks and reviews and approves GPT's annual Climate Disclosure Statement.

# Governance CONTINUED

Details of GPT's governance arrangements, including Board and Committee Charters and key policies which are described in more detail in this Statement, can be found in the 'Governance' section of the website: [www.gpt.com.au](http://www.gpt.com.au). These charters and key policies are reviewed regularly to ensure that they remain appropriate, meet regulatory requirements and evolving stakeholder expectations, and maintain a high standard of corporate governance.

**CHART 1. CORPORATE GOVERNANCE FRAMEWORK**



## Board Structure

The Board is committed to ensuring that collectively, Directors have an appropriate mix of skills, experience, expertise and diversity to enable it to discharge its responsibilities. The Board also seeks to have a mix of tenure for its Directors to balance those who have established knowledge of GPT's business and history, with those who bring a fresh perspective and different insights.



The Board will consist of a majority of independent non-executive Directors, including an independent Chairman. The independence of each Director is assessed against the criteria in the Board Charter which can be found on GPT's website at <https://www.gpt.com.au/about-us/corporate-governance/policies>.

As at 31 December 2022, the Board comprised six independent non-executive Directors and the CEO and Managing Director. The Chairman of the Board is an independent non-executive Director who is responsible for providing leadership to the GPT Board. The Chairman of each Committee is an independent non-executive Director with the appropriate qualifications and experience to carry out that role.

### Sustainability governance and management

The **GPT Board** is responsible for setting GPT's overall strategy, which includes a targeted ESG strategy, approved by the Board in 2022.

The **Board Sustainability and Risk Committee (SRC)** oversees the Group's risk management and sustainability approach, in accordance with its Charter. In particular, the Charter specifies the following duties of the SRC:

- » Oversight of GPT's approach to sustainability, including environmental sustainability, social sustainability and climate change
- » Review of reports on GPT's Environmental Management System, including related assurance activity
- » Monitor GPT's progress in meeting sustainability targets set by management, and
- » Review and recommendation to the Board for approval of the Group's Climate Disclosure Statement, Modern Slavery Statement, and Sustainability Report, including a review of the verification and assurance process.

The SRC meets and receives quarterly reports from management on sustainability-related risks and climate change, with additional meetings scheduled as necessary. The proceedings, deliberations and recommendations of the SRC are reported to the Board by the Committee Chairman.

The **Human Resources and Remuneration Committee** oversees the management of GPT's culture, approves GPT's diversity and inclusion strategy and oversees the implementation of key initiatives in support of this strategy.

GPT's CEO is accountable for ensuring that the Group is identifying, assessing, and managing ESG risks and opportunities.

The Chief Risk Officer manages GPT's **Risk and Sustainability Team**, with accountability for risk, internal audit, environmental and social sustainability, and health and safety. This team is responsible for maintaining the Group's Risk Management Framework, Environmental Sustainability Governance Framework (refer to [page 20](#) of this report), ISO certified Environmental Management System, health and safety systems and all corresponding policies and procedures. This team is also accountable for GPT's Modern Slavery Statement and the delivery of GPT's annual Climate Disclosure Statement.

The Chief People Officer (CPO) manages the People team which is responsible for GPT's people strategy.

The General Counsel and Company Secretary manages the legal governance and compliance functions, accountable for the Group's Corporate Governance Framework and Compliance Framework.

KPIs relevant to the delivery of sustainability outcomes are included in the performance targets of the CEO, the COO, the CRO, the CPO and the General Counsel. All members of the Risk and Sustainability Team and key operational-level team members. In the case of the CEO, COO, CRO, CPO and General Counsel, and the Head of Sustainability, these KPIs are directly linked to remuneration outcomes. These performance indicators are reported to the SRC every quarter.

We establish systematic methods and processes to identify, prioritise and address material matters.

This includes:

- » Determining our material impacts and understanding stakeholders' expectations
- » Setting policies and objectives to address these
- » Establishing comprehensive and systematic methods for delivering on objectives
- » Ensuring rigorous data management, and
- » Implementing a system of continuous improvement.

We apply the principles of simplicity, accountability, integrity and transparency in our processes and increasingly seek to automate and verify data capture and integrity. We prioritise independent third party certification, such as Climate Active and NABERS certifications for operational performance, Green Star and Climate Active certifications for development outcomes, and Cleaning Accountability Framework certification for supply chain risk.

We define metrics in alignment with global standards and the Australian market context, and refine these to ensure we can measure our progress. Our identified material metrics receive independent limited assurance according to ASAE3000 and ASAE3410. See [Appendix C](#) for our most recent Assurance Statement and Sustainability Basis of Preparation and Glossary.

GPT maintains mature data capture, management, storage and review methods. We utilise a number of platforms, such as IBM Envizi, to improve the reliability and integrity of data management and use these platforms to derive insight, inform decision-making and track accountability for delivery of both sustainability and commercial objectives.

# Climate-related risks

**“We are thinking carefully about what the future holds for our communities, environment and climate. By modelling key climate change risks, we can better assess potential impacts to our buildings and business and can take steps to adapt now.”** CRAIG MCINTOSH, CLIMATE RISK ANALYST, THE GPT GROUP

The threat of climate change is a global challenge. It presents numerous complex questions about the best approach to transition to an economy that aligns with the scientific imperative to limit global warming to 1.5 degrees. In 2022, Australia increased its decarbonisation ambitions. The COP27 United Nations Climate Change Conference in Egypt reinforced progress on Paris Agreement targets and widened the conversation to the importance of nature-related risks, including biodiversity loss and water.

As the owner and manager of a \$32.4 billion portfolio of retail, office and logistics properties across Australia, GPT understands the importance of our contribution to climate change mitigation efforts and planning for the business impacts of climate-related risks and opportunities.

Our current emissions reduction actions and future targets are tracking well ahead of Australia's commitments to the Paris Agreement and recently legislated emissions reduction targets.

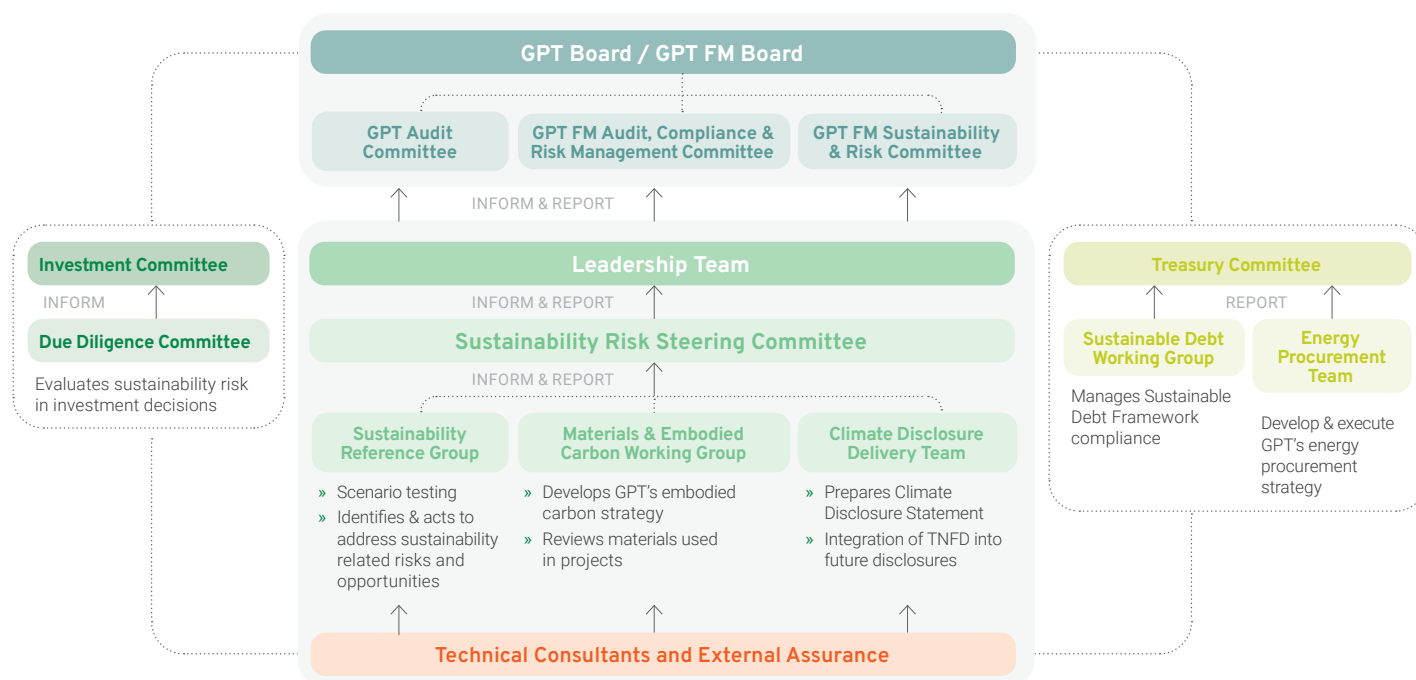
GPT details the steps it takes to identify and monitor, mitigate and adapt to climate change and other sustainability-related risks and opportunities in the Group's 2022 Climate Disclosure Statement. A copy of the Statement, prepared in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, is available on [GPT's website](#).

## Governance

The Board and its Sustainability and Risk Committee (SRC) oversee GPT's approach to managing climate change risk. Management report to the SRC on sustainability matters such as climate change risks and opportunities, compliance with GPT's Environmental Management System and the delivery of environmental performance targets.

GPT's CEO is accountable for ensuring that the Group identifies, assesses, and manages material risks, including climate change and other sustainability risks, in accordance with GPT's Risk Management Framework. The CRO manages the Risk and Sustainability Team, which is responsible for formulating and driving the implementation of GPT's climate response including decarbonisation and climate resilience. To achieve this, the Risk and Sustainability Team work closely with business units across GPT through a number of formalised delivery groups and committees.

CHART 2. GPT BOARD STRUCTURE



## Strategy

ESG leadership is a key pillar of GPT's overarching business strategy which is outlined in the Our Strategy section of the 2022 Annual Report. The Group's strategy aims to deliver growing and predictable earnings for investors through owning, developing and managing a diversified portfolio of high quality real estate located in Australian capital cities and established regional centres. Proactively identifying and managing key risks and opportunities related to climate change supports the achievement of this strategy. Our long-term approach to our property investments and sustainability initiatives benefits our tenants and broader stakeholder groups. It improves the resilience of our assets to the impacts of transitional and physical climate risks.

By including ESG leadership as a core strategic pillar, GPT recognises its increasingly important role in driving stakeholder value. In particular, GPT's focus on environmental sustainability will improve the resilience of its assets by reducing their vulnerability to climate change hazards. As a result of our climate response strategy and GPT's focus on climate resilience, we aim to contribute to an orderly and just transition to a low carbon economy. Within our transition plans, we consider strategic opportunities and co-benefits, such as sustainable financing options, climate-related income generation and funds management opportunities which may arise in the change management process.

GPT's net zero plan always entails measuring emissions, reducing and eliminating wherever feasible, and only offsetting residual emissions. Our targets are independently validated through Climate Active Carbon Neutral certifications.

### Managing rising energy costs

In the transition to a low carbon economy, rising energy costs present a risk. GPT mitigates its exposure to rising energy costs through efficiencies, on-site generation and medium term contract hedging. A forward purchasing program is also in place for our residual offset needs. Measures such as these enable GPT to progress toward its carbon neutral goals whilst effectively managing financial risk. GPT expects minimal impact on the cost of operating its buildings due to energy market volatility over the next 18 months and is closely watching the 2024 to 2026 markets for longer term risk.

GPT has adopted two global warming scenarios to model the potential future impacts of climate change on our business and the resilience of our strategy. The two scenarios align with the Representative Concentration Pathways (RCP) recommended by the Intergovernmental Panel on Climate Change (IPCC). We have adopted a low emissions scenario aligned with RCP 2.6 and a high emissions scenario with RCP 8.5. These scenarios test the resilience of the Group's strategy and help develop systems that address climate-related risks and opportunities.

Through workshops with GPT's business units and supported by subject matter experts, we consider transitional and physical risks which may arise under low and high emissions scenarios and potential impacts on the business. Workshops also identify possible opportunities which may occur as a result of these risks. Transitional impacts could result from changes to policy, regulation and technology, and stakeholder expectations. Physical impacts could directly or indirectly damage or limit our capacity to operate in specific locations.

The scenarios adopted by GPT and a detailed analysis of the identified potential impacts, along with our mitigation and adaptation strategies can be found in the Group's 2022 Climate Disclosure Statement.

Additionally, as part of GPT's ESG leadership strategy, we are also focusing on having a net positive impact on biodiversity. We have begun integrating nature-related risks and opportunity considerations into strategic decision-making.

## Risk Management

Effective risk management is fundamental to GPT's ability to achieve its strategic and operational objectives. By understanding and effectively managing risk, GPT can create and protect enterprise value and provide greater certainty and confidence for investors, employees, partners, and the communities in which we operate.

As described in the Risk Management section of the 2022 Climate Disclosure Statement, our detailed risk management process identifies and addresses climate-related risks and opportunities. Through these risk processes, no specific climate-related risks have currently been identified that we believe could have a material adverse impact on our current business model or strategy.

Applying our enterprise-wide Risk Management Framework, GPT's Risk Team monitors the operation of risk management processes and assists in identifying, assessing, treating, and monitoring identified risks. The Risk Team supports the Leadership Team, the GPT Board, the Funds Management Board, and their respective committees in ensuring we manage risk appropriately. Included on GPT's Key Risk Dashboard, climate change risk is reviewed every six months by the Board and the Sustainability and Risk Committee and quarterly by the Leadership Team. The Committee receives quarterly updates on the status of the actions and commitments disclosed in the metrics and targets section of GPT's Climate Disclosure Statement.

## Metrics and Targets

GPT aspires to be an overall positive contributor to environmental sustainability by taking a leadership role in reducing carbon emissions across our operations and shifting towards a nature positive outcome.

We are progressing towards our net zero target of Climate Active Carbon Neutral (for Buildings) certifications for all assets that GPT operationally controls and which we have an ownership interest in by the end of 2024.<sup>1</sup>

1. The majority of logistics assets are operationally controlled by tenants.



## Climate-related risks CONTINUED

During 2022, GPT also delivered Australia's first Climate Active certified upfront embodied carbon neutral development at 143 Foundation Road, Truganina. A target is in place to deliver upfront embodied carbon neutral developments from 2023 onwards for all assets developed for GPT's investment portfolio.

GPT monitors its direct climate impacts and reports on emissions, energy, water and waste for each property annually. Our Environment Dashboard includes a portfolio-level summary for all key metrics – electricity, water, fuels, recycling, and emissions – since 2005.

GPT sets environmental performance and resilience targets driven by operational optimisation programs and capital upgrades. Medium term operational emissions targets are also set at a portfolio level to inform energy procurement and offsets.

In areas outside of its control, GPT aims to influence outcomes, focusing on supporting its tenants to reduce their emissions. As outlined in our Climate Change and Energy Policy, GPT is committed to actively engaging with its stakeholders to reduce greenhouse gas emissions and energy use, reduce waste, manage water use, and protect biodiversity.

GPT's corporate activities and business premises, including its travel and consumables, have been certified as carbon neutral by Climate Active since 2011.

This certification covers material Scope 1, 2 and 3 emissions. GPT aims to reduce emissions through initiatives such as energy efficiency improvements at its offices and to use technology to reduce the frequency of business-related flights. Emissions that can't be avoided in these areas are offset to ensure GPT's net emissions from our operations are zero.

GPT obtains independent external assurance over sustainability performance data, details of which are in [Appendix C](#).

**FIND OUT MORE IN GPT'S  
2022 CLIMATE DISCLOSURE STATEMENT.**



### ROUSE HILL TOWN CENTRE CLIMATE ADAPTATION PLAN

In addition to company-wide climate risk reviews and strategy responses, GPT works through individual asset-level detailed climate risk assessments and adaptation planning. To support this, GPT engaged XDI (Cross Dependency Initiative) to model the potential physical impacts of climate change on its assets under a continued high emissions scenario (RCP 8.5). We analyse transitional risks in conjunction with this modelling, including everything from the rising cost of energy to changing customer behaviour.

One of the assets we have assessed is Rouse Hill Town Centre. The stage-two expansion of the Town Centre is targeting a 6 Star Green Star rating – representing world leadership in design and construction and targeting Climate Active certified carbon neutrality in development and operations.

XDI's climate risk analysis of Rouse Hill Town Centre and its surrounds is helping us to design a future-proofed asset.

Under the RCP 8.5 emissions scenario, maximum temperatures at Rouse Hill are projected to increase by around 1.1°C by 2030 and by more than 2.5°C by 2070. The number of days where temperatures are 30°C or hotter is projected to rise from the historical baseline of 58 days per year to 76 days by 2030, 94 days by 2050 and an astounding 146 days by 2090. To improve the assets, GPT's design team has increased the specifications of the air-conditioning system and the plantroom space required so that the asset can continue to operate effectively in the future.

The increased frequency of severe storms has meant more resilient materials were necessary for the design of the Town Centre. Gutters and eaves, for instance, have been designed to accommodate extreme downpours.

With more drought and increased risk of water scarcity also modelled, especially towards the end of the century, the Town Centre's expansion is informed by GPT's Water Policy and Water Master Plan, targeting water neutrality by 2030.

Following the climate modelling, our design team carefully considered the Centre's microclimate and how visitors would experience the space on the hottest days. In response, the open design features shading devices and lush greenery, natural materials, circulation fans and trickling water. Solar modelling has also helped us design a town square that can be used all year round in a more extreme climate.

With construction to commence in the near future, we are on track to unveil a climate-ready Rouse Hill Town Centre.



# Environmental Sustainability

## Achievements

- 🔗 GPT is the first organisation to obtain carbon neutral certification by Climate Active for both operational buildings and developments.
- 🔗 Maintained ISO14001 Certification for our Environmental Management System across GPT building operations and expanded this certification to include development management activities.
- 🔗 Across GPT, over \$850 million in sustainability-linked finance has been issued.
- 🔗 Retained highest GRESB rating of 5 Stars.
- 🔗 Ranked first among more than 800 listed real estate companies in the 2022 S&P Global Corporate Sustainability Assessment (CSA).

## Policies

We have specific policy commitments for:

- Climate Change and Energy
- Biodiversity
- Waste and Resource management
- Water

GPT's environmental sustainability goals are supported by its overarching policy commitment to be a net positive contributor to the environment with specific additional commitments in key objective areas.

### OUR ENVIRONMENTAL SUSTAINABILITY KEY OBJECTIVE AREAS:

#### Water Neutrality

GPT strives to be water neutral and resilient to drought and flood (water scarcity and extreme rainfall).

#### Resource Circularity

GPT is committed to circular outcomes by maximising the lifecycle of materials, closed-loop recovery processes and avoiding unnecessary consumption of materials.



#### Climate Response

GPT is delivering certified carbon neutrality and building resilience to the impacts of climate change.

#### Restoring Nature

GPT is focused on achieving a net positive impact on biodiversity.

### OUR ENVIRONMENTAL SUSTAINABILITY STRATEGIES:

**Resilience** — Stay ahead of the curve of environmental change

**Innovation** — Invest in innovations

**Systematisation** — Systematically improve performance

**Engagement** — Broaden stakeholder engagement

These strategies are all implemented in a manner that supports GPT's core activities and enhances value through our business approach to sustainability:

- » Improving cost effectiveness
- » Implementing data driven decisions
- » Increasing reliability
- » Ensuring user minded outcomes, and
- » Enhancing reputation.

## Our focus: Carbon Neutral Now, Nature Positive Next

GPT shares in the responsibility of reducing the environmental impact of our business activities. We aim to reach a point where resources are sustainably used and waste and emissions do not exceed levels that can be re-absorbed in the environment without harm and then take further steps to deliver restorative outcomes.

Our environmental sustainability strategy has four key objective areas. These have been informed through consideration of the most material impacts our business can have on the environment alongside the review of material financial impacts that may stem from environmental changes.

Beyond taking action on the areas within our direct control, we work with our supply chain partners and encourage our tenants and others in the community to respond to climate change, reduce waste, manage water sustainably, and protect and enhance biodiversity.

## GPT's environmental sustainability goal is to deliver resilient assets that optimise environmental outcomes

GPT relies on natural resources in our business activities. The resilience of these environmental resources and processes is fundamental to our ability to create value and deliver financial returns now and in the future.

# Environmental Sustainability CONTINUED

## Integration across our business

Environmental sustainability is integrated into the management of GPT's investment property portfolio and development projects, including in:

- » Investment in new properties, opportunities and funds management due diligence, environmental performance baselines and minimum requirements
- » Environmental performance targets and minimum standards for developments
- » Procurement process and service agreement KPIs
- » Ongoing environmental targets, programs, and plans for asset operations, and
- » Communication with stakeholders, including property managers, tenants and investors, on performance and best practices.

We work with key partners and stakeholders across our properties and projects to set environmental objectives, develop and implement detailed plans, and measure performance.

GPT has a systematic approach to environmental management, certified against ISO14001:2015. This ensures we are delivering continuous improvement in the environmental matters that are material to our business. We are guided by science and a first principles approach, using data to drive the environmental improvements needed to meet our goal of being an overall positive contributor to the planet.

## Building ratings and certifications

GPT uses a number of third party ratings and certifications to validate and communicate our buildings' environmental performance to customers, investors and stakeholders:

- » **Green Star** assesses the sustainable construction and performance of buildings. GPT targets the maximum 6 Star Green Star Design & As Built rating on office and retail developments.
- » **NABERS** rates a building's energy, water, waste and indoor environment performance based on operational data. GPT rates buildings eligible under the NABERS Energy, Water and Waste rating systems. The GPT Office portfolio aims to maintain a 5 Star weighted average NABERS Energy Rating.
- » The Australian Government's **Climate Active** for Buildings certification recognises buildings that have delivered operational net zero emissions, and the Climate Active Upfront Carbon for Buildings (Product) certification recognises net zero emissions in the delivery phase of a building project. GPT uses the Climate Active verification pathways through NABERS and Green Star to validate our carbon neutral buildings and development targets across our Group and Funds.

## 2022 ENVIRONMENTAL PERFORMANCE OUTCOMES

 **↓86%**

Emissions intensity reduction since 2005<sup>1</sup>

 **↓53%**

Energy intensity reduction since 2005<sup>1</sup>

 **↓62%**

Water intensity reduction since 2005<sup>1</sup>

 **35%**

Closed loop waste recovery in 2022

1. Measured against GPT's 2005 baseline as at 31 December 2022. Detailed data and breakdowns are available in GPT's [Environmental Data Dashboard](#).





## ENVIRONMENTAL DATA DASHBOARD

With a commitment to maximise the transparency of our data, we launched our **Environmental Data Dashboard** in February 2022. The Dashboard transforms the static reporting of the past into a comprehensive inventory of dynamic, searchable data.

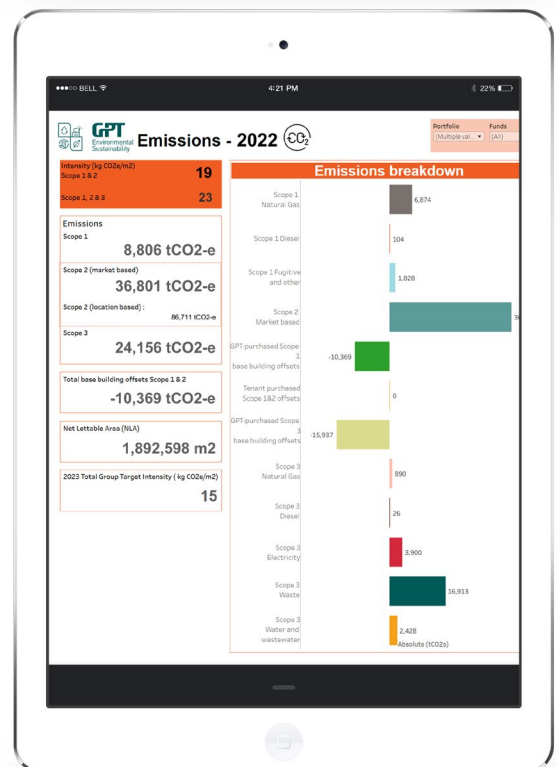
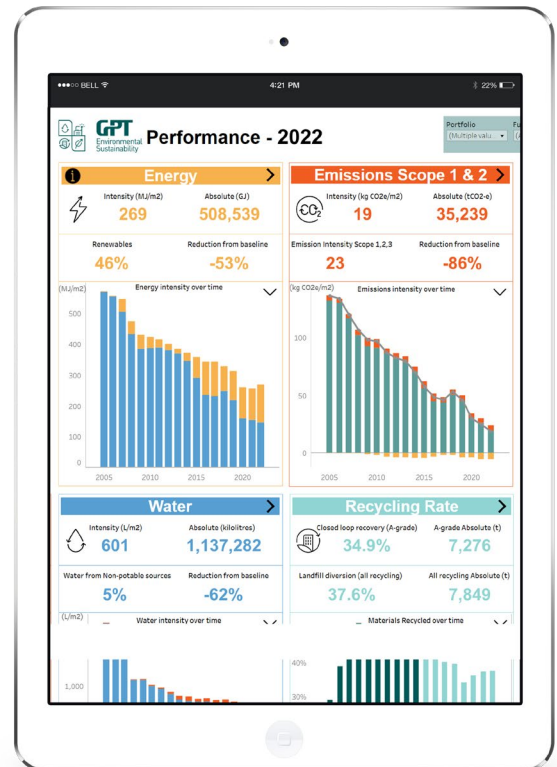
The Dashboard has attracted everyone from investors wanting to dive into the detail to understand their climate risk through to tenant customers on the hunt for a sustainable space, and from journalists reviewing our carbon neutral commitments through to potential employees looking for a company with a strong commitment to the environment. This intelligent tool condenses hundreds of thousands of rows of information into seven simple charts.

Building certifications, including Green Star, Climate Active and NABERS ratings, can be confirmed in a few clicks. Each asset's energy, water and emissions intensity, rates of recycling and recovery of A-grade, closed loop materials can be verified back to GPT's 2005 baseline. Monthly building performance and data integrity reviews are undertaken to ensure high quality data, as well as quarterly reviews conducted with contractors. External assurance is provided over the data on an annual basis.

The Dashboard aligns with GPT's Climate Disclosure Statement and the Task Force on Climate-Related Financial Disclosures metrics. Our commitment to sustainability data is to be accessible for all.

Our investors and tenants are utilising the disclosures and accessible data dashboards. We regularly receive feedback that our ability to offer access to accurate and credible data that our partners can trust when discussing ESG is very powerful.

GPT's Environmental Dashboard removes the need to spend hours scouring Excel spreadsheets as all stakeholders can quickly refer to a graph or check up a figure before we even begin to have a conversation with them. The Dashboard makes it easy to dive into the detail or zoom out to the big picture.





# Climate response

## Achievements

- ⚡ In line with GPT's net zero plan, 20 operationally controlled assets were Climate Active carbon neutral certified as at 31 December 2022.<sup>1</sup>
- ⚡ \$314 million in energy costs and 2.2 million tonnes of CO<sub>2</sub>-e (carbon dioxide equivalent) have been cumulatively avoided since 2005.<sup>2</sup>
- ⚡ As at December 2022, 6.3 MW of solar photovoltaic arrays had been installed across the portfolio.<sup>3</sup>
- ⚡ 5.1 Star Weighted Average NABERS Energy Rating for the Group's Office portfolio, and 4.4 Star Weighted Average NABERS Energy Rating for the Retail portfolio.

## Climate Change and Energy Policy

GPT's energy and emissions commitments are supported by its **Climate Change and Energy Policy**, which is to be carbon neutral and resilient to the impacts of climate change.

Specific commitments include:

- » Achieving carbon neutral certification for the operations of all GPT operationally controlled buildings in which we have an ownership interest by end 2024
- » Working with asset co-owners to achieve carbon neutral certification for the operations of all non-managed buildings by 2030, and
- » All future developments for GPT's investment portfolio being upfront embodied carbon neutral certified.

**GPT is committed to reducing the energy consumption of its buildings and switching to renewables to eliminate emissions from energy. We also target emissions within our control from waste, refrigerants, corporate operations and embodied carbon in our development projects. This commitment is guided by the scientific imperative of avoiding dangerous climate change by limiting global warming to 1.5 degrees Celsius.**

## Energy and emissions

The GPT Group will be carbon neutral and resilient to the impacts of climate change including specific net zero commitments of:

- » Achieving carbon neutral certification for the operations of all GPT operationally controlled buildings in which we have an ownership interest by end 2024<sup>3</sup>
- » Working with asset co-owners to achieve carbon neutral certification for the operations of all non-managed buildings by 2030, and
- » All future developments for GPT's investment portfolio being upfront embodied carbon neutral certified.

## GPT's Net Zero Plan

As part of GPT's net zero plan, we consider our actions to reduce and eliminate emissions to be the most significant contribution we can make to climate change mitigation. Our leadership in delivering Climate Active certified carbon neutral outcomes includes:

- » Certifying corporate operations since 2011
- » Certifying buildings since 2019, and
- » Certifying developments since 2022.

GPT's net zero plan has helped create pathways for carbon neutral certification in the property industry. It has also provided clarity and enabled us to share our experience when engaging with our supply chain and tenants.

Importantly, our net zero plan moves beyond decarbonisation goals and includes a raft of strategies that contribute to a more resilient, orderly and just transition to a low carbon economy.

**“GPT's strategic decisions today aim to both reduce our contributions to climate change and improve our resilience to the physical and transitional impacts of climate change that we will all be exposed to in the future.”**

STEVE FORD, HEAD OF SUSTAINABILITY,  
THE GPT GROUP

1. This does not include assets principally under the operational control of tenants, such as the majority of GPT's logistics portfolio, or a co-owner.

2. Measured against GPT's 2005 baseline as at 31 December 2022. Detailed data and breakdowns are available in GPT's **Environmental Data Dashboard**. Metric definitions are available in the Sustainability Basis of Preparation and Glossary (**Appendix C**).

3. Calculated by summing the potential capacity of individual systems installed and operating under our control as at 31 December 2022.

## GPT's net zero targets

GPT is a signatory to the World Green Building Council's 2030 Net Zero Carbon Buildings Commitment. We believe that it is important to independently validate the achievement of net zero targets through Climate Active Carbon Neutral certification to ensure confidence in what we deliver. Climate Active certification boundaries include Scope 1, 2 and 3 emissions sources under operational control and are designed to ensure integrity and transparency of reporting boundaries and avoid double counting.

Emission source	Target	Scope
<b>Corporate Operations</b>	Ongoing maintenance of Certification under the Climate Active Carbon Neutral Standard for Organisations.	All GPT offices energy, proportion of landlord base-building services, flights, staff commuting, serviced space offerings and business consumables.
<b>GPT operationally controlled buildings</b>	<b>2024</b> GPT's operationally controlled investment portfolio to achieve Certification under the Climate Active Carbon Neutral Standard for Buildings.	All buildings that we operationally control <sup>1</sup> and in which we have an ownership interest. Emissions from the base-building services including common area lighting and power, heating, ventilation, air-conditioning, vertical transport, waste to landfill, water and energy transmission losses. Services that are tenant controlled and buildings held for development are excluded from this scope.
<b>GPT Co-owner operationally controlled buildings</b>	<b>2030</b> All co-owner operationally controlled buildings in our investment portfolio to achieve Certification under the Climate Active Carbon Neutral Standard for Buildings.	The buildings which we have a part ownership interest in but our co-owners operationally control. Emissions from the base-building services including common area lighting and power, heating, ventilation, air-conditioning, vertical transport, waste to landfill, water and energy transmission losses. Services that are tenant controlled are excluded from this scope.
<b>Upfront embodied carbon neutral developments</b>	<b>2023 onwards</b> All future GPT developments for our investment portfolio to achieve Certification under the Climate Active Carbon Neutral Standard for Products and Services.	The emissions from the materials and construction processes in a property development.

## GPT's decarbonisation approach

### CLIMATE RESPONSE

#### Carbon Neutral Operations



##### Measure

- » Scope 1, 2 and 3 operations controlled.



##### Reduce and eliminate

- » Efficient buildings
- » On-site and off-site renewable electricity
- » Electrification, and
- » Low GWP refrigerants.



##### Offset residual emissions only

- » Offset residual emissions.

#### Upfront Embodied Carbon Neutral Developments



##### Measure

- » Upfront supply chain emissions.



##### Reduce and eliminate

- » Through design, materials and,
- » Construction processes.



##### Offset residual emissions only

- » Offset residual emissions.

1. Target to achieve Climate Active Carbon Neutral (for Buildings) certifications for all assets that GPT operationally control and in which GPT has an ownership interest, by the end of 2024. The majority of Logistics assets are operationally controlled by tenants.



# Climate response CONTINUED

## DEFINING EMISSIONS



**Scope 1 emissions** are greenhouse gas emissions released to the atmosphere as a direct result of an activity, or series of activities, at a facility level. They are sometimes referred to as direct emissions.



**Scope 2 emissions** are released to the atmosphere from the indirect consumption of an energy commodity. For example, 'indirect emissions' come from the use of electricity produced by the burning of coal in another facility.



**Scope 3 emissions** are indirect emissions, other than Scope 2 emissions, that are generated in the wider economy. GPT aligns with the Australian Government's Climate Active boundaries for Scope 3 reporting, and reports only those Scope 3 emissions within its control. For our buildings, our reported Scope 3 emissions are emissions from electricity and gas transmission losses and emissions from waste and water consumption.

## Energy Master Plan

As energy is inherently the most significant source of emissions in buildings, GPT developed and continues to implement its Energy Master Plan. Reducing energy use and better managing load profiles also makes good business sense. GPT has delivered significant energy savings since our 2005 baseline, reducing energy intensity by 53 per cent. This has resulted in a cumulatively avoided 2.2 million tonnes of CO<sub>2</sub>-e emissions and \$314 million in energy costs since 2005.<sup>1</sup>

GPT's Energy Master Plan sets out many aspects of how we will achieve our net zero decarbonisation targets and also mitigate risk in the transition to a low carbon economy. We have made significant progress across all aspects of our Energy Master Plan including:

- » Driving energy efficiency with a current focus on optimisation of platforms and leveraging of life-cycle upgrades
- » Ramping up the installation of on-site solar photovoltaic arrays to reduce the need for off-site renewables
- » Locking in long-term off-site renewable electricity contracts out to 2030 and implementing a progressive procurement energy contracting approach to limit exposure to steep energy price rises
- » Beginning to electrify our existing assets at lifecycle upgrade opportunities and designing new developments as all-electric buildings that are run on renewable electricity
- » Rolling out a demand-side flexibility program at many of our assets to support the transition and improve our resilience to a low carbon electricity grid by actively managing electricity loads throughout the day in times of supply constraint

- » Commencing a program of on-site battery storage projects with the delivery of our first Smart Energy Hub, and
- » Undertaking a risk assessment for EVs and the installation of charging infrastructure to understand impacts on demand side flexibility programs.

Additionally, GPT is making progress to lower the impacts from refrigerants by specifying low or no greenhouse warming potential (GWP) refrigerants in lifecycle upgrades and developments.

## Scope 3 emissions from tenants explained

In addition to the Scope 3 emissions that are included in metrics and targets under our operational control, GPT's net zero plan includes strategies to support our tenants to reduce emissions under their operational control. From a position of experience in decarbonising our own business, we are able to assist to drive tenant emissions down through:

- » Providing carbon neutral certified buildings (for office and retail buildings)
- » Ensuring tenancy design standards with energy efficient fittings
- » Offering on-site renewable energy solutions to our logistics tenants, and
- » Sharing our experience with tenants to influence them on their own decarbonisation journey.

The majority of tenant emissions that would be considered to be part of GPT's Scope 3 emissions profile are from the Scope 1 and Scope 2 energy decisions that only the tenant has the authority to make. These decisions principally include the choice of devices and equipment that tenants use, the periods of operation and the type of energy they choose. As GPT does not have operational control (primary decision making authority) over tenant activities, we do not include tenant emissions reduction targets within our own directly delivered targets. For practical reasons, our net zero plan includes supporting tenants' decarbonisation efforts but not setting specific targets for their activities which we don't control.

## Offsetting emissions

For the circa 10 per cent of GPT's inherent emissions in operating buildings that cannot currently be feasibly eliminated, GPT employs a two-fold approach to offsetting each tonne of residual carbon emissions within our control by:

1. Purchasing one tonne of offsets from Greenfleet's Australian reforestation projects that remove carbon while also enhancing biodiversity and water flows, in support of our goal of an overall positive contribution to nature, and
2. Purchasing a second tonne of Verra energy carbon offsets that avoid emissions through switching an energy generation source to renewables, where the switch would not have otherwise occurred.

**FIND OUT MORE: GPT'S SCOPE 3 EMISSIONS ARE CONSIDERED AND DISCLOSED IN LINE WITH THE GHG PROTOCOL SCOPE 3 GUIDANCE ON DETERMINING RELEVANCE. THIS ASSESSMENT IS DISCLOSED IN GPT'S ESG DATAPACK 2022 TO BE RELEASED IN JUNE 2023.**

1. Metric definitions are available in the Sustainability Basis of Preparation and Glossary (Appendix C), with full detail of historical savings available in the Environmental Data Dashboard.

## 2022 Performance

Our energy and emissions performance in 2022 was impacted by the transition from COVID-19 restrictions in the previous years and early part of the year. Changes to building occupancy and our building management response to the pandemic led to increased energy in 2022 when compared to 2020 and 2021.

Detailed data and breakdowns are available in GPT's [Environmental Data Dashboard](#).

	2005	2020	2021	2022	
<b>Lettable Area<sup>1</sup></b>	<b>1,750,910</b>	<b>1,943,146</b>	<b>1,884,604</b>	<b>1,892,598</b>	m <sup>2</sup>
<b>Energy intensity</b>	<b>571</b>	<b>261</b>	<b>256</b>	<b>269</b>	MJ/m <sup>2</sup>
<b>Total Energy Use</b>	<b>999,560</b>	<b>506,465</b>	<b>483,312</b>	<b>508,539</b>	GJ
<b>Renewable energy</b>	—	<b>197,555</b>	<b>194,039</b>	<b>232,701</b>	GJ
Onsite (solar pv)	—	15,393	15,171	8,897 <sup>2</sup>	GJ
Offsite Mandatory	—	76,971	67,883	70,761	GJ
Offsite Voluntary	—	105,191	110,985	153,043	GJ
<b>Non-renewable energy</b>	<b>999,560</b>	<b>308,910</b>	<b>289,273</b>	<b>275,838</b>	GJ
Onsite electricity (gas-fired generation)	—	6,482	6,835	6,890	GJ
Offsite electricity	853,324	216,447	187,274	155,815	GJ
Natural gas	146,236	83,074	93,909	111,648	GJ
Diesel	NR	2,908	1,254	1,485	GJ
<b>Scope 1 and 2 emissions intensity</b>	<b>136</b>	<b>30</b>	<b>25</b>	<b>19</b>	kg CO <sub>2</sub> -e/m <sup>2</sup>
<b>Total Net Emissions (Scope 1 and 2 less offsets)<sup>2</sup></b>	<b>238,750</b>	<b>58,199</b>	<b>47,064</b>	<b>35,239</b>	t CO <sub>2</sub> -e
<b>Scope 1 emissions</b>	<b>7,578</b>	<b>6,904</b>	<b>7,747</b>	<b>8,806</b>	t CO <sub>2</sub> -e
Natural gas	7,578	5,292	5,889	6,874	t CO <sub>2</sub> -e
Diesel	NR	204	88	104	t CO <sub>2</sub> -e
Refrigerants and other	NR	1,408	1,769	1,828	t CO <sub>2</sub> -e
Scope 2 emissions (market-based)	231,172	59,469	49,146	36,801	t CO <sub>2</sub> -e
Scope 2 emissions (location-based)	231,172	95,982	86,968	86,711	t CO <sub>2</sub> -e
<b>Scope 3 emissions</b>	<b>NR</b>	<b>23,651</b>	<b>23,204</b>	<b>24,156</b>	t CO <sub>2</sub> -e
<b>Carbon offsets</b>	<b>0</b>	<b>(13,444)</b>	<b>(17,741)</b>	<b>(26,306)</b>	t CO <sub>2</sub> -e

1. The sum of the lettable areas of assets is included in GPT's [Environmental Data Dashboard](#).

2. Net emissions are the sum of Scope 1 plus Scope 2 market-based emissions minus a portion of associated carbon offsets.

GPT'S METRICS AND TARGETS RELATING TO ENERGY AND EMISSIONS CAN BE FOUND IN OUR 2022 CLIMATE DISCLOSURE STATEMENT.

## Next steps

- 🔗 Deliver GPT's net zero plan including Carbon Neutral Certification targets.
- 🔗 Deliver additional energy, emissions and transition plan targets as outlined in the 2022 Climate Disclosure Statement.
- 🔗 Continue to implement the Energy Master Plan, including further solar PV installation, demand response and load flex program expansion, expand battery storage and electrification.
- 🔗 Continue to collaborate with industry peers in developing a market for lower embodied carbon construction materials.

1. Includes assets held for investment, which GPT has an ownership interest in and where the asset is operationally controlled by GPT or its co-owner (not the tenant).

2. Reduced solar generation due to the sale of Casuarina Square.



SUPPORTING SDG TARGETS 12.2 AND 12.6



SUPPORTING SDG TARGET 13.1

## TACKLING UPFRONT EMBODIED CARBON FROM CONCEPT TO COMPLETION

In 2020, after the GPT Wholesale Office Fund was certified carbon neutral by NABERS and Climate Active, The GPT Group turned its attention to the next biggest source of emissions: upfront embodied carbon.

Unlike 'Embodied carbon' which captures all the emissions generated during a building's lifecycle – from raw materials extraction right through to demolition and disposal – 'Upfront embodied carbon' refers to the emissions generated during the materials and construction stages. The result of which can sometimes account for as much as 80 per cent of a building's embodied carbon.<sup>1</sup>

In 2022, GPT's logistics warehouse at 143 Foundation Road in the Melbourne suburb of Truganina became Australia's first Climate Active upfront embodied carbon neutral certified logistics development.

GPT worked with the Green Building Council of Australia and Climate Active to inform the guideline for upfront carbon for buildings, and to use the Green Star rating system as a verification pathway.

Melbourne's 51 Flinders Lane is on track to be GPT's first office development to achieve upfront embodied carbon neutrality. 51 Flinders Lane has already undergone a Green Star Design Review and will be certified on completion through Green Star and Climate Active. The development has also become a testing ground for our team to explore a range of low embodied carbon solutions.

For example, GPT is investigating several low embodied carbon concrete and steel products, backed by Environmental Product Declarations (EPDs). Ceiling tiles specified are plant based, while the carpets selected are made from discarded fishing nets.

We are also carefully selecting partners that are on the same journey to net zero. Our construction partner at 51 Flinders Lane, Lendlease, has processes in place to achieve Climate Active certification for construction. Lendlease is investing in electric construction machinery and equipment where options are available, and is using biofuels or substituting renewable diesel for mineral diesel where electric options are not yet available.

While design decisions can reduce upfront carbon emissions, it is not yet possible to completely eliminate them. GPT's approach is to compensate for remaining impacts by purchasing nature-based offsets with Greenfleet. Our collaborative project to plant 1,100 hectares of native forest in the Noosa hinterland will permanently remove carbon from the atmosphere, address biodiversity loss and engage with Traditional Owner communities.

We continue to monitor our progress at 51 Flinders Street against a carbon measurement plan that we created at the concept stage. Regular check-ins against the plan ensure we stay on track right up until practical completion.

We have committed to achieve upfront embodied carbon neutrality for buildings that we develop for our investment portfolio.

**“Our work at 51 Flinders Lane has already sparked new conversations with subcontractors and suppliers who are being introduced to the concept of EPDs.”**

ANGUS GORDON, SENIOR DEVELOPMENT MANAGER, RETAIL & MIXED USE DEVELOPMENT, THE GPT GROUP

1. World Green Building Council Report, 2019, 'Bringing Embodied Carbon Upfront: Coordinated action for the building and construction sector to tackle embodied carbon.'



# Resource circularity

## Achievements

- 🔗 3.3 NABERS Waste Rating for Office portfolio.<sup>1</sup>
- 🔗 Over 7,000 tonnes of material, including organics, paper and cardboard, and glass, were recovered in line with circular economy, closed loop principles.
- 🔗 Over 70 per cent (by area) of GPT-managed waste services are provided by GECA certified waste collection services.

## Materials and Waste Management Policy

GPT's commitment to resource circularity is guided by its **Materials and Waste Management Policy** which is to procure, use and recover materials in a closed loop, circular manner.

Specific commitments include:

- » Recovering 80 per cent of operational and fit-out waste material in a closed-loop manner by 2030
- » Recovering 95 per cent of construction and demolition waste materials, and
- » Focussing on improving materials selection.

Around the world, resources are being consumed and waste is being generated at unsustainable rates, leading to increased emissions, land and water contamination, and unnecessary resource depletion. GPT continually supports a shift to a circular economy by minimising the waste we produce by maximising the lifecycle of materials and avoiding the overconsumption of raw materials and resources.

Our aim to use and recover materials in a closed loop manner guides our approach to materials and waste management. This includes eliminating waste where possible, choosing the right materials for use in our projects and taking steps to recover (or reprocess) everything in our control to its highest value. This approach also reduces the amount of waste sent to landfill, which is the principal source of Scope 3 emissions from our building operations.



### Measure

- » Outcomes based reporting to ensure accurate information for decision making and tracking progress against our closed-loop objectives for waste services under our control.



### Reduce and eliminate

- » Work with supply chains and tenants to eliminate material consumption wherever possible, and reduce the impacts of materials consumption through driving closed-loop recycling of waste materials that we manage.



### Offset residual impact only

As part of GPT's net zero plan, offset:

- » Scope 3 emissions from waste to landfill, and
- » Scope 3 emissions from the embodied carbon in materials used in developments.

1. Based on 92 per cent coverage of rateable assets.



# Resource circularity CONTINUED

## Addressing waste impacts

GPT addresses its materials and waste impacts in two areas:

- » **Operational waste** generated by the occupants and users of our buildings that we manage and dispose of, and
- » **Development waste** from the construction and demolition activity that we manage.

We manage operational waste by engaging in each asset with operations teams, tenants and occupants, and supply chain partners, such as, cleaners and waste contractors, to work together to deliver a closed loop approach to materials and waste management.

We work in collaboration to educate and raise awareness on source separation, create plans and targets for improvement, and understand both the material composition of our bins and the processing outcomes of materials that leave our buildings. Our contracts incentivise reliable, safe and efficient closed loop recovery.

Where possible, we engage waste services providers who have obtained the GECA Waste Collection Services Standard, which certifies them as providing 'leading practice' services with strong data integrity in their reporting. External benchmarks such as the NABERS Waste Rating enable us to compare the performance of our office buildings to similar properties and the NABERS Waste Materials Recovery Score recognises our efforts prioritising facilities that recover materials in line with our closed loop, circular objectives.

For our development waste, we work with our developers and builders to maximise the reuse and recycling of materials where possible, both in the design of new buildings and in the delivery of works. We create waste management plans for all development projects which outline management practices such as source separation, weight-based reporting, contractor and facility engagement and project-specific targets.

Awareness, induction and training activities to educate on waste management techniques are made available or provided to our whole workforce and all contractors, and we encourage the use of recycled and reused product exchanges on our projects.

## What is closed-loop recovery?

Not all recycling is the same. When recycling is collected from our buildings, our waste contractors take it to a facility that recovers and reprocesses that material into something that can be used again.

For example a glass bottle, if well separated and sent to the right facility, can be recycled back into another glass bottle, keeping it in the same or similar production cycle. This maximises value retention from the initial investment to make the glass bottle and avoids using additional raw materials and energy to produce a new one. The most common operational closed-loop recycling outcomes come from fibre (paper and cardboard), organic composting and recovery of metals.

This is known as closed-loop recovery or A Grade recycling, which achieves circular economy outcomes. GPT's resource circularity objective aims to maximise A-grade recovery outcomes, which eliminates pollution from waste materials and the depletion of further raw materials.

There are other ways for materials to avoid landfill but not achieve a closed-loop circular economy outcome, including:

- » Downcycling (B-Grade recycling) the materials to a lower materials value product or that can be recycled in a new production cycle but can't be returned to the original production cycle, e.g. food quality plastics being manufactured into mixed source plastic materials. GPT reports this as B Grade recycling which doesn't achieve closed-loop circular outcomes. Whilst B-Grade recycling can eliminate pollution from waste materials, it does not eliminate the need to deplete further raw materials for the original production cycle.
- » Linear (C-Grade) recycling describes processes where a material is diverted from landfill and recovered for a one off end use. These end uses, by their nature of not being able to be returned to an original production cycle, are often pollutive (e.g. waste to energy) and result in depletion to maintain the original production cycles.



**“GPT’s approach to recycling considers both the quantity and the quality of the processing outcomes to ensure well informed decisions that achieve the positive results for the environment, maximise value retention of materials and ensure cost effectiveness of services.”**

MARSHA COSTANZO,  
NATIONAL MANAGER,  
SUSTAINABILITY SOLUTIONS,  
THE GPT GROUP

## Monitoring performance

Monitoring our waste and materials recovery performance is essential to achieving our closed-loop objectives. GPT uses outcomes based reporting to measure recycling quantity and quality at the A Grade, B Grade and C Grade levels. Introduced in 2015, this data collection and reporting approach has increased our understanding of materials recovery in practice and informs our continued collaboration with contractors and suppliers to optimise our performance.

Partnering with our contractors and property industry peers to sustainably manage materials and waste enables us to minimise costs for our tenants and investors, anticipate and prepare for emerging regulations and deliver meaningful environmental outcomes.

NABERS Waste Ratings were developed and launched in 2018 following a period of consultation in which GPT shared its data and outcomes based reporting processes with the NABERS office. GPT achieved Australia's first NABERS Waste ratings and continues to utilise the ratings as a part of its resource circularity assessment processes.

The NABERS Waste tool includes a component called the Materials Recovery Score which, like GPT's graded outcomes approach, recognises the different levels of value retention for the different recovery processes.

GPT reports both the outcomes based recycling percentages and the NABERS Waste ratings.

GPT is currently undertaking a program of general waste composition profiling to understand improvement opportunities across all assets and then target behavioural change programs and higher resource recovery.

# Resource circularity CONTINUED

## 2022 Performance

Our materials recovery performance in 2022 was impacted by the transition from COVID-19 restrictions in the previous years and early part of the year. Changes to building occupancy and our building management response to the pandemic led to increased volumes of materials for recovery or disposal in 2022 when compared to 2020 and 2021.

Detailed data and breakdowns are available in GPT's [Environmental Data Dashboard](#).

	2005	2020	2021	2022	
<b>Lettable Area<sup>1</sup></b>	<b>1,750,910</b>	<b>1,943,146</b>	<b>1,884,604</b>	<b>1,892,598</b>	m <sup>2</sup>
<b>Materials Recovery</b>					
<b>Closed Loop Recovery (A-Grade)</b>		<b>33.4</b>	<b>34.3</b>	<b>34.9</b>	%
<b>Diversion from Landfill (A, B, and C-Grade)</b>	29.0	36.2	37.3	37.6	%
<b>Materials Generation</b>					
<b>Total Materials</b>	<b>24,087</b>	<b>18,586</b>	<b>17,870</b>	<b>20,859</b>	t
<b>Total Material Recycled</b>	<b>7,017</b>	<b>6,724</b>	<b>6,670</b>	<b>7,849</b>	t
Material Recycled – A-Grade		6,216	6,136	7,276	t
Material Recycled – B-Grade		501	517	561	t
Material Recycled – C-Grade		7	17	12	t
<b>Material sent to Landfill</b>	<b>17,070</b>	<b>11,861</b>	<b>11,200</b>	<b>13,010</b>	t
Hazardous Material	—	—	—	—	t

Metric	2022 target	2022 performance	2023-2025 target	Medium to long-term target
Rate of closed loop recovery (measured as a recycling rate)	34.5%	34.9%	36.5% closed loop recycling by end 2022	80% operational and fitout waste material and 95% construction and demolition waste materials recovered closed loop by 2030

1. The sum of the lettable areas of assets is included in GPT's [Environmental Data Dashboard](#).

GPT'S METRICS AND TARGETS RELATING TO ENERGY AND EMISSIONS CAN BE FOUND IN OUR 2022 CLIMATE DISCLOSURE STATEMENT.

## Next steps

- ⚡ Continue to select and work with waste collection contractors that obtain GECA Waste Collection Services certification and encourage our external asset managers to do the same.
- ⚡ Monitor and commence reporting of waste and materials recovery performance of construction and demolition projects within the scope of our ISO14001 certified EMS.
- ⚡ Identify materials within our control to eliminate and prioritise recovery of those materials with a reuse or closed loop recovery pathway.
- ⚡ Investing in General Waste composition profiling across all assets to target our focus on behavioural change programs and resource recovery.
- ⚡ Continue to work with tenants, customers, suppliers and other stakeholders to minimise waste, reduce contamination and improve recycling at our buildings.



DesignSuites by GPT, Level 41, Melbourne Central Tower.

SUPPORTING SDG  
TARGET 12.5

## DESIGNSUITES BY GPT

DesignSuites by GPT applies circular economy, closed loop principles to the tens of thousands of square metres of space we build for our tenants each year. We are reducing emissions and our use of virgin materials through sustainable design, and unearthing new sources of shared value.

The average office is refurbished every five or six years, and the Better Buildings Partnership estimates that around 80 per cent of the materials stripped from fitouts is sent to landfill. With the help of world-class interior designers and architects at BVN, GPT has created a solution with DesignSuites by GPT. By harnessing economies of scale to find efficiencies and savings we can deliver high-quality, sustainable fitouts that stand the test of time.

GPT has set a target that every project will meet a minimum of a 6 Star Green Star – Interiors rating. This represents world leadership in the design and construction of sustainable fitouts on the Green Building Council of Australia's Green Star rating scale. Green Star rewards projects for meeting or exceeding best practice benchmarks across dozens of initiatives, from the use of recycled and recyclable materials to the choice of materials that are designed for disassembly.

GPT has recently completed tranche 1 of the Design Suites project with data provided to us by the project team demonstrating some pleasing progress. Over 75 per cent of the furniture selected is verified by Environmental Product Declarations, which provide transparent data about a product's lifecycle impact. Beyond environment, ESG pillars in this project included the adoption of a First Nations design lens to the fitout and material selections, social procurement outcomes and the adoption of inclusive design choices. Approximately 50 per cent of the furniture procured for this project was through Spatial Hub – a First Nations owned business, certified by Supply Nation. We also are targeting certification of upfront embodied carbon neutrality using Green Star and Climate Active, with meaningful reductions in upfront embodied carbon emissions through thoughtful design decisions and offsets for those emissions we can't eliminate by restoring native forests.

Twenty per cent of the materials used in GPT's DesignSuites are sourced from existing fitouts. Quality items that can't be used in new suites are donated to the Property Industry Foundation's Furniture Fund, which resells, reuses or restores corporate furniture to support homeless youth.

Our circular economy approach is turning a linear 'take, make and waste' system into a 'closed loop' that sends materials around and around. As we do, GPT is supporting social enterprises, strengthening Indigenous businesses, eliminating carbon and restoring nature.





One One One Eagle Street and Riverside Centre, Brisbane.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



SUPPORTING SDG TARGETS 12.5 AND 12.6

## ONE ONE ONE EAGLE STREET AND RIVERSIDE CENTRE

GPT has recovered more than 6,600 tonnes of materials in 2022 – from paper to glass, e-waste to organics – and returned them to various production cycles. Our materials and waste management policy treats materials as materials, not waste. We prioritise circular economy principles and closed loop recycling, and this means recovering and reusing products and materials indefinitely or converting them back into raw materials.

Our latest waste management platform, dubbed Wall-e, is providing us with granular waste data on each asset and insight into areas for improvement. It also highlights our star performers so we can replicate their success.

Brisbane's One One Eagle Street and Riverside Centre are two of these star performers that routinely appear in GPT's 'top five' assets for recycling and resource recovery. In 2022, data collected from Wall-e confirmed they had a combined closed loop recovery rate of more than 40 per cent.

One One One Eagle and Riverside Centre food court offer bins with four waste collection streams: organics; cardboard and paper; mixed containers; and landfill. From January to October 2022, the Riverside Centre food court diverted 59,486 containers from landfill, saving a massive 5.75 tonnes of material. Additionally we undertake regular waste composition profiling – with each item removed, weighed, photographed and shared, which helps us unearth opportunities to do better together.

In 2021, we established a partnership with Containers for Change to trade eligible drink containers collected from these assets for a 10-cent refund. In 2022, though this partnership, proceeds from over 50,000 recycled containers were donated to OzHarvest to help those in need and stop food from going to waste at the same time. This partnership is a powerful example of how the circular economy not only sends resources around in a closed loop. It also turns what once was waste into new streams of value.

**“It's not waste until it's wasted. If we get the right rubbish into the right bin, then everything else takes care of itself.”** BOB PRITCHARD, ASSISTANT OPERATIONS MANAGER, THE GPT GROUP



# Water neutrality

## Achievements

- » 62 per cent improvement in water intensity since 2005.<sup>1</sup>
- » Over \$85 million in water costs and 21.5 gigalitres of water cumulatively avoided since 2005, compared to 2005 baseline water intensity usage rates.<sup>1</sup>
- » 4.9 Star average NABERS Water Rating for the Office portfolio and 3.3 Star average NABERS Water Rating for the Retail portfolio.<sup>2</sup>
- » Progressed development of water neutrality and footprint measurement for industry consultation.

## Water Policy

GPT's water neutrality objectives are supported by its [Water Policy](#), which is to be water neutral and resilient to water scarcity and extreme rain events.

Specific commitments include:

- » Delivering water neutral operations for GPT owned and managed buildings by 2030 and non-managed buildings by 2040
- » Managing stormwater across our assets to mitigate negative impacts on the local environment, and
- » Engaging with industry to develop a credible scheme for water offsets.

Water security is fundamental to sustaining ecosystems, human health and wellbeing, and the economy. Changes to the global water cycle have already impacted urban water supplies, agricultural productivity and natural systems. With shifting rainfall patterns and increasing severity of floods and droughts, water security and resilience is becoming increasingly important in Australia.

GPT takes the following steps to use and manage water resources sustainability:



### Measure

- » Our impacts on the water cycle from potable water consumption and stormwater flows into the environment.



### Reduce and eliminate

- » Improving water efficiency across our operations by upgrading and optimising equipment, minimising leaks and using low-irrigation native landscaping
- » Matching appropriate water sources to end uses and using non-potable water where possible
- » Employing water metering technologies to understand and optimise water use in our buildings and by our tenants, and
- » Considering local and downstream hydrology and the integrated water cycle management framework in how we develop and manage our buildings.



### Offset residual impact only

- » By developing a framework whereby, we can offset residual impacts to the water cycle through investments that improve water outcomes offsite in alignment with our climate and biodiversity goals.

GPT understands that the direct impact of our buildings on water cycles must be considered in the context of the much broader ecosystem, where water resources are depleted and polluted for materials, energy and food consumption and the trade and manufacturing facilitated through our buildings and cities. The impact of these activities draws water resources from all over the world, well beyond the water catchment of GPT buildings. Delivering water neutral outcomes requires holistic consideration of the water impacts in a similar manner to considering carbon impacts on climate change.

1. Measured against GPT's 2005 baseline as at 31 December 2022. Detailed data and breakdowns are available in GPT's [Environmental Data Dashboard](#). Metric definitions are available in the Sustainability Basis of Preparation and Glossary ([Appendix C](#)).

2. GPT Group Office Portfolio Average represents 98 per cent coverage; GPT Group Retail Portfolio Average represents 92 per cent coverage.

# Water neutrality CONTINUED

“GPT’s water management approach is centred around being water neutral by the end of the decade and working to protect our assets against the impacts of climate change in relation to water scarcity and floods. In implementing our Water Master Plan, we will unlock considerable commercial, environmental and societal benefits through innovation and leadership.” DALE O’TOOLE, SUSTAINABILITY INNOVATION DELIVERY MANAGER, THE GPT GROUP

## Water Master Planning

To guide the delivery of GPT’s policy commitments on water, we are developing Water Master Plans for each asset that we operationally control. The Plans move beyond utility water consumption considerations to include all of GPT’s interactions in the water cycle, including rainwater on our sites, and how we can minimise our environmental impacts and gain a deep understanding of the vulnerabilities GPT has with respect to water.

Given the depth of knowledge within our Sustainability and Operations teams and incumbent service providers, work on the Foundations pillar of the Water Master Plan described adjacent, is being conducted in-house. This not only facilitates greater direct collaboration across teams but taps into recent improvements in our initiative tracking and target-setting processes.

### GPT’s Water Master Plan has 3 pillars:



**Foundations** – to ensure sufficient information and measurement of our assets, water infrastructure and impacts:

- » Documenting and analysis of current water infrastructure
- » Metering and monitoring, and
- » Performance reporting practices.



**Resilience** – focuses on identifying and managing the risks associated with water:

- » Water scarcity (availability, cost and regulation)
- » Flooding, flash flooding and extreme rain events, and
- » Operational and utility supply risks.



**Water Neutrality** – reducing, eliminating or compensating for the impacts on nature of our interactions with the water cycle:

- » Reducing water consumption
- » Stormwater management, and
- » Establishment of a water offset.

Targeted outcomes of this work include preparing ‘smart’ reticulation schematics, closing gaps in meter coverage, progressing studies to establish or augment non-potable water supplies and improving performance monitoring. Processes were developed and piloted in 2022 and the remaining asset-level Water Master Plan Foundation reports will be completed in 2023.

During 2022, vulnerabilities with respect to water were assessed for our business with phase two of water master planning to undertake asset-level water risk assessment and develop resilience plans. This will include incident and weather induced risks.

Incident-induced risks include supply interruption and restrictions or damage from cracked or burst utility water pipes, cooling tower risks and asset specific water infrastructure failures. Design reviews will be undertaken and recommendations made for incident management or installation and maintenance of key infrastructure to mitigate risks.

Assessments of weather-induced water related risks will be undertaken in alignment with the climate adaptation planning processes. Assessments will include opportunities for on-site storage (for potable water source replacement) and on-site detention (for controlled release of stormwater) to mitigate water scarcity. External rainfall risks will also be reviewed along with potential options to mitigate these impacts.

Consistent with GPT’s approach to environmental sustainability generally, our water neutral plan will **measure** our impacts, **reduce** and **eliminate** impacts where feasible and then **offset** residual impacts through investments that align with our climate and biodiversity objectives.

The components of the water neutrality pillar to be included within asset Water Management Plans incorporate efficiency measures at a whole-of-asset level, as well as the ‘Clean It Up’ / ‘Slow It Down’ approach to stormwater management where we minimise any pollutants entering the stormwater and reduce the outflow velocity from our properties that can be damaging to the surrounding environment. To achieve water neutrality, any residual impacts that can’t be feasibly eliminated will require compensation through offset activities.



## Stakeholder engagement

GPT is working with stakeholders from different parts of the water and property industries in order to develop and propose a transparent method to validate the delivery of water neutrality. It is expected that it will take time and some testing to arrive at an accepted water neutral definition and validation approach, but this is important work that must begin now if we are to progress to a more sustainable water management outcome.

## 2022 Performance

Our water performance in 2022 was impacted by the transition from COVID-19 restrictions in the previous years and early part of the year. Changes to building occupancy and our building management response to the pandemic led to increases in 2022 when compared to 2020 and 2021. We anticipate this will continue, as reflected in our 2023 target.

Detailed data and breakdowns are available in GPT's [Environmental Data Dashboard](#).

	2005	2020	2021	2022	
<b>Lettable Area<sup>1</sup></b>	<b>1,750,910</b>	<b>1,943,146</b>	<b>1,884,604</b>	<b>1,892,598</b>	m <sup>2</sup>
<b>Water intensity</b>	<b>1,561</b>	<b>583</b>	<b>576</b>	<b>601</b>	L/m <sup>2</sup>
<b>Total water</b>	<b>2,733,739</b>	<b>1,131,936</b>	<b>1,085,680</b>	<b>1,137,282</b>	kL
<b>Non-potable water</b>	—	<b>50,516</b>	<b>46,562</b>	<b>53,249</b>	kL
Captured/reused	—	3,802	6,062	12,479	kL
Onsite recycled	—	3,396	2,656	3,121	kL
Offsite recycled	—	43,319	37,844	37,649	kL
<b>Potable water</b>	<b>2,733,739</b>	<b>1,081,420</b>	<b>1,039,118</b>	<b>1,084,034</b>	kL

Metric	2022 target	2022 performance	2023 target	Medium to long-term target
Water Consumption (base building water intensity)	810 L/m <sup>2</sup>	601 L/m <sup>2</sup>	635 L/m <sup>2</sup>	Water neutral operations for GPT-owned and managed buildings by 2030 and non-managed buildings by 2040.

1. The sum of the lettable areas of assets is included in GPT's [Environmental Data Dashboard](#).

## Next steps

- ② Continue the strategic implementation of asset-level foundation works to drive improved understanding of the hydrology of our assets.
- ② Commence the delivery of resilience investigations to effectively manage the risks / opportunities around supply protection and flooding mitigation.
- ② Continue to engage with industry to finalise the water footprint measurement process and begin preliminary works that support GPT's water off-setting process through a targeted pilot project.
- ② Re-shape leasing and fit-out provisions to drive improved water efficiency practices from our tenants.





Ultra Filtration System, Rouse Hill Town Centre, NSW.



## 11 SUSTAINABLE CITIES AND COMMUNITIES



SUPPORTING SDG TARGETS 11.4 AND 11.6

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



SUPPORTING SDG TARGETS 12.2 AND 12.6

## 15 LIFE ON LAND



SUPPORTING SDG TARGET 15.1

### MAPPING A PATHWAY TO WATER NEUTRALITY

In the face of the declining health of Australia's waterways and the related toll on aquatic species, GPT views the inclusion of stormwater impacts from buildings in the discussions around water neutrality to be of paramount importance. This needs to move beyond the more simplistic focus on water withdrawal to include water pollution and modified flow rates. However, as it is not yet a well-defined concept, GPT is working with industry on the development of standards around water neutrality and any potential water offsetting.

Understanding our impacts on nature through interactions in the water cycle is more complex than understanding the impact of our carbon emissions. A tonne of CO<sub>2</sub> will have generally the same environmental impact regardless of where it occurs, however, the impact of water consumption or discharges can be significantly different depending on where they occur.

There is considerable difficulty in trying to accurately assess the specific impacts on waterways, and there is a risk that water neutral claims and offsetting processes may be regarded with scepticism. However, GPT's view is that there is an imperative to act on water sustainability and resilience whilst also understanding that validation processes will need further refinement over time.

To address this issue, GPT has engaged with consultants and water industry stakeholders with the initial aim of consolidating the scope, boundaries and definitions for water neutrality. Initially the work is focused on defining the units by which water neutrality can be measured and a method to measure the water inventory. Next, water offset models will be proposed.

Sharing parallels with the carbon model, the water footprint method comprises direct water impacts, applied against water scarcity, pollution and other environmental factors. At a later point this could be expanded to indirect supply chain and customer impacts.

The results from this work will be presented for consultation with key stakeholders in 2023 as we move towards piloting a measure of total water impact and potential water offset projects that aligns with our carbon and biodiversity offsetting goals.



# Restoring nature

## Achievements

- ④ GPT is committed to limiting biodiversity displacement from new developments in accord with the Mitigation Hierarchy, an internationally recognised 'best practice' approach for minimising biodiversity impacts.
- ④ Restoring Country for Climate is a GPT nature positive project in partnership with Greenfleet that will restore 1,100 Hectares of biodiverse native forest while removing 500,000 tonnes of carbon emissions.
- ④ GPT engaged a Biodiversity Performance Manager with a mandate to advance strategic support and delivery of GPT's Biodiversity Policy, procedures and objectives.

## Biodiversity Policy

GPT's commitment to restoring nature is guided by its **Biodiversity Policy**, which is to have a net positive impact on biodiversity.

Specific commitments include:

- » Developing tools to assess and report on GPT's biodiversity impacts
- » Assessing the biodiversity impacts of operations and developments with the aim of making an overall net positive impact, and
- » Improving the biodiversity value of GPT's sites.

**Biodiversity is essential as it provides and protects necessary goods and services upon which our business and broader society depend. Goods and services include the provision of energy, food, industrial and medical resources, and regulation of fresh water, soil, air, disturbance events, pests, pathogens, pollination and seed dispersal.**

Our ability to create value over the long term is critically dependent on resilient ecosystems. A loss of biodiversity reduces the quality of the ecosystem functions we rely on.

Our buildings, developments and business activities are predominantly located in established urban environments, where our direct impact on biodiversity is limited. We acknowledge, however, that as part of the urban built environment our buildings displace natural habitat, disrupt ecosystem services, and draw down natural resources over time.

Key business risks associated with not reducing, mitigating and offsetting our business's environmental impacts include disruption to supply chains, increased costs affiliated with non-compliance or reactive management to biodiversity regulations, and loss of social licence to operate due to negative biodiversity impacts.

Conversely, key business opportunities derived from proactively addressing environmental impacts include:

- » Improving our ability to enter profitable new markets by developing valuable new products, services, and business models
- » Improving value proposition and brand by responding to public demand for sustainability, and
- » Improving access to capital and potential operational synergies, including reductions in raw material and energy costs.



### Measure

- » Understand our impacts from operations and development.



### Reduce and eliminate

- » Always do what we can to minimise negative impacts through our direct activities and procurement choices.



### Offset residual impact only

- » For residual impacts, invest in restoring nature, strategically aligned with our climate response and water neutrality targets.



# Restoring nature CONTINUED

**“At GPT, we are committed to biodiversity action by avoiding biodiversity losses and realising gains, reducing related risks and ineffective actions, and securing related opportunities. Biodiversity actions must be informed by relevant data, information, and knowledge, including indigenous and local knowledge.”**

PHILIP MARTIN, BIODIVERSITY PERFORMANCE MANAGER, THE GPT GROUP

## Assessing potential biodiversity impacts of new developments and operating assets

GPT is committed to avoiding, mitigating and offsetting biodiversity impacts from new developments and operating assets by adhering to detailed due diligence and risk assessment process in accordance with the Green Building Council of Australia's building with nature principles and targets, and the Mitigation Hierarchy, an internationally recognised 'best practice' approach for minimising biodiversity impacts.

Importantly, our due diligence and risk assessment approach ensures biodiversity dependencies and risks are locally contextualised at the asset or operational level, with consideration given to adjacent areas, and upstream and downstream activities.

New developments pursue biodiversity objectives by responsible sourcing of materials including timber, incorporating environmental objectives and goals of regional environmental planning schemes, and through supporting goals and targets towards carbon and water neutrality.

Similarly, our operating assets pursue biodiversity objectives through responsible sourcing and management of materials, ongoing infrastructure and operating system efficiency improvements, improving storm water management, supporting broader efforts to conserve natural environments, and raising awareness of biodiversity risks and opportunities through supply chains, tenancies, and industry groups. Where biodiversity impacts are unavoidable for new developments and operating assets, we strategise options for going beyond minimum regulatory environmental standards with relevant stakeholders.

Biodiversity commitments are integrated within our Environmental Management System (EMS), including recognition of biodiversity risks and opportunities throughout the lifecycle of our assets, including during design, construction and maintenance.

Our EMS also includes biodiversity management procedures for assessing and mitigating biodiversity risks, including risks from chemical use, invasive species and storm-water run-off.



### GPT's biodiversity tool

GPT's Biodiversity Assessment Project aims to establish baseline biodiversity extent and condition of all managed assets, explore the ways in which asset biodiversity management plans contribute to their objectives, and exceed data collection and reporting disclosure requirements under biodiversity disclosure frameworks such as the Taskforce on Nature-Related Financial Disclosures (TNFD). Learnings acquired from GPT's pilot biodiversity assessments undertaken at three Victorian retail assets since 2020 have advanced GPT's urban greenspace assessment design and methodology, and refined our novel Biodiversity Assessment Matrix tool for quantifying greenspace features. Pilot assessments also helped inform baseline biodiversity values for asset biodiversity management plans, with the first tranche of plans due for delivery in 2023.

### Biodiversity Performance Manager

In 2022, GPT engaged a Biodiversity Performance Manager with a mandate to advance strategic support and deliver GPT's Biodiversity Policy and procedures. Specifically, GPT's Biodiversity Performance Manager is responsible for leading delivery of GPT's biodiversity assessments, biodiversity management plans, disclosure commitments, and supporting due diligence processes for new developments.

### Collaborating with supply chain partners

Engaging with our supply chain partners on biodiversity matters contributes to our efforts to protect biodiversity. We have introduced a number of initiatives to support this collaboration:

- » Biodiversity criteria are explicitly included in GPT's supplier prequalification and relevant contracts
- » We regularly conduct biodiversity awareness training for our operations managers and asset contractors, landscaping (key suppliers responsible for managing asset biodiversity values) and cleaners and waste companies, and
- » Systems are in place to assess and manage the chemicals used on our sites to ensure any environmental and health risks are mitigated.

### Industry collaborations

Working alongside our industry partners, including the Green Building Council of Australia and Property Council of Australia, we regularly provide input on important regulatory reviews, which impact the property industry and biodiversity. We aim to provide leadership to help decision-makers and the broader industry create sustainable communities. Recent examples of this are contributions to the Chubb Review Due Diligence paper and industry consultations pertaining to the Australian Government's Nature Repair Market Exposure Draft Bill.

### Next steps

- 🔗 Quantifying biodiversity values at operational assets.
- 🔗 Delivery of biodiversity management plans.
- 🔗 Commence preparation of reporting in alignment with the Taskforce for Nature-related Financial Disclosure (TNFD) framework.
- 🔗 Expanded development and use of appropriate science-based targets and metrics in accordance with TNFD.
- 🔗 Continued supply chain and tenant engagement to amplify biodiversity opportunities.



# Restoring nature CONTINUED



## GPT TURNS TO TECH TO MEASURE BIODIVERSITY OUTCOMES

The GPT Group's Biodiversity Policy outlines clear nature positive goals. We are committed to go 'above and beyond' regulatory requirements, to support our supply chain and community partners in their biodiversity goals, and to invest in biodiverse reforestation programs.

To make this nature positive vision a reality, GPT has developed a raft of tools to measure, manage and improve the biodiversity value of our assets. One of these tools is our Biodiversity Assessment Matrix.

Over time, the Matrix has evolved from a spreadsheet into an easy-to-use app that allows data to be collected, catalogued and analysed to improve biodiversity outcomes.

Located approximately 8km northwest of Melbourne CBD on Wurrundjeri Country, Highpoint Shopping Centre was one of the first assets to be assessed using the Matrix.

GPT engaged Greenfleet to undertake a Matrix assessment of 144 blocks of green space across Highpoint. As a site that historically operated as a bluestone quarry, the process uncovered many opportunities to enhance biodiversity; its lowest scores were for groundcover, non-living habitat and vegetative composition, while its highest scores were for understorey, overstorey and vegetative connectivity.

GPT is now implementing many of these opportunities, including:

- » Revegetating some green spaces with species native to Australia and indigenous to the local area
- » Reassessing its invasive species management and choice of herbicides
- » Increasing non-living habitat, like rock features, ornamental boulders and hollowed tree trunks that create 'lizard lounges' and 'bee hotels', and
- » Compensating for residual impacts with nature-based offsets that meet a strict criteria.



Photo credit: Ruth Huckstepp for Noosa Landcare.



## RESTORING COUNTRY FOR CLIMATE WITH GREENFLEET

Reducing its corporate and building operational emissions through efficiencies and renewables leaves GPT with relatively low residual carbon to offset and achieve carbon neutrality. When carbon offsets are used by GPT, they focus on Australian reforestation projects that benefit the environment and community. For GPT, it is important that these offsets strongly align with principles of:

- » Being additional i.e. they result in GHG reductions which would not have occurred in the absence of a market for offset credits)
- » Being long duration
- » Avoiding double counting, and
- » Not being associated with environmentally damaging processes, such as landfills and mining.

After extensively reviewing programs that addressed these conditions, in 2019 GPT partnered with Greenfleet – a not-for-profit organisation with 25 years' experience establishing native biodiverse forests.

In 2022, GPT contracted 500k tonnes of carbon offsets via the 'Restoring Country for Climate' project – a collaborative native biodiverse reforestation project restoring 1,100 hectares of ex-plantation estate within the Noosa Hinterland, QLD. GPT's agreement with Greenfleet provides certainty of supply, quality and cost of offsets for approximately the next five years, helping GPT commit to our nature positive targets – including upfront embodied carbon neutrality – with strong confidence for delivery.

In addition to sequestering and offsetting GPT's operational carbon, our investment also delivers co-benefits of restoring native biodiversity, improving waterway health and function, and restoring habitat extent, quality and connectivity, including koala habitat. Further, in accord with our Reconciliation Action Plan objectives, and in accord with our human rights commitments, the project restores Country through Greenfleet's partnership with the Kabi Kabi People's Aboriginal Corporation under an Indigenous Land Use Agreement.

**“To achieve a net positive biodiversity impact, we are taking steps to measure and reduce biodiversity impacts from our assets and supply chain as well as investing in nature restoration offset projects to more than compensate for the displacement of natural habitats.”**

STEVE FORD, HEAD OF SUSTAINABILITY AND ENERGY, THE GPT GROUP



# Social Sustainability

## Achievements

- ⚡ 86 per cent of employees are proud to work for GPT.
- ⚡ 4.4 Star average NABERS Indoor Environment Rating for the Office portfolio.<sup>1</sup>
- ⚡ All new employees participate in a GPT specific safety culture induction with a member of the GPT Safety Team within two months of commencing employment.
- ⚡ \$7 million corporate community investment in 2022.
- ⚡ Prepared our second Stretch Reconciliation Action Plan (RAP) and commenced its endorsement with Reconciliation Australia.
- ⚡ Joined as a signatory to the UN Principles for Responsible Investment (UN PRI).

## Social Sustainability Policies

- Human Rights Statement
- Community Engagement Policy
- Customer Engagement Policy
- GPT Sustainability Basis of Preparation and Glossary

GPT works collaboratively with a range of stakeholders to build prosperous and sustainable futures for our people, customers, communities, suppliers and investors.

We recognise that to create long term value, we must build and continue to strengthen trusted relationships with these stakeholders, and be accountable for our commitments.

We take a partnership approach to these valued stakeholder relationships. They inform our approach to activities such as development and placemaking, and ensure that our buildings are inclusive, safe and healthy places for people to visit and enjoy.

Our partnership approach is also reflected in our corporate community investment which includes investment by The GPT Foundation, our ongoing actions aligned to the commitments in our Stretch Reconciliation Action Plan and engagement with First Nations partners, and our social inclusion initiatives. These activities build social capital in communities across Australia.

We are proactive in ensuring that our business practices protect and respect human rights. This includes upholding safe work standards, designing our properties to enhance social and emotional wellbeing, and ensuring our operations and activities contribute to positive economic growth where we operate.

In 2022, we were pleased to join the UN Principles for Responsible Investment (UN PRI) and also participate in the UN Global Compact's "Early Adopter" program to help enhance transparency in reporting against global human rights principals and building this into business practice.

We also work collaboratively with our property industry peers and investors to understand and address important shared human rights challenges, such as modern slavery, climate change and community resilience.

## Social sustainability framework

In addition to our values, our social sustainability framework is guided by four pillars:



### Connected

We foster social connection and business productivity



### Well

We create and enable safe environments that support physical, mental and economic wellbeing



### Inclusive

We create and enable accessible, culturally safe and socially inclusive environments



### Local

We foster and respect our unique communities

**“As an Australian property company, our operations and activities impact millions of people every year. We have an incredible opportunity to collaborate with our network to take collective action, to build equity and together unlock positive impact for people and our planet. Looking at ESG through a human rights lens provides clarity on GPT’s salient risks and opportunities, and ultimately guides our action.”**

ANGELA CROSSLAND, NATIONAL SOCIAL SUSTAINABILITY MANAGER, THE GPT GROUP

<sup>1</sup> GPT Group Office Portfolio Average represents 66 per cent coverage.



## Community Investment

GPT's Corporate Community Investment captures all material community-related investments associated with our operations, including the assets that we manage. We annually review the definitions that underpin the data behind this figure, to ensure our inclusion and exclusions are an accurate representation of community investment. These definitions are outlined in the GPT Sustainability Basis of Preparation and Glossary document ([Appendix C](#)).

Three notable comments support the changes apparent in comparing 2022 and 2021 outcomes:

- » The decrease in "direct community investment" resulted from a change in definition inclusions. Namely, in 2022 the development and capital expenditure project spend included in this category relates only to equity and community spend in the public realm as opposed to broader public amenity spend
- » The GPT Foundation strategy was revised in 2022, resulting in a decrease in spend under this category, and
- » During 2022, more non-profits were able to welcome volunteers back to their organisations as COVID-related health risks lessened. This enabled more GPT employees to again participate in volunteering activities.

### Corporate Community Investment

	2020	2021	2022
<b>Total Contributions</b>	<b>\$7.87m</b>	<b>\$8.22m</b>	<b>\$7.05m</b>
Direct community investment	\$5.86m	\$6.07m	\$5.13m
Sponsorship	\$0.05m	\$0.12m	\$0.13m
GPT Foundation	\$0.45m	\$0.48m	\$0.28m
Volunteering time	\$0.03m	\$0.02m	\$0.16m
In-kind provision of charity and community space	\$0.56m	\$0.49m	\$0.46m
Management support	\$0.86m	\$1.02m	\$0.88m
Employee giving facilitated by GPT	\$0.05m	\$0.02m	\$0.02m
<b>Employee Giving:</b>			
» Employee volunteering	9.5%	5%	43.4%
» Employee participation with The GPT Foundation	81.0%	87.9%	96.8%



Healthy Heads in Trucks & Sheds RoadShow logistics event.

## 11 SUSTAINABLE CITIES AND COMMUNITIES



SUPPORTING SDG  
TARGETS 11.3,  
11.6 AND 11.7

## SUPPORTING HEALTH AND WELLBEING

Ensuring our assets are safe and revitalising spaces for people and planet remains a driving goal for GPT. Across our Retail, Office and Logistics portfolio we engage with a wide range of expert stakeholders to support positive health and wellbeing outcomes. This includes adopting inclusive design principals in the fitout of our venues, achieving a 4.4 Star average NABERS Indoor Environment Rating across GPT's Office portfolio<sup>1</sup> recognising our adoption of regular air quality testing and touchless technology, and supporting a wide range of engagement programs across our portfolio and business with partners including ReachOut, batyr and Healthy Heads in Trucks and Sheds. We also recognise the connection between physical and emotional wellbeing that volunteering and fundraising initiatives provide, and during 2022 we are proud that 96.8 per cent of employees participated in our GPT Foundation campaigns.

1. GPT Group Office Portfolio Average represents 66 per cent coverage.



# Social Sustainability CONTINUED



## ADDRESSING DOMESTIC AND FAMILY VIOLENCE IN OUR WORKPLACE

The GPT Group recognises that domestic and family violence is a social issue that can affect the wellbeing of our people, and is a workplace issue we can take action to address.

GPT's long-term success is underpinned by the calibre, morale and productivity of our people. The impact of domestic and family violence has a very real and damaging effect on those who are exposed to it and their ability to function optimally in a work context.

The barriers to leaving a violent and abusive relationship can be hard to dismantle. It takes an average of seven or eight attempts, and around \$18,000<sup>1</sup>, before a person can leave a relationship that is causing them harm.

GPT is a member of the Champions of Change Coalition, and in 2021 the coalition launched the **Playing our Part** report and toolkit. As a result, GPT saw an opportunity to revisit and reframe our Domestic and Family Violence Policy to be more far-reaching in scope. We uncapped the amount of paid leave that can be accessed by someone impacted by domestic and family violence and introduced a new provision of up to five days of paid leave for people to support a family member experiencing domestic or family violence.

We also added discretionary support for people using violence who wanted to take steps to change their behaviour through counselling or other interventions.

We have also removed gender specific language from the Policy and provided details for access to specialist services for LGBTQ+ and culturally diverse communities to ensure every member of GPT's team has the support they need, if required.

In 2022 we engaged training provider **Challenge DV** and frontline service provider **The Family Co** to deliver tailored training sessions for our People team, our people managers and our executive Leadership Team ensuring training was attended by all leaders from the CEO down. This training covered factors that underpin domestic and family violence, including the various forms it can take such as coercive control and financial abuse. It also ensured participants were aware of GPT's support framework and referral pathways, clarifying leaders' roles and responsibilities and emphasizing self-care when faced with domestic and family violence affecting employees.

GPT continues to contribute to collective action through the Property Champions of Change Coalition through events and campaigns, as well as through partnerships with domestic and family violence organisations local to GPT's assets across Australia.

**“We have not only developed a comprehensive Policy to support people experiencing domestic and family violence; we have also have also provided training and resources to help our people leaders through the challenge of supporting members of their team.”**

SUSAN WHITEFORD, LEARNING & TALENT DEVELOPMENT MANAGER, THE GPT GROUP

1. Champions of Change Coalition 2021 Report: Playing Our Part – A Framework for Workplace Action on Domestic and Family Violence.



GPT volunteers at Minus18 Headquarters, Melbourne.



## FOSTERING INCLUSION IN OUR COMMUNITIES: MINUS18 AND OUR PRIDE PARTNERS

The GPT Group is a proud ally of the LGBTQ+ community. We support and champion inclusion every day and strive to ensure all members of the LGBTQ+ community feel safe and welcome in our business and our spaces.

To help us foster inclusion in our communities we are proud to have formal and informal partnerships with organisations across the country that help us learn, collaborate and amplify voices of people in our communities to foster respect and equity in our workplaces and across Australia.

During the year, we collaborated with Minus18, Pride in Diversity, local pride partners, industry peers and tenants to host events supporting conversations across our network regarding LGBTQ+ equity and respect.

A 2022 highlight was formalising a partnership with the Minus18 Foundation, champions for LGBTQIA+ youth Australia wide. They are leading change, building social inclusion, and advocating for an Australia where all LGBTQIA+ young people are safe, empowered, and surrounded by people that support them.

During the year we collaborated with Minus18 and other partners on events and activities. This included Highpoint Shopping Centre's beauty, skincare and wellness festival which featured Minus18 ambassador Maria Thattil on inclusive beauty, International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT) and celebrating pride. Charlestown Square also continued its long-standing collaboration with Newcastle Pride alongside Minus18, hosting in-centre activations throughout the year that provided customers an opportunity to connect and champion Pride and allyship messages in the community.

We hosted a virtual event for our people and tenant network, featuring speakers from QBE and Minus18, and hosted activations and shared messaging across our Office portfolio and business supporting Wear It Purple Day.

Volunteers from GPT had the opportunity to prepare hundreds of pride packs for Trans Awareness Week, for schools and community groups around Australia.

Across GPT and our Retail and Office portfolio, we celebrated Sydney WorldPride through activations and events with our colleagues, customers and tenants. GPT also co-sponsored the Property Council of Australia's inaugural NSW "Pride in Property" luncheon in March 2023, featuring Courtney Act and closed by GPT's Chief Risk Officer, LGBTQ+ ally and champion, Jacqui O'Dea.

This tangible commitment to supporting our LGBTQ+ employees and their allies within GPT, and our partnerships with organisations like Minus18, are examples of how, together with our network and partners, we are championing inclusion and fighting discrimination.

**“It's fantastic to support Minus18 and the important work they do. Creating inclusive spaces is important for our people and our customers, and the Minus18 team are experts in building and advocating for community inclusion.”** DENIS RYAN, CENTRE MANAGER, MELBOURNE CENTRAL, THE GPT GROUP



## Achievements

- ④ The release of a fully reviewed and updated GPT Health and Safety Manual, providing fit for purpose processes and tools for assessing and treating health and safety risks.
- ④ Supporting the health and safety aspects of onboarding the UniSuper and ACRT mandate assets, including induction of over 200 contracting companies and over 300 individual workers.
- ④ The recruitment of a new Group Manager, Health and Safety to lead the Group Safety function, along with two Senior Safety Advisors whose role it is to support portfolio-wide operational safety aspects covering Retail, Office, and Logistics assets.

## Policies

- Health and Safety Policy

At GPT, safety is our first priority and a core value. We place the safety of our people, service providers, contractors, supply chain partners, customers and members of the public above everything else. Our Health and Safety Policy explicitly states our belief that all work related injuries can be prevented. Working safely is not negotiable at GPT, and all of our people have responsibility for health and safety.

### Safety management and culture

GPT maintains and operates a robust Health and Safety Management System (H&SMS), comprising our overarching Health and Safety Policy supported by a comprehensive set of safety management procedures. The system is regularly reviewed and updated to maintain currency in an evolving risk environment.

Safety procedures are grouped under key headings covering: Leadership and Participation, Planning, Support, Projects, Operations, Emergency Management, Monitoring and Review, and Improvement.

The H&SMS is introduced to all new employees through a range of induction touchpoints, with specific risk-based training provided to asset-based operational employees as necessary for their role. In particular, all new employees undertake a bespoke Safety Leadership Program focused on effective safety decision making, understanding and developing key safety behaviours, and how each person can contribute to the prevention of injuries and incidents.

Safety culture is fostered on an ongoing basis through regular communication about the importance of safety from the CEO and senior management, including sharing lessons learnt from safety incidents.

Safety is the first agenda item at regular Leadership Team meetings. The Group also publishes a monthly safety newsletter for all employees, which celebrates positive safety performance, shares learnings from safety incidents and near misses, highlights risk areas and communicates legislative updates.

In 2022, key areas of focus for mitigation of GPT's safety risks have included:

- » Incident reporting and investigation identifying root causes
- » Contractor management, including onboarding
- » Safety in design
- » Electrical safety, and
- » Employee training.

Contractor safety performance and capability is evaluated from initial procurement activities, through onboarding, and full the lifecycle of the relationship. Asset specific inductions are completed with records maintained in centralised electronic platforms. Monthly reporting from key contractors includes health and safety performance covering lead and lag indicators. These metrics are reported through to the GPT Board.

GPT uses multiple sources of data to help inform and prioritise where to most effectively focus effort in reducing health and safety risks. These sources include incident and near miss reports, asset inspections, audits, and regular connection with industry peer organisations (refer Industry knowledge sharing case study).

The ability to respond quickly and effectively to emergency situations is a critical skillset for GPT asset teams. To support and continually enhance this capability, regular externally facilitated scenario training is completed, supported by asset specific emergency management plans.

Safety culture at GPT is monitored on an ongoing basis using indicators such as responses to safety questions in employee engagement survey results, the penetration of monthly safety newsletter readership, and the percentage of near misses compared to all incidents reported (refer to the Near Miss case study on [page 51](#) for additional detail).

The GPT Board receives regular reporting on health and safety throughout the year, with safety matters addressed in the CEO's Report to the Board and in detailed quarterly papers presented to the Board Sustainability and Risk Committee (SRC). In addition to providing detail on safety incidents, these papers include an extensive suite of lead and lag performance indicators, reflecting both employee and key contractor safety performance. SRC reports also identify material health and safety risks, their potential impacts to the business, and the mitigating actions taken to minimise the likelihood of harm.

Safety risks and corresponding controls are also set out in detailed risk registers in place for all business units and reviewed six monthly.

GPT includes safety related performance targets in annual KPIs for key employees, particularly the members of the Leadership Team and the Safety Team. These metrics are then cascaded to other employees as appropriate.

A new KPI for 2023 requires all members of the Leadership Team to undertake a minimum of three safety-focused asset visits throughout the year led by a member of the Group Safety Team and accompanied by relevant representatives from the asset.

The first of these visits occurred earlier this year at Melbourne Central, conducted by GPT's Group Safety Manager and attended by the CEO, the Chief Financial Officer and the Chief Operating Officer.

## 2022 Performance

### Work Health and Safety Incidents – Employees

	2020	2021	2022
Lost time injury frequency rate <sup>1</sup>	1.08	2.06	0
Fatalities	0	0	0

1. LTIFR measures the number of lost-time injuries per million hours worked during an accounting period. Rate provided is for GPT employees only, based upon externally verified WorkCover claims.

## Next steps

- Work with our directly engaged national contractors to further enhance alignment on safety performance expectations and the minimisation of injury and harm.
- Commission an external safety audit of assets new to the portfolio to help establish baseline performance data and identify opportunities for improvement.
- Continue to enhance contactor management capability across all asset classes, adopting consistent induction and reporting platforms.
- Complete an update of all safety induction materials.



## NEAR MISS REPORTING<sup>2</sup>

Over recent years, GPT has created and maintained a positive, no-blame safety culture where the reporting of incidents and near misses is central to improving safety performance and minimising harm.

Near-miss reporting is an important feature of this environment, providing valuable insights into hazard conditions that may have resulted in personal injury or property damage in slightly different circumstances.

In 2022, near misses accounted for 90 per cent of all health and safety reports, compared to 81 per cent in 2021.

This information, along with actual incident data and related experiences from across the industry, helps inform health and safety training needs, potential enhancements to procedures, and even where GPT invests capital.

## INDUSTRY KNOWLEDGE SHARING

GPT participates in a Property Industry Health and Safety Forum, which meets approximately every second month. This group comprises senior safety professionals from 22 of Australia's largest property companies. The purpose of this forum is to share learnings from health and safety related events, and to discuss emerging risks.

A recent example of an area discussed related to the hazards presented by the proliferation of lithium-ion batteries, particularly in the unregulated space of scooters, bicycles and other smaller personal transport devices. The potential of battery fires is a growing concern with storage and charging of these devices a risk common to most forum members.

A specific working group has been established to consider this risk in more detail and how we as an industry might best mitigate against the worst outcomes, whilst supporting more sustainable transport options.

2. Data is based on reports uploaded to GPT's Asset Response Centre database for assets where GPT is the property manager.





# The GPT Foundation

## Achievements

- » >1,800 hours and \$278,000 in direct funding provided to GPT Foundation and non-profit partners.
- » 97 per cent of GPT employees supported The Foundation through volunteering, donations and fundraising.
- » Actively supported our partnerships with Australian non-profit organisations and established The GPT Foundation's 2023-26 strategy.

## Policies

- » Community Engagement Policy

Established in 2017, The GPT Foundation coordinates and funds GPT's philanthropic initiatives including workplace giving, fundraising, volunteering and strategic non profit partnerships. The Foundation's mission is to support our communities to thrive.

Through The GPT Foundation, we partner with great Australian charities who build community, to amplify their impact; and we empower our people to do good. At GPT we recognise that we are great at relationships and that our reach through our assets and wider network is broad. The GPT Foundation enables GPT to collaborate with the non-profit sector to share capabilities, networks and opportunities that enable positive impact across Australia.

2022 marked the end of the Foundation's first formal grant partnership agreements, and with input from our non-profit network and our employees, the Foundation Committee revised The GPT Foundation's strategy to create its next three year plan for 2023-26. We recognise the incredible contributions our existing partners make to communities across Australia and beyond, and the relationships we have gained working together over the last four years. As a result, the Foundation's 2023-26 grants opened only to our existing Australian charity partners in January 2023, and our 2023-26 national partnerships will be announced mid-2023.

An employee committee is responsible for the governance of The Foundation and oversees its activities. Committee members are responsible for managing GPT's relationships with its key charity partners, building awareness across GPT regarding these organisations and their important work, and delivering on the Foundation's annual campaigns supporting employee and community engagement outcomes.

GPT's employees actively contribute to our Foundation partners and The GPT Foundation's initiatives, and 97 per cent of our people engaged with volunteering, donations, fundraising and other partnership activities in 2022. Employees will also play an important role in assessing our 2023-26 partner nominations to help inform our formal partnerships for our next three year strategy.

We were pleased to be able to support our network of non-profit partners with volunteering, and enjoyed returning to supporting volunteering projects in 2022 alongside other pro-bono and financial giving activities. In 2022, GPT employees contributed over 1,800 hours towards volunteering activities across Australia and 43 per cent of employees participated in at least one volunteering project (>5 hours in duration).

## Community partners

The GPT Foundation has supported partnerships with seven Australian registered charities, and in 2022 we continued to partner with these organisations:

- » ReachOut
- » Australian Childhood Foundation
- » Property Industry Foundation
- » Youth Off The Streets
- » batyr
- » Mission Australia, and
- » The Clontarf Foundation.

The Foundation's support has included investing almost \$170,000 in direct donations to these seven charities in 2022 and supporting a range of pro-bono support activities in line with key strategic objectives of our partners. We also welcomed all seven partners to GPT throughout the year, hosting "Lunch and Learn" sessions with our employees to grow awareness and understanding of the work these organisations support in communities across Australia, their key priorities and the innovative programs they are leading.



Property Industry Foundation's 2022 Tour de PIF, Melbourne.

## Engaging our people

The GPT Foundation connects our employees with volunteering, workplace giving and fundraising opportunities.

GPT's workplace giving program, Give for Change, enables our people to make a regular pre tax financial contribution to an Australian registered charity. In 2022, nine per cent of employees participated in the program through regular donations and many more through specific appeals. The Foundation matched all workplace giving donations and together we donated \$58,000 to Australian registered charities, including supporting emergency humanitarian appeals for communities experiencing flooding in Australia during 2022 and aid in the Ukraine.

We were thrilled to be able to support corporate volunteering activities again in 2022, particularly in the second half of the year, as this had been limited in prior years due to health restrictions. Across the country our people supported 13 Australian non-profits through 19 projects focused on fundraising, gardening and maintenance projects, hamper packing and other charity-specific activities. In addition to volunteering, many GPT employees supported the Red Cross Bloodbank, giving 106 donations throughout the year and saving 318 lives according to the Red Cross.

The Foundation's annual Acts of Kindness campaign enables our people to donate, host, fundraise, or volunteer their skills and time. Employees are allocated an individual budget of 'kindness cash' which they can donate to The Foundation partners or non profit organisations in their local area. 84 per cent of GPT employees participated in our Acts of Kindness campaign in 2022:

- » Almost \$30,000 in kindness cash was directed to 87 Australian non-profits, and
- » 14 Acts of Kindness supported by our people were crowdfunding campaigns contributing \$34,600 from GPT, towards large fundraising appeals.

## 2022 Performance

	2022 target	2022 performance	2022-2024 target	Medium to long-term target
Employee participation in The GPT Foundation	80%	97%	>80%	>85%

## Next steps

- 🔗 Formalise our 2023-26 Australian charity partner agreements.
- 🔗 Continue to grow our impact with our Foundation and community partners.
- 🔗 Continue to engage our people in Foundation and community initiatives, targeting above 80 per cent employee engagement.

# The GPT Foundation CONTINUED



## SUPPORTING OUR GPT FOUNDATION PARTNERS

2022 marked the fourth year of The GPT Foundation's engagement with its key partners, who are Australian charities working with young people and their families across the country. Since 2019, we are pleased to have donated more than \$1.5 million<sup>1</sup> of direct cash contributions to our partners. We recognise their expertise and the value they bring to communities across Australia, and that in recent years the charity sector's ability to fundraise has been affected with many traditional events and activities disrupted. The below outlines our support in 2022.

**ReachOut:** In 2022, our financial support enabled ReachOut to provide mental health support to young people, parents, carers, educational professionals and students through their wide-ranging services and programs. We were also proud to support ReachOut's launch of their brand refresh in September 2022 by hosting a range of digital and in-centre media content across GPT's Retail and Office Portfolio, connecting our customers and wider network with this important service.

**Australian Childhood Foundation (ACF):** In 2022, our financial contributions to ACF supported specialist counselling and individual trauma therapy for children and their families. We also joined the ACF and the Y's Australian Child Safeguarding Business Coalition and participated in the 2022 co-design workshops with other Australian businesses to inform the Coalition's structure and goals. In addition, we were delighted to help ACF raise funds through selling their souvenir pins across our Office portfolio and through volunteering activities in Melbourne.

**The Clontarf Foundation:** Our collaboration with Clontarf during 2022 included fundraising, awareness and engagement activities across our business. Our Office portfolio collaborated with Clontarf during NAIDOC Week to host information displays in our office lobby's sharing Clontarf's aspirations and achievements with our tenants, and Space&Co. hosted a speaker from Clontarf on their national panel for Men's Health Week. We raised over \$2000 for Clontarf through our internal NAIDOC silent auction and we were thrilled to host Clontarf academies in our Sydney office, Rouse Hill Town Centre and Charlestown Square to introduce young people to the world of property as a career path.

**Youth Off The Streets (YOTS):** In 2022 we were pleased to continue to support YOTS' tertiary scholarship program. Since 2019, GPT have supported eight disadvantaged young people with scholarships to support their tertiary studies. We have also engaged our people, tenants and contractors in Sydney to support the YOTS food van, and a working bee volunteering project at one of YOTS' education centre. In October 2022, we hosted YOTS' Boardroom Briefing at GPT with its extended partner network in October 2022.

**Mission Australia:** During 2022 we were proud to support our tenant and partner, Mission Australia with corporate volunteering again, and in Sydney our team joined Mission Australia for their largest corporate volunteering activity to date – a gardening project at one of their properties in western Sydney. It was great to be joined by residents and Mission Australia's team, to learn more about the community Mission Australia support. Our Sydney and Melbourne teams also supported a range of fundraising and donation appeals, including packing over 100 food and gift hampers for Christmas.

**Property Industry Foundation (PIF):** GPT's 2022 support for PIF included sponsoring their annual Tour de PIF in Sydney and Melbourne – one of their largest fundraisers – and Pedal for PIF in Brisbane. We were pleased to celebrate PIF's 25th anniversary with many of their partners, continue to engage with the PIF Furniture Fund supporting the circular economy and fundraising outcomes, and also support a range of volunteering projects at PIF houses across the country, packing hampers for homelessness service providers and donating funds to support the Melbourne City Mission Christmas appeal. As reported to us by PIF in 2022, GPT's total donations and fundraising totalled almost \$160,000.

**batyr:** batyr advised us that our support has enabled them to deliver a Being Herd workshop which have a 150+ person waitlist, supporting lived experience speakers to reach over 9,000 people and creating a powerful ripple effect throughout Australian youth communities. In addition, our support enabled batyr to create additional digital stories to support their core youth programs. We also welcomed batyr to GPT to host a wellness@work program during Mental Health Month and were pleased to sponsor and attend batyr's major fundraiser celebrating their 10th anniversary – their annual Blue Tie Ball.

1. This was calculated based on past years' Community Investment data that received independent limited assurance.



# Reconciliation in action

## Achievements

- ② Endorsed by Reconciliation Australia to prepare a second Stretch Reconciliation Action Plan (RAP), due for publication in 2023.
- ② Developed and maintained relationships with local Traditional Owners, culminating in collaborations at our assets and developments.
- ② Hosted our annual RAP employee engagement campaign, bridging National Reconciliation Week and NAIDOC Week.
- ② Supported our people and customers to learn and engage with First Nations culture and truth-telling, through internal and external campaigns and events.
- ② Collaborated with Supply Nation to advance GPT's social procurement activities.

## Policies

- GPT Stretch Reconciliation Action Plan 2018-2021

GPT is committed to fostering respect and understanding for the world's longest surviving cultures and communities, Australia's First Nations people. As a leading Australian property company, we recognise First Nations engagement and self-determination is a priority human rights focus. GPT contributes meaningfully to reconciliation in Australia through its partners, people, places and procurement.

We are pleased to have been endorsed by Reconciliation Australia to prepare a second Stretch Reconciliation Action Plan. Whilst developing this document and commitments during 2022, GPT has continued to advance on its commitments outlined in the 2018-21 Stretch RAP and our wider commitments to human rights. GPT's second Stretch RAP will be the Group's third RAP, and our commitments align to Reconciliation Australia's five critical dimensions of national reconciliation: race relationships, equality and equity, institutional integrity, unity, and historical acceptance.

Significant stakeholder engagement and collaboration was undertaken during 2022 to inform GPT's 2023-26 Stretch RAP. This included engagement with our First Nations partners as well as our people and wider business network to inform our updated RAP vision and commitments.

The GPT RAP Working Group oversees the delivery of our Reconciliation commitments and its membership includes First Nations employees and Leadership Team members. Our efforts are further supported by a First Nations External Advisory Group which provides guidance to ensure we are adhering to cultural protocols in our activities, and advancing on our RAP commitments.

Both groups meet regularly and alongside this, employees from across the wider business are responsible for local engagement with Traditional Custodians and other First Nations partners in the communities and networks that we operate.

### 2023 First Nations Voice Referendum and the Uluru Statement from the Heart

We have continued to engage with our First Nations partners and network on the national conversation regarding the 2023 First Nations Voice referendum and Uluru Statement from the Heart. GPT is supportive of governance structures that support First Nations self-determination and achieve the Closing the Gap targets. We are committed to listening and respecting the diversity of views across our First Nations partners regarding the ongoing discussions about the proposed Constitutional amendments, the 2023 First Nations Voice referendum, truth-telling and treaty. We continue to engage with our partners and key stakeholders regarding their view on GPT's role in these national discussions. We acknowledge that the views of our partners may change over time, and accordingly our role in these national discussions may also change.

At this time, we are committed to taking action on our RAP commitments and activities that enable reconciliation, self-determination and equity. Our focus remains on participating in and creating engagement and learning opportunities on these complex issues, with our own people and our wider network. In 2023 this will include hosting speakers at GPT to share updates and information regarding these national discussions, and highlighting the views and voices of our partners through written articles.



# Reconciliation in action CONTINUED

## Partners

We are continuing to learn from and build on our relationships with First Nations partners across our business. We have both formal and informal relationships with First Nations partners across Australia, through our RAP Working Group, direct engagement on specific projects, through our asset-based Social Plans and through The GPT Foundation.

Our First Nations Engagement Strategy provides a framework for our people and stakeholders to engage and build trusted two-way relationships with First Nations partners.

We continue to build on local and national partnerships with First Nations organisations, including non-profits such as the Clontarf Foundation, Traditional Owner groups such as the Darug Custodian Aboriginal Corporation, partners local to our asset such as Worawa Aboriginal College, and suppliers such as Balarinji, Greenaway Architects and Greenshoot Consulting, and Cultural Grounding. We have formalised agreements with many partners for project activities, asset partnerships and corporate engagement.

In addition to our direct partnerships with First Nations organisations, wherever we are working in multi-disciplinary project teams we identify opportunities to build knowledge and relationships across our supply chain and between First Nations and other stakeholders we work with. For example, this has included supporting learning sessions with GPT project design teams and First Nations project partners to enable our entire project team to uplift their cultural capabilities and engage with truth-telling and First Nations community engagement opportunities on our projects.

In 2022, GPT made significant progress on its carbon neutral targets, which include supporting the reforestation and restoration of Australian biodiverse forests in partnership with non-profit Greenfleet and Traditional Owners for permanent removal of residual carbon emissions.

In particular, our Restoring Country for Climate agreement with Greenfleet supports the restoration of 1,100 hectares of native forest in the Noosa Hinterland, through an Indigenous Land Use Agreement with the Kabi Kabi People's Aboriginal Corporation.

## People

Our 2022 cultural learning program included a range of keynote speakers, e-learning activities, online training opportunities and face-to-face engagement. We are pleased to work with Cultural Grounding for our formal cultural learning workshops, who take a tailored approach in designing learning sessions for our employees. During the year this included a workshop with GPT's Space&Co. team which helped inform that team's specific RAP goals in alignment with our broader commitments in our 2023-26 Stretch RAP that is in development. Cultural protocol sessions were held with teams hosting CareerTracker interns at GPT, ahead of those interns commencing.

From May to July spanning National Reconciliation Week and NAIDOC Week, our RAP Working Group led numerous internal and external campaigns with a focus on truth-telling, and highlighting activities and lessons learned from RAP champions to the broader business. Through our partnership with Worawa Aboriginal College, 25 employees joined the College's Dreaming Trail and cultural learning program with Auntie Lois Peeler during NAIDOC 2022.

We were pleased to again host CareerTracker interns and high school students during 2022 in Sydney and Brisbane. We have made a ten year commitment to the CareerTrackers Indigenous Internship Program, which helps create pathways for First Nations university students into the workforce through industry experience. Last year marks nine years of GPT's engagement with CareerTrackers, and over this time we have hosted 28 university interns across the Group.

We also continue to collaborate with our supply chain and wider network on opportunities to engage First Nations business and support employment outcomes beyond our direct employees. In 2022 we were pleased to participate in KARI's inaugural Aboriginal Employment Expo in Sydney alongside our Guest Experience Contractor, Assetlink. We are currently reviewing GPT's First Nations People Inclusion Plan focusing on our direct employment and retention in 2023 and into our next Stretch RAP.

## Places

In 2022 we continued to enhance and embed First Nations engagement into our asset management and development practices, which is critical to our responsibilities as an Australian property company.

Each GPT-managed retail and office asset has annual RAP objectives, in line with our broader RAP goals. GPT's ESG framework for development incorporates best practice models for First Nations engagement in development and design, such as the NSW Government Connecting with Country framework and the Indigenous Design Charter.

All GPT properties participated in National Reconciliation Week during May and NAIDOC Week during July, sharing digital campaigns and supporting our people, tenants and communities with information and opportunities to learn and engage with culture and community. Across our portfolio we also continue to acknowledge First Nations people on January 26 in our asset social media platforms, encouraging our network to learn more from organisations such as From the Heart and media outlets like IndigenousX.

During the year, we were delighted to host important cultural ceremonies to acknowledge Traditional Owners and First Nations partners in placemaking at a number of our assets. This included the official launch of 32 Smith Street with the Darug community, and an inaugural smoking ceremony and Welcome to Country at Queen & Collins using the asset's smoking and wayfinding dish, hosted by Wurundjeri Elder, Uncle Colin Hunter Jr.

In addition to ongoing collaboration on our major development projects, including 51 Flinders Lane in Melbourne and the Lighthouse project in Sydney, First Nations cultural design principals have been adopted into our fitout activities including GPT's DesignSuites and Space&Co. venues. It is a pleasure working with First Nations urban design practitioners across the portfolio, embedding truth-telling and recognition of Country, culture and community in the experiences we create for our people and customers.

## Procurement

We recognise the important role and meaningful opportunities procurement with First Nations owned businesses provides in Australia.

GPT is a member of Supply Nation – a non-profit organisation focused on growing First Nations business through supplier diversity. We work with a range of First Nations-owned businesses, including Supply Nation registered and certified organisations, and in 2022 we took time to understand our spend, build awareness of First Nations procurement with our people and tenants, and embed First Nations procurement objectives and reporting in major contracts. We are pleased that nine of our top ten suppliers (by spend) in 2022 have informed us they have formal Reconciliation Action Plans in place.

We have incorporated reconciliation matters into our supplier tender pre-qualification questionnaire to provide supply chain partners with the opportunity to share details about their reconciliation actions, formal First Nations employment initiatives, procurement strategies and other relevant activities. Favourable recognition is given to potential suppliers that can demonstrate their reconciliation commitments.

Social procurement will continue to be a growing focus for GPT in 2023, supported by clear commitments in our 2023-26 Stretch RAP that will launch in 2023.

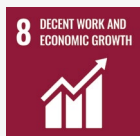


Wurundjeri Elder Uncle Colin Hunter Jr. hosting a smoking ceremony and Welcome to Country at Queen & Collins, Melbourne.

# Reconciliation in action CONTINUED



Denis Ryan presenting an award to Taleesha Barney from Bulman in the NT, at Worawa's 2022 presentation night.



**SUPPORTING SDG TARGET 8.5**



**SUPPORTING SDG TARGET 11.4**

## WORAWA ABORIGINAL COLLEGE PARTNERSHIP

Partnerships are critical to how we do things at GPT, and our First Nations partnerships underpin our approach and contributions to reconciliation.

Worawa Aboriginal College in Healesville, Victoria provides a holistic education and boarding experience for young Aboriginal women. GPT's Chirnside Park Shopping Centre is local to the College and in 2022 we were pleased to formalise a three-year Memorandum Of Understanding between Worawa and GPT. Our activities commenced formally in July with Aunty Lois Peeler inviting GPT to join Worawa's Dreaming Trail, where we learned about the history of the College and Aboriginal Mission, and the Aboriginal history and culture of Victoria. This was a powerful truth-telling experience for our teams, many who live and work in the nearby region.

In November 2022, almost 50 GPT employees volunteered to help establish the College's Tea Tree plantation, using seeds cultivated on the Worawa property by students, that will initially assist the young women in building their agricultural skills. Once the trees mature and the oils can be harvested students will be able to create a sustainable tea tree oil business, providing those involved with an understanding of business management, marketing and branding, and sales as they look to sell their products and raise much needed funds for the College.

In December 2022, Worawa students hosted a screening of their production of "the Sapphires" at Chirnside Park's Reading Cinema and we were also pleased to support an award at the College's 2022 presentation night.

The Chirnside Park Centre team and our wider GPT team have loved learning from and visiting Worawa, and we look forward to many more opportunities to collaborate with the Worawa community in 2023 and beyond.

**"In keeping with centuries-long Aboriginal traditions of 'caring for Country', the Worawa vision is for sustainable use of the land. The GPT volunteer activity supports an important part of the College plan. Students are involved in the propagation of native plants in the College's climate-controlled greenhouse and learn about oil extraction in the science curriculum. This supports our vision to develop botanicals where students will be involved in elements of branding, marketing and business management of a unique product made by the College."** AUNTY LOIS PEELER, EXECUTIVE DIRECTOR AT WORAWA





## 2022 NRW AND NAIDOC ENGAGEMENT CAMPAIGNS

National Reconciliation Week (NRW) and NAIDOC Week are key events on the GPT calendar. Participation is strong across all GPT properties, with our people, tenants and communities coming together to connect with Country, culture and community and to explore ways we can all contribute to achieving reconciliation in Australia.

For NRW and NAIDOC 2022, GPT commissioned artwork from First Nations artists reflecting the key themes of these significant dates that were showcased alongside the public campaign materials. Kamilaroi artist and environmental scientist Molly Wallace created “To Hear” – a representation of GPT’s commitment to being brave within our spaces, which was shared during NRW.

During NRW this period we hosted an event with our employees and tenants with entrepreneur and Jirra Harvey (Yorta Yorta) from Kalinya Communications and Kalinya Retreats, and celebrated architect Jefa Greenaway (Wailwan | Kamilaroi), reflecting on what we can learn from First Nations business to redesign how we live, work and play in a post-pandemic world. Through this event, we were pleased to raise funds for a rebranding project for First Nations business Mayi Harvests, with support from our tenant MacMillan Shakespeare Group.

During NAIDOC Week we placed the spotlight on First Nations businesses. We hosted a “Lunch and Learn” session with Supply Nation introducing social procurement, raising awareness of a range of First Nations businesses with product sampling in our offices, and a silent auction raising over \$2000 for the Clontarf Foundation.



In celebration of NAIDOC, in addition to cultural ceremonies in our assets, Charlestown Square collaborated with Barkindji and Malyangapa artist Jasmine Miikika Craciun to curate a mural in Charlestown Square and digital collateral across GPT’s retail portfolio. Jasmine said:

“I wanted this artwork to feel like a collage of moments in Aboriginal and Torres Strait Islander protest, representative of the 2022 NAIDOC theme, Get up! Stand up! Show up! The aim behind this design and art style was to celebrate the resilience and resistance of Aboriginal people in this country throughout our shared history.”

Each year our National Reconciliation Week and NAIDOC Week activities provide opportunities for learning, engagement and commitment to Reconciliation Australia’s five pillars of reconciliation, and we are pleased to engage our people and network in these important dates in Australia’s calendar.

**“My artworks always show how everything is connected, from the stars and sky to the earth and living beings below. Everything working together to create harmony and a spiritual connection to everything in the environment. GPT’s commitment to being brave, to make spaces more inclusive and sustainable is an extremely important thing for business to aspire to.”** MOLLY WALLACE, KAMILAROI ARTIST & ENVIRONMENTAL SCIENTIST





# Our people

## Achievements

- ④ 9th globally in the annual Equileap Gender Equality Global Report & Ranking.
- ④ Recognised as an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency (WGEA) for the fourth consecutive time, 2021–23.
- ④ Achieved Gold Employer status, up from Bronze, for LGBTQ+ Inclusion in the Australian Workplace Equality Index (AWEI) small employer category.
- ④ Achieved Family Inclusive Workplace™ Accreditation.
- ④ Revised our parenting and caring provisions.
- ④ Continued to employ a gender diverse workforce which is 56.17 per cent female overall with 46.1 per cent of our top quartile roles and 44.4 per cent of our Leadership Team roles held by women.

## Policies

- Code of Conduct
- Diversity and Inclusion Policy
- Employee Engagement Policy
- Learning & Development Policy
- Gender Affirmation Policy
- Domestic and Family Violence Policy

We are focused on building and enhancing our culture, continuing to invest in our people and growing our capability so we can deliver on our Group strategy. As we emerged from the COVID-19 pandemic in 2022, we developed our People Strategy to support our employees to build new capabilities and mindsets required to be agile in this ever-changing landscape.

We embraced our flexible working approach and worked closely with leaders and customers to support new working methods, which struck the right balance between working in an office and working remotely. We saw the benefits of more time working and collaborating together in workplace environments as employees returned to both our offices and assets. The wellbeing of our people remained a priority as we increased our employee offerings and continued to monitor employee satisfaction through our annual Engagement Survey and 'pulse' Surveys.

Acquisition of talent remained a key part of our strategy with both strategic hiring and the onboarding of our UniSuper mandate and Pacific Fair employees. 2022 saw us focusing strongly on growing leadership capability, including around Inclusive Leadership Training, core leadership skills for our newer or less experienced leaders and capability building in a range of areas that are core to our Group Strategy.

We were proud to be recognised as a Family Inclusive Workplace™ in February 2022 and took the opportunity to introduce some significant and industry-leading policy enhancements to our Parental Support Policy.

## Our 2022 Engagement Survey

Our people are our most important asset and central to our ability to generate value for our stakeholders. Their passion, expertise and capabilities drive our business activities and shape our corporate culture. Fostering an inclusive work environment and listening to our people are critical to creating the conditions for them to thrive.

Our 'Your Voice' Engagement Survey allows our employees to give us feedback on what it is like to work at GPT. In November 2022, 83 per cent of our employees participated in this survey with an engagement score of 72 per cent, which was an increase of 6 per cent from our 2021 result. 86 per cent of our employees are proud to work for GPT and would recommend GPT as a great place to work. Our commitment to community engagement and social sustainability, inclusive work environment, employee wellbeing and strong and effective cross-team collaboration were highly rated by our people.

To improve our engagement score, our people have told us they would like greater celebration of our achievements and enhanced communication about our progress against strategy and our people's contributions. These areas form part of the focus of our People Strategy for the coming year.

Our engagement score reflects years of sustained focus to create a diverse and inclusive workplace culture. Our many achievements in this space in 2022 stand out as signals that GPT is delivering on our commitment to our people.

## A diverse and inclusive workplace

We are committed to recruiting and leveraging diverse talent and fostering an inclusive workplace culture. We recognise that harnessing the benefits of a diverse workforce promotes innovation and quality outcomes for our stakeholders, which drives higher employee engagement and improved business performance. As such, we are committed to executing the three-year Diversity and Inclusion Strategy we developed in August 2021 and made good progress towards during 2022.

The Diversity and Inclusion Strategy has three key areas of focus: a diverse and equitable workforce, inclusive culture and leadership, and inclusive assets – customers and communities. Some of the critical programs of work under this strategy in 2022 and foreshadowing 2023 are articulated in more detail within this section.

A key focus in 2023 and beyond will be ensuring that the clear synergy between our purpose and values and the inclusive culture we seek to deliver is understood and embraced by all at GPT. An ongoing commitment to honing our collective understanding of inclusion and our inclusive leadership capability will form part of this. We will also continue to progress our primary focus of demographic diversity: improving gender equality, driving LGBTQ+ inclusion, and seeking to improve First Nations representation within our workforce and by continuing to build on partnerships and opportunities to support pathways for First Nations employment more broadly.

The Human Resources and Remuneration Committee is responsible for approving and overseeing the implementation of GPT's Diversity and Inclusion Strategy, initiatives and policies. These are also supported and guided by the Leadership Team, who receive regular reporting and updates on our diversity and inclusion efforts across the group.

## Wellbeing

GPT remains committed to supporting the holistic wellbeing of our people, including offering practical support through the Wellbeing@GPT program. We also provide our people with the knowledge and tools to recognise when their wellbeing may be compromised, or the wellbeing of others. We aim to assist our people consistently to develop healthy habits that support their personal and family wellbeing and productivity beyond their time at work.

To supplement our existing wellbeing work program, we launched a holistic Wellbeing@GPT portal in partnership with our Employee Assistance Program (EAP) provider in 2022. The program offers complimentary and confidential access to a suite of workouts, podcasts, toolkits, articles, videos and self-guided learning and therapy modules covering various health, finance, work, family and life matters.

Wellbeing Month was held in October 2022, encouraging participation in a wide range of wellbeing activities, including massages, health checks, "Lunch and Learn" forums and physical exercise challenges. We also continued to observe days of significance in the wellbeing calendar, such as World Mental Health Day and RUOK? Day with education and activations.

In addition, two wellbeing leave days ('Wellbeing Days') were offered during 2022 to coincide with public holidays to encourage our people to look after themselves by taking a meaningful break from work.

Support is always available to our employees to enable them to take the appropriate time to recover from illness and manage their wellbeing. Our employees are provided with sick leave on an as needed basis so that they can take sufficient time to recuperate from illness or injury, with Mental Health Days also available to our employees.

For the last five years, the average hours of sick leave recorded per employee has been slightly more than our target of three days per year. In 2022, the five-year average was 3.07 days based on assured data sets from 2022 and previous years.

## Our people CONTINUED

In 2022 we firmly focused on Domestic and Family Violence (DFV). This included bespoke training from an expert service provider for all People Leaders and participation in two industry-wide activations through our membership of the Property Champions of Change: the lighting up of CBD assets in purple to coincide with the International Day of Elimination of Violence Against Women and Children, and a 'tools down' educational panel discussion event for all employees. Our DFV Policy aims to provide meaningful and practical support to employees and workers who are subjected to DFV, those who are supporting a family member who is being subjected to DFV, and those who may be using DFV and are committed to addressing their behaviour.

### Flexibility and our hybrid workforce

At GPT, we work flexibly and support all employees to create the right balance for themselves and our workplace environment. GPT supports all forms of flexibility, formal and informal. Our offices and assets remain the primary work location for most of our employees, with an important cultural role as places where people come together to collaborate, learn, exchange ideas and solve problems. We also recognise and embrace the importance of enabling our people to work flexibly to support their personal needs, wellbeing and choices around the environment in which they best work.

GPT was certified as a Family Inclusive Workplace™ for the first time in 2022, becoming one of the first Australian property companies to achieve this. It is a strong recognition of the calibre of our policies, practices and support for families. During 2022 we sought to strengthen our position as an employer of choice for working parents and carers by significantly enhancing our Parental Support Policy (see case study on p65). Included in the updated policy was the removal of primary and secondary carer labels and offering 22 weeks of paid parental leave for all new parents.

During 2022, 6.43 per cent of GPT's workforce took parental leave as a primary carer. Following their leave, 100 per cent of employees who expected to return to work did so and 71 per cent of employees who returned from parental leave in 2021 remained with GPT 12 months later.<sup>1</sup>

1. These percentages are based on GPT's formal leave policies and systems, which are in part captured in financial assurance processes, as related to employee remuneration.

GPT employees at the Property Council of Australia's inaugural NSW "Pride in Property" luncheon, Sydney.



## Gender equality

Supporting gender equality is a key aspect of our Diversity and Inclusion Strategy. In 2021, GPT maintained its fourth consecutive Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality citation for 2021–23. In further recognition of the progress made across our strategy, GPT was ranked 9th globally for gender equality in the 6th annual Gender Equality Global Report & Ranking released by Equileap, the leading global provider of gender equality data and insights.

Our workforce is 56.2 per cent female, and the representation of women in our top decile increased from 37.25 per cent in 2021 to 38.3 per cent in 2022. In 2022, women constituted 54.96 per cent of the new hires into the business and 52.63 per cent of promotions or transfers during the year.

GPT is committed to pay parity for all employees in equivalent roles, that is, those within the same job function and same job level. The average median compa ratio for total compensation was 1.10 for females and 1.13 for males in 2022, within an acceptable tolerance of a plus or minus two per cent difference. 2022 saw GPT further reduce its gender pay gap from 20.73 per cent in 2021 to 17.53 per cent in 2022. GPT has no pay gap on like for like roles.

GPT's support of gender equality extends to several initiatives in the property industry. Our CEO is Chair of the Property Champions of Change initiative. GPT continues to be the national sponsor of the 500 Women in Property program, an initiative of the Property Council of Australia supporting women to build strong relationships and develop their careers in the industry.

Internally we have continued to focus on ensuring that all our talent receives the best opportunity to succeed. In 2022 we implemented our second female sponsorship program on the success of the prior program in 2021, matching high potential female talent with a sponsor from the Leadership Team. 2022 also saw women account for 56.2 per cent of our high potential talent and 50 per cent representation in leadership role succession plans.

## Measuring pay equity

GPT takes a multi-faceted approach to examining pay equity and analysing our performance in several ways:

- » **Average remuneration by seniority**  
Examining the average remuneration of female and male employees by role level, where different roles with different market values are grouped and compared by level of seniority
- » **Like-for-like role comparison**  
Assessing the remuneration of female and male employees in like for like roles, and
- » **Industry comparison**  
Considering the average median compa-ratio of female and male employees, the remuneration of GPT employees is compared to the median remuneration to equivalent roles in the external labour market.

## LGBTQ+ inclusion

GPT is continuing to enhance our Lesbian, Gay, Bisexual, Transgender Queer or Questioning (LGBTQ+) inclusion across our workforce. Our LGBTQ+ awareness and diversity network, GLAD, promotes a culture of inclusion so that our LGBTQ+ employees and allies can feel safe and welcome at GPT. Twenty per cent of GPT's employees are part of GLAD's 'ally' network.

GPT participates in the Australian Workplace Equality Index (AWEI) each year (run by Pride in Diversity). In 2022 we achieved a Gold standard in the AWEI and ranked in the top three organisations in the small employer category, a significant lift on our Bronze standing from 2020 and 2021.

In 2022, we hosted a various virtual events and activations across our assets to support LGBTQ+ inclusion, please see the case study on [page 49](#) for more detail.

In 2022, we also supported Black Rainbow, a national volunteer Aboriginal and Torres Strait Islander LGBTQIA+SB enterprise, with a fund-raising raffle. Space&Co. were proud sponsors of the annual Pride in Diversity conference in Melbourne. Activities such as these help to build our shared understanding of the importance of inclusion in our workplaces and our business activities.

## First Nations Peoples

As outlined on [page 55](#), the RAP Working Group oversees the delivery of GPT's commitments in its Reconciliation Action Plan. We delivered on our first Stretch Reconciliation Action Plan 2018-21 in 2021. Reconciliation Australia endorsed GPT to develop our second Stretch RAP in 2022, with our existing commitments informing our activities until its launch in 2023.

GPT continues to support work experience and internship employment opportunities for First Nations people, and GPT was pleased to host six CareerTracker interns and high school students in 2022. GPT has committed to the CareerTrackers Indigenous Internship Program for a ten year period. The program helps create pathways for First Nations university students into the workforce through industry experience.

In 2022 GPT also awarded a scholarship through the University of Western Sydney to a First Nations student, and attended KARI's inaugural Career Expo in Sydney.

At the end of 2022, First Nations employees represent approximately 1.0 per cent<sup>2</sup> of GPT's permanent workforce, excluding our interns. As part of GPT's second Stretch Reconciliation Action Plan, our First Nations People Inclusion Plan is being revised with a focus on enhancing our recruitment and retention of First Nations people.

GPT will also continue to invest in cultural awareness training for all GPT employees.

**FIND OUT MORE ABOUT GPT'S  
RECONCILIATION IN ACTION ON PAGES  
55 TO 59.**

1. Based on internal tracking by GPT's People Team, which is subject to review by Leadership Team and Group Human Resources and Remuneration Committee.

2. As nominated by employees who completed GPT's Engagement Survey in 2022.



# Our people CONTINUED

## Investing in our people

We are proud of the learning culture we have created through our passion for developing our people. In 2022, we developed a new talent approach, introducing a revised talent review and development framework which focused more on individual development needs and fostering leadership.

Investing in our talent approach ensures robust talent and succession planning programs, tailored development for our people and an environment where employees are empowered to seek opportunities to learn and grow. Our employees are clear on how their role contributes to the Group's strategy, and they embrace our company values which ultimately support driving overall business performance.

We believe that our focus on developing our people is vital to our success and encourage all employees to complete a development plan. These plans help to inform our talent team on the types of programs we should offer our people whilst also ensuring we provide equitable access to skills development and talent programs.

Our talent review process is conducted annually with regular reviews in consultation with our people leaders to inform our talent retention and succession planning activities. The succession pipeline is discussed with and reported to the Leadership Team and the Human Resources and Remuneration Committee of the Board.

In 2022, we provided learning and development opportunities using a variety of delivery modes – virtual, hybrid, online and in-person. With a return to the office, GPT delivered more in person training, enabling complex training design and supporting employee engagement through more profound connection and shared learning. Our investment in formal training during 2022 was \$1459<sup>1</sup> per Full-time Equivalent (FTE).

Accompanying GPT's ongoing role and skills-based development, the broader learning and development initiatives were:

- » Leading GPT, a suite of programs including People Manager, which builds core people manager capability; Lateral Leadership for aspiring leaders who need to develop their self-awareness, influence and negotiation skills; an Inclusive Leadership Program for our people leaders, building internal awareness of the value of diversity and leading with inclusion; alongside our Female Sponsorship Program for high potential leaders
- » Redesign of our corporate employee induction day to welcome and support the onboarding of new hires
- » Sexual Harassment and Bullying Prevention training with specific training for our leaders in response to the Respect @ Work legislation changes
- » Safety Leadership training reinforcing GPT's safety first culture, removing barriers to effective safety conversations, including psychological safety awareness and learning the skills to speak up about safety

- » Wellbeing and resilience-focused webinars and presentations offered across the year
- » Online cultural awareness training and tailored workshops for targeted groups, supporting our RAP commitments
- » Continued support for external training and industry mentoring programs for our key talent, such as the Property Council of Australia's 500 Women in Property Program, Inclusive Leadership Mentoring Program and National Mentoring Program, and
- » Training to support workplace conduct, workplace health and safety, privacy awareness, fraud prevention, modern slavery and cyber security.

## Next steps

- 🔗 Deliver on our Family Inclusive Workplace™ Action Plan.
- 🔗 Continue to enhance GPT's Wellbeing offering and approach.
- 🔗 Continue to deliver on our People and Diversity and Inclusion Strategy.

1. Training spend includes all costs allocated to training and is derived from assured datasets.



## FOSTERING WORKPLACES WHERE PARENTS AND CARERS CAN THRIVE

The GPT Group's long-term success is underpinned by the quality, morale and productivity of its human capital.

Our sustainability policy articulates a commitment to be an "overall positive contributor to our communities, people and the environment" – and GPT's people are at the heart of that commitment.

GPT achieved certification as a Family Inclusive Workplace™ in February 2022. This means GPT is independently recognised for embedding and promoting policies and practices that genuinely support employees to thrive at work and at home.

One of these policies, implemented in December 2022, is a new inclusive Parental Support Policy which gives all GPT employees access to 22 weeks' paid leave.

The new policy offers a substantial increase on the previous 16 weeks for primary carers and three weeks for secondary carers. It also takes a gender-neutral approach that eliminates the out-dated distinction between primary and secondary carers. Instead, GPT is offering equitable parental leave for all parents.

This inclusive approach avoids stereotypes and assumptions about who will perform the role of carer, allowing all parents greater choice as they navigate the financial, emotional and logistical challenges of raising a young family.

The entitlement means parents can choose when they take the leave – either together or one parent at a time – during the first two years of a child's life.

There is no eligibility period, and the policy also provides leave and support in the case of surrogacy, fostering, adoption, pregnancy loss and for fertility treatment, in recognition of the fact that the parenthood experience can be different for everyone. Those undertaking surrogacy or adoption or those who sadly experience late term pregnancy loss are entitled to the full 22 weeks of paid leave.

According to the Workplace Gender Equality Agency, working long hours (45 hours or more) is the strongest predictor of not using all paid leave entitlements. Men dominate this group, fulfilling traditional masculine full-time worker expectations.

The availability of paid parental leave for each parent encourages an equal division of unpaid care, improves family work-life balance and allows both parents to play an active role in both raising a family and pursuing a career. This contributes positively to employee wellbeing, and to gender equality and a thriving economy more broadly.

When parents decide to return to work, GPT's hybrid working model supports flexibility and autonomy. In addition, a \$10,000 childcare allowance offers extra support for parents returning to work. GPT also offers individual and group transition coaching to help new parents adapt to the experience of combining family life with a career.

With one in nine Australians – more than 2.65 million people – taking on other forms of caring, GPT is also looking at the support offered to working carers more broadly, for example those with elder or disability care responsibilities with a view to introducing further initiatives in 2023.

**“We know generous parental and carer support provisions are strong attraction and retention tools. But more importantly offering meaningful, practical and genuine support in this space reinforces GPT's commitment to equality, and to diverse and inclusive workplaces.”**

JUSTINE KNIGHT, HEAD OF DIVERSITY, INCLUSION & WELLBEING, THE GPT GROUP



# Human rights

## Achievements

- ⚡ Progressed action on GPT's salient human rights issues, including environmental, First Nations engagement and modern slavery commitments and actions.
- ⚡ 32 Smith Street certified by the Cleaning Accountability Framework (CAF).
- ⚡ Completed KPMG Banarra Modern Slavery assessment of Guest Experience contractors in the Retail Portfolio.
- ⚡ Improved GPT's Paid on Time metrics for small business.
- ⚡ Became a signatory to the United Nations Principles of Responsible Investment (UN PRI).

## Policies

- Supplier Code of Conduct
- Supplier Policy
- Human Rights Statement
- Modern Slavery Statement

GPT understands and takes seriously our responsibility to uphold high ethical standards in our business practices and decision making. A critical part of this is respecting the human rights of everyone we deal with, directly and indirectly, and progressing on our environmental, First Nations engagement and modern slavery commitments and goals.

## Human rights

GPT's Human Rights Statement is aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPs). It set outs our long standing commitment to respecting human rights in our operations and when engaging with our suppliers and broader stakeholder network. Our Human Rights Statement outlines the relevant policies and procedures relating to human rights for our stakeholders, including grievance mechanisms.

GPT has been a signatory of the UNGC since February 2012 and submits a Communication on Progress (CoP) each year that reports our actions supporting the UNGC's ten principles on labour practices, environment, human rights and anti corruption. In 2022, we joined the UNGC CoP "Early Adopter" program to support the UNGC in enhancing and streamlining the Communication on Progress reporting approach for participants. GPT's responses against the UNGC's revised CoP detailed questionnaire are now publicly available via the [UNGC website](#).

Additionally, in 2022, GPT became a signatory to the United Nations Principles for Responsible Investment (UN PRI), to increase transparency of GPT's responsible investment practices aligned to our wider ESG strategy.

## Modern slavery

GPT has further developed and enhanced our business processes to better identify and guard against human rights issues, including modern slavery in our supply chain. Modern slavery covers a range of unethical practices that result in serious exploitation, including forced labour, debt bondage, child labour and human trafficking.

GPT released our third [Modern Slavery Statement](#) in October 2022, which describes our policies, procedures and actions taken, and our commitments to assess and address these risks. The Statement builds on the foundations of our prior efforts to assess and address modern slavery risks in our business and is an integral part of our commitment to fostering a corporate environment that adheres to high standards of ethical and professional behaviour.

Our cross functional Modern Slavery Working Group continues to drive action across our operations and supply chain to increase our understanding of these risks, their likelihood, and how we can best address them.

During the year, we implemented an automated Supplier Management System, which has been designed to improve the transparency and screening capabilities across our supply chain. Furthermore, we established a Modern Slavery Development Sub-Committee to assess and address modern slavery risks across GPT's development activities. The Modern Slavery Development Sub-Committee has established seven focus areas with corresponding actions to be undertaken in partnership with our development partners, supply chain and modern slavery partners.

In 2022, the Modern Slavery Working Group oversaw the modern slavery assessment of GPT's Retail Guest Experience contractors, which was conducted independently by KPMG Banarra. The assessment scope included interviews with 75 onsite workers across six retail assets assessing the rights to work, pay, leave entitlements and benefits of employment.

The assessment concluded in April 2022 with findings and recommendations made to GPT and the contractors. These recommendations included improvements to worker grievance processes, improved education for workers, particularly regarding pay, award, entitlements and workers' rights, improved subcontracting processes, particularly around GPT approvals, reducing excessive working hours, fully automating payroll systems and centralising and streamlining recruitment processes. By November 2022, all recommendations were implemented by GPT, and the contractors concerned.

A number of recommendations from the KPMG assessment have been adopted beyond the retail portfolio and across GPT's operations and have contributed to informing training and capability needs within the business.

GPT's modern slavery e-learning module was updated in 2022, and 100 per cent of employees completed this, and face-to-face training was also hosted with asset management staff and contractors with a particular focus on GPT's grievance mechanisms.

In 2022, GPT continued its program of Cleaning Accountability Framework (CAF) building certifications. In November GPT engaged CAF to undertake building certification on 32 Smith Street and Queen & Collins Street in Melbourne. 32 Smith Street was CAF-certified in March 2023 and the Queen & Collins assessment is on target for completion in April 2023.

CAF is a multi-stakeholder organisation that exists to end the exploitation in property services and improve labour standards through education and advocacy. As a CAF Member, GPT works alongside procurers and providers of contract cleaning services, worker representatives, government regulators, and academic subject matter experts to address modern slavery risks in the cleaning industry. GPT receives regular updates on the risk profile of the contract cleaning industry through information on labour rights violations identified through CAF building certification, and practical solutions to prevent these issues.

In addition to CAF, we continue to work with industry networks to address and mitigate modern slavery in Australia and Australian supply chains, including the UN Global Compact, Supply Chain Sustainability School and the Property Council of Australia. This includes contributing to the property industry's Modern Slavery Supplier Assessment Platform, Informed365, through the Property Council of Australia.

### Supply chain

Our supply chain includes all organisations from which GPT sources goods and services for use in the development and operation of our assets and our corporate business activities.

In 2022, GPT engaged with 1,641 direct suppliers, providing goods and services valued at over \$794 million. For more detail refer to GPT's most recent [Modern Slavery Statement](#), released in October 2022.

We aim to build long term collaborative partnerships with suppliers that share our values and are capable of helping us achieve our aspirations. We expect our suppliers to share our commitment to sustainability and demonstrate how they fulfil this commitment, consistent with our policies. Our supplier relationships are guided by GPT's Supplier Policy and the Supplier Code of Conduct.

### Assessing supply chain risks and opportunities

Following a significant supplier assessment in 2020 and 2021, we conducted a spend analysis of our significant suppliers in 2022. We ranked all of our suppliers by economic risk, geographic risk, and sustainability risk using high level indicators including spend amount, country of origin and business type. This information informs how we manage and mitigate our supply chain risks.

### Supplier engagement

The Group uses regular meetings and reporting to engage with and monitor supplier performance against our contractual key performance indicators, service delivery, and adherence to GPT's Supplier Policies.

In 2022, we conducted 589 regular asset level supplier meetings. These meetings were complemented by regular contract level reviews between GPT and suppliers focusing on performance, safety and all aspects of sustainability.

During 2022 we conducted our annual survey of Significant Suppliers to assess and understand our suppliers' approaches to risk, modern slavery, health and safety, and relationship management practices. The summary results of this survey are highlighted on [page 68](#).

### Improving our Small Business Suppliers payment on time

For the six months to June 2022, GPT paid its small business enterprises 92 per cent of the time within agreed trading terms.

This improved in the six months to December 2022 to 95 per cent for small business payments. For the 12 months to December 2022, GPT paid its small business vendors 94 per cent within the agreed trading terms. This is an overall improvement of the 12 months to December 2021 of 11 per cent.



# Human rights CONTINUED

Supplier Types (% of Spend)	2020	2021	2022
Number of Direct Suppliers (Tier 1)	1,956	1,808	1,641
<b>Category A:</b> Large Value Procurement – \$1,000,000 and above, plus those in The Global Slavery Index 2018 Hot Spot Industries, all international suppliers and cleaning services suppliers	207 (83%)	144 (79%)	118 (79%)
<b>Category B:</b> Large Value Procurement – \$150,001 to \$1,000,000	313 (13%)	265 (16%)	311 (16%)
<b>Category C:</b> Medium Value Procurement – \$20,001 to \$150,000	558 (3.4%)	481 (4.2%)	515 (4.0%)
<b>Category D:</b> Small Value Procurement – \$5,001 to \$20,000	445 (0.5%)	351 (0.5%)	377 (0.5%)
<b>Category E:</b> Low Value Procurement – \$0 to \$5,000	463 (0.1%)	567 (0.3%)	320 (0.1%)
Number of Indirect Suppliers (Tier 2), externally managed	140	82	72
	2020	2021	2022
<b>Country of Origin</b>			
Australia	1,916	1,789	1,610
International	40	19	31
<b>Business Type (% of Spend)</b>			
Small business <sup>1</sup>	1,620 (6%)	1,525 (8%)	1,316 (6%)
Large business	336 (94%)	283 (92%)	325 (94%)
<b>Supplier Engagement</b>			
Significant Supplier Survey responses received <sup>2</sup>	52	38	23
<b>Asset and Supplier Performance</b>			
Asset and supplier meetings	514	574	589
Average supplier performance score (%)	90	89	85
Asset KPI reporting performance (%)	89	91	93
<b>Suppliers Paid on Time</b>			
Date of invoice (%) <sup>3</sup>	70	72	72
Date of receipt (%) <sup>4</sup>	93	86	92
Late invoices (%) <sup>5</sup>	42	28	34
Small business paid on time (%) <sup>6</sup>	NR	82	94

Data is based on internal supplier management and financial platforms, which in part is subject to financial assurance as it relates to invoicing.

1. Defined as suppliers with whom GPT spends under \$250,000 per year.

2. GPT undertakes a survey of its Category A significant suppliers each year. Participation is voluntary. The average response rate over the last three years is 24 per cent.

3. Paid within 30 calendar days from the issue date of the invoice. All Supplier types.

4. Paid within 30 calendar days from the date of receipt of a valid invoice (All Supplier types. The Payment Times Reporting Act 2020).

5. Invoices not submitted to GPT within 7 days of the issue date of the invoice.

6. Small business paid on time as defined by The Payment Times Reporting Act 2020.

## Next steps

- Continue to build and enhance relationships with key external stakeholders regarding human rights and modern slavery.
- Review GPT's Human Rights Statement and further advance GPT's human rights due diligence practices.
- Review the effectiveness of Modern Slavery Policies and training across our operations and with directly engaged suppliers.
- Complete CAF building certifications for Queen & Collins and Pacific Fair Shopping Centre.
- Undertake a further two CAF certifications in the office portfolio.
- Complete modern slavery audits of security contractors in the Office Portfolio.
- Improve the reporting of GPT's supply chain data including modern slavery risks.



## GUEST EXPERIENCE SERVICES ASSESSMENT

In January 2022, KPMG Banarra was engaged by GPT to undertake a modern slavery assessment of GPT's Guest Experience contractors at key assets in the GPT Retail portfolio. These contractors provide concierge, cleaning, security and maintenance services. The objective of the assessment was to ascertain whether individuals working for these contractors at GPT assets were at risk of or subject to modern slavery.

The assessment was based around the following thematic domains:

### Policy Implementation:

- » Confirm direct employees
- » Identify subcontracting of team members
- » Gauge modern slavery training awareness

### Freely chosen employment

- » Identify any forced, bonded labour or domestic servitude
- » Confirm rights to work
- » Confirm visa status
- » Gauge the Supply Chain Sustainability School awareness

### Fair and compliant wages and benefits

- » Confirm correct award
- » Confirm correct entitlements
- » Confirm visa status

### Fair and equal workplace culture

- » Observations on workplace culture
- » Identify any encumbrances on work choices

### Accessible grievance mechanisms

- » Interviewee knowledge of whistleblower/grievance mechanisms
- » Identify any encumbrances on work choices

The assessment relied on multiple sources of information, including a desktop review of supplier documents, workplace observation and interviews with workers, supplier management and GPT management. In total, 75 onsite interviews were conducted with supplier employees across all six assets, with approximately 20 per cent of the contractor's workforce interviewed at each asset.

The assessment did not find any instances of modern slavery. However, it did identify several concerning modern slavery indicators and opportunities for improvement. As a result, a program of work has been completed to address these findings, including significant improvements in respect of:

- » Grievance handling, including clarification for workers that modern slavery complaints can be made to GPT in addition to or in lieu of the grievance handling process of the contractor
- » Education for workers particularly regarding pay, award, entitlements and workers' rights
- » Sub-contracting processes, particularly around GPT approvals and engagement
- » Reducing excessive working hours
- » Fully automating Payroll systems, and
- » Centralising and streamlining recruitment processes.

Several actions have been undertaken in response to the assessment by both GPT and its Guest Experience contractors. For example, one of the contractors has proactively implemented an independent whistleblower hotline service and undertaken an independent audit of wages and entitlements across its whole business (not just GPT sites). Significant training of workers has occurred, including participation from GPT to ensure reinforcement of messaging and alignment of values. GPT has refreshed its modern slavery grievance mechanism collateral and ensured posters are visible in worker staff rooms across our whole portfolio. Face-to-face training was provided to GPT Asset team leaders, Operations team leaders and contractor workforces regarding GPT's grievance mechanisms. There is an increased focus on modern slavery indicators in regular performance monitoring, with GPT improving the quality of its oversight and contractors providing more targeted information.

Conducting an independent and thorough modern slavery assessment has been valuable for GPT and the Guest Experience contractors involved. Most importantly, it has been beneficial for employees of the contractors, providing them with an opportunity to be heard in a safe and meaningful way, building their trust and confidence and improving their working conditions.

# Appendix A: Explanatory notes

## Environmental management and regulation

GPT monitors our direct environmental impacts and reports on our buildings' emissions, energy, water, materials recovery, and waste on a property by property basis annually. This information is publicly available in our Environmental Data Dashboard, which includes a portfolio level summary for all indices (electricity, water, fuels, materials, recycling and emissions) since 2005.

GPT operates an Environmental Management System (EMS) that is certified as meeting ISO14001:2015 standards. Our EMS addresses the material environmental aspects within our operational control and includes systems, plans and processes for maintaining regulatory compliance and enabling continuous improvement and reporting of progress toward our stated objectives.

GPT has policies and procedures in place that are designed to ensure that where operations are subject to any particular and significant environmental regulation under a law of Australia (for example property development and property management), those obligations are identified and appropriately addressed. This includes obtaining and complying with conditions of relevant authority consents and approvals and obtaining necessary licences.

GPT is not aware of any significant breaches of any environmental regulations under the laws of the Commonwealth of Australia or of a State or Territory of Australia and has not incurred any significant liabilities under any such environmental legislation.

GPT is subject to the reporting requirements of the National Greenhouse and Energy Reporting Act 2007 ("NGER Act"). The NGER Act requires GPT to report its annual greenhouse gas emissions and energy consumption and generation for the 12 month period from 1 July to 30 June. GPT has implemented systems and processes for the collection and calculation of the data required. The data is assured and submitted to the Australian Government Clean Energy Regulator within the legislative deadline of 31 October each year. GPT has complied with the Regulator's submissions requirements for the period ended 30 June 2022 within the required timeframe.

 **THE 2022 ASSURANCE STATEMENT CAN BE FOUND IN APPENDIX C.**

# Appendix B: Supplementary data

## Environment

Detailed data regarding the Group's environmental performance is available in the [Environmental Data Dashboard](#).

## Recruitment and retention

### Recruitment of new employees<sup>1</sup>

	Female	Male	Total
<b>Internal Promotions</b>			
Senior Executive	0.00%	1.69%	1.69%
Senior Management	5.08%	3.39%	8.47%
Management	11.86%	28.81%	40.68%
Professional	20.34%	13.56%	33.90%
Operations	6.78%	5.08%	11.86%
Administration	3.39%	0.00%	3.39%
<b>Total</b>	<b>47.46%</b>	<b>52.54%</b>	<b>100.00%</b>

### External Hires

Senior Executive	0.42%	0.00%	0.42%
Senior Management	0.84%	1.68%	2.52%
Management	10.08%	10.92%	21.01%
Professional	27.31%	21.85%	49.16%
Operations	2.52%	6.72%	9.24%
Administration	13.45%	4.20%	17.65%
<b>Total</b>	<b>54.62%</b>	<b>45.38%</b>	<b>100.00%</b>

1. Rounding errors may impact final sum.

	Female	Male	Total
Involuntary Turnover	2.57%	1.65%	4.23%
Voluntary Turnover	8.46%	7.90%	16.36%
<b>Total</b>	<b>11.03%</b>	<b>9.56%</b>	<b>20.59%</b>

### Turnover by management level

	Involuntary	Voluntary	Total
Senior Executives and Senior Management	0.74%	0.37%	1.10%
Management	1.10%	2.57%	3.68%
Professional	1.29%	9.19%	10.48%
Operations	0.18%	2.21%	2.39%
Administration	0.92%	2.02%	2.94%
<b>Total</b>	<b>4.23%</b>	<b>16.36%</b>	<b>20.59%</b>

### Turnover by Age

	Involuntary	Voluntary	Total
Under 30	0.00%	3.68%	3.68%
30 to 50	2.76%	10.66%	13.42%
Over 50	1.47%	2.02%	3.49%
<b>Total</b>	<b>4.23%</b>	<b>16.36%</b>	<b>20.59%</b>

Turnover	2019	2020	2021	2022
Total	18.05%	11.99%	21.52%	20.59%
Voluntary	13.80%	7.07%	18.00%	16.36%



## Appendix B: Supplementary data CONTINUED

### Collective Bargaining and Freedom of Association

GPT recognises our employees' right to freedom of association with others, including forming and joining trade unions. GPT does not have any employees represented by an independent trade union or covered under a collective bargaining agreement, as at 31 December 2022. Three main Australian industrial instruments exist to define the employment standards applicable to an individual, enterprise or industry:

- » The National Employment Standards (NES) are set out in the Fair Work Act 2009 and detail the minimum employment standards applicable to an individual.
- » Enterprises may also elect to establish collective bargaining agreements; however, these are not compulsory given the existence of the NES and Modern Awards (which cover over 100 industries and occupations).
- » Individual contracts can also be established, as is the case for GPT employees, so long as the terms and conditions meet or exceed the minimum entitlements set out in the NES and Modern Awards (where these apply).

### Remuneration

Ratio of CEO total compensation to average employee	17.73:1
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Gender pay ratio (base salary) <sup>1</sup>	Female	Male
Senior Executive	1.00	1.46
Senior Management	1.00	1.33
Management	1.00	1.05
Professional	1.00	1.18
Operations	1.00	0.96
Administration	1.00	1.02
<b>Grand Total</b>	<b>1.00</b>	<b>1.24</b>

Gender pay ratio (total compensation)	Female	Male
Senior Executive	1.00	1.75
Senior Management	1.00	1.56
Management	1.00	1.08
Professional	1.00	1.22
Operations	1.00	0.96
Administration	1.00	1.02
<b>Grand Total</b>	<b>1.00</b>	<b>1.38</b>

Average compa-ratio by Gender <sup>2</sup>	Female	Male
Fixed pay	1.11	1.13
Total compensation	1.07	1.10

1. Gender pay ratios reflect the average pay for males and females at each level on a base or total compensation basis.

2. To calculate the average median compa-ratio of female and male employees, the remuneration of GPT employees is compared to the median remuneration to equivalent roles in the external labour market.

### Code of Conduct

Total Reports	6
Reports substantiated	6
Matters alleged	Breaches were relating to inappropriate conduct and behaviour (3) and breaches of policies and procedures (3) which were inconsistent with the Group's Code of Conduct.
Organisational response	Full investigations conducted on all accounts. Breaches were substantiated and disciplinary action initiated.

## Training and development

Throughout 2022 employees completed mandatory training on topics such as Code of Conduct, Safety Leadership, Sexual Harassment and Bullying Prevention, Cyber Security, Privacy and Modern Slavery, among other compliance related topics. Non-mandatory learning at GPT consists of leadership development, cultural awareness training, professional development and role-related skills training.

2022	Female	Male	Total
Total training hours	6877	4915	11792
Average training hours (FTE)	23	21	22

Training hours by management level	Female	Male	Total
Senior Executive	106	113	219
Senior Management	494	317	812
Management	2286	1934	4220
Professional	2951	1851	4802
Para Professional	878	213	1091
Operations and Trades	150	465	615
Graduates and Interns	11	21	31
<b>Total</b>	<b>6877</b>	<b>4915</b>	<b>11792</b>

Training hours by business unit	Female	Male	Total
Retail	1840	1100	2941
Office	1245	1118	2363
Logistics	550	526	1076
Finance & Technology	1888	1813	3701
Corporate	1146	347	1493
Legal	207	11	218
<b>Total</b>	<b>6877</b>	<b>4915</b>	<b>11792</b>

Training hours by age range	Female	Male	Total
Under 30	961	520	1481
30 to 50	4966	3585	8551
Over 50	950	810	1760
<b>Total</b>	<b>6877</b>	<b>4915</b>	<b>11792</b>

Training hours by mandatory / not mandatory	Female	Male	Total
Mandatory	1625	1330	2954
Non-mandatory	5252	3585	8837
<b>Total</b>	<b>6877</b>	<b>4915</b>	<b>11792</b>

Average training hours by mandatory / not mandatory	Female	Male	Total
Mandatory	6	6	6
Non-mandatory	18	15	17

## Appendix B: Supplementary data CONTINUED

### Inclusion and Diversity

Management Level	Female	Male	Total
Senior Executive	0.65%	0.81%	1.46%
Senior Management	2.92%	3.08%	6.01%
Management	15.58%	13.31%	28.90%
Professional	24.68%	18.34%	43.02%
Operations	1.95%	5.68%	7.63%
Administration	10.39%	2.60%	12.99%
<b>Total</b>	<b>56.17%</b>	<b>43.83%</b>	<b>100.00%</b>

Age range	Female	Male	Total
Under 30	7.95%	3.57%	11.53%
30 to 50	41.40%	31.66%	73.05%
Over 50	6.82%	8.60%	15.42%
<b>Total</b>	<b>56.17%</b>	<b>43.83%</b>	<b>100.00%</b>

Employment Type	Female	Male	Total
Fixed Term Full Time	0.81%	0.97%	1.79%
Fixed Term Part Time	0.65%	0.00%	0.65%
Permanent Full Time	48.38%	42.53%	90.91%
Permanent Part Time	6.33%	0.32%	6.66%
<b>Total</b>	<b>56.17%</b>	<b>43.83%</b>	<b>100.00%</b>

Location	Female	Male	Total
New South Wales	35.39%	27.76%	63.15%
Queensland	4.38%	3.41%	7.79%
South Australia	0.16%	0.00%	0.16%
Victoria	14.12%	11.20%	25.32%
Western Australia	2.11%	1.46%	3.57%
<b>Total</b>	<b>56.17%</b>	<b>43.83%</b>	<b>100.00%</b>

Management responsibility	Female	Male	Total
Revenue generating function	13.84%	16.52%	30.36%
Non-revenue generating function	38.84%	30.80%	69.64%
<b>Total</b>	<b>52.68%</b>	<b>47.32%</b>	<b>100.00%</b>

STEM Roles	Female	Male	Total
Representation in STEM roles	31.75%	68.25%	100.00%

Diversity indicators <sup>1</sup>	Total
LGBTQ+ employees	6.0%

1. As nominated by employees who completed GPT's Engagement Survey in 2022.

**Ethnicity<sup>1</sup>**

	Total
First Nations	0.9%
Australian	57.4%
Asian	14.8%
European	8.6%
Indian	3.7%
Middle Eastern	1.4%
Other	3.7%
Undisclosed	11.0%

1. As nominated by employees who completed GPT's Engagement Survey in 2022.

**Safety**

Work Health and Safety Incidents	2020	2021	2022
<b>Employees</b>			
Lost Time Injury Frequency Rate (LTIFR) <sup>1</sup>	1.08	2.06	0
Fatalities	0	0	0
<b>Contractors<sup>2</sup></b>			
LTIFR	1.51	5.93	8.1
Fatalities	0	0	0

1. LTIFR measures the number of lost time injuries per million hours worked during an accounting period.

2. Based on information reported by key providers of asset management services to GPT.



# Appendix B: Supplementary data CONTINUED

## Supply Chain

### Supplier survey assessment results

	2020	2021	2022
Participating Category A Suppliers	52	38	23
<b>Length of relationship with GPT</b>			
Less than 1 Year	0 (0%)	0 (0%)	0 (0%)
1-5 Years	23 (45%)	11 (29%)	4 (17%)
6-10 Years	15 (29%)	10 (26%)	10 (44%)
More than 10 Years	13 (26%)	17 (45%)	9 (39%)
<b>Suppliers' Financial Dependence on GPT</b>			
Less than 5%	24 (46%)	27 (71%)	15 (65%)
Between 6% and 20%	24 (46%)	8 (21%)	6 (26%)
Between 21% and 50%	3 (6%)	2 (5%)	2 (9%)
More than 51%	1 (2%)	1 (3%)	0 (0%)
<b>Supplier satisfaction with relationship with GPT</b>			
Very Satisfied	34 (65%)	25 (65%)	15 (65%)
Satisfied	16 (31%)	11 (31%)	6 (26%)
Neutral	2 (4%)	2 (4%)	2 (9%)
Dissatisfied	0 (0%)	0 (%)	0 (%)
Very Dissatisfied	0 (0%)	0 (%)	0 (%)
<b>Supplier satisfaction with GPT's payment of Invoices</b>			
Very Satisfied	27 (52%)	23 (61%)	13 (56%)
Satisfied	18 (35%)	8 (21%)	6 (26%)
Neutral	4 (8%)	4 (11%)	2 (9%)
Dissatisfied	3 (6%)	3 (7%)	2 (9%)
Very Dissatisfied	0 (0%)	0 (0%)	0 (0%)
<b>Supplier Reconciliation Action Plans</b>			
No Reconciliation Action Plan	31 (60%)	15 (39%)	6 (26%)
Yes, internal draft Reconciliation Action Plan	12 (23%)	13 (34%)	7 (30%)
Yes, and endorsed by Reconciliation Australia	3 (6%)	3 (8%)	2 (9%)
Yes, and endorsed by Reconciliation Australia and published	3 (6%)	4 (11%)	5 (22%)
Yes, and endorsed by Reconciliation Australia and published and performance publicly available	3 (6%)	3 (8%)	3 (13%)
<b>Supplier Aboriginal and Torres Strait Islander (ATSI) employment</b>			
More than 3%	15 (29%)	17 (45%)	11 (48%)
3%	2 (4%)	3 (8%)	2 (9%)
Less than 3%	22 (42%)	14 (37%)	8 (35%)
Other (Nil or International Supplier)	13 (25%)	4 (10%)	2 (8%)
<b>Suppliers with ATSI Cultural Learning Strategy</b>			
Yes	11 (21%)	13 (35%)	15 (65%)
No	41 (79%)	24 (65%)	8 (35%)
<b>Suppliers completing Modern Slavery Statement</b>			
No	41 (79%)	24 (63%)	1 (4%)
Yes, under Federal Modern Slavery Act (revenue more than \$100 million)	10 (19%)	14 (36%)	13 (57%)
Yes, under NSW Modern Slavery Act (revenue more than \$50 million)/voluntarily	2 (4%)	N/A	8 (35%)
Yes, other country Modern Slavery Act	2 (4%)	4 (11%)	1 (4%)

Supplier survey assessment results	2020	2021	2022
<b>Suppliers planning to participate in programs (one or more)</b>			
Youth employment	12 (28%)	17 (48%)	4 (17%)
Disadvantaged youth	8 (19%)	12 (34%)	2 (9%)
Mature age worker	15 (36%)	16 (45%)	8 (35%)
Long term unemployment	9 (21%)	10 (28%)	4 (17%)
Work experience opportunity	23 (55%)	23 (65%)	15 (65%)
People with a disability	15 (36%)	12 (34%)	8 (34%)
Migrant workers	15 (26%)	15 (42%)	6 (26%)
Reconciliation Action Plan and First Nations Suppliers	18 (43%)	17 (48%)	16 (70%)
Gender balance and equality	24 (57%)	23 (65%)	19 (82%)
<b>Supplier ratio of female to male employees</b>			
Less than 10%	9 (18%)	5 (13%)	2 (10%)
Between 11% and 20%	11 (26%)	8 (21%)	3 (14%)
Between 21% and 30%	11 (26%)	8 (21%)	4 (19%)
More than 31%	20 (39%)	16 (45%)	12 (57%)
<b>Supplier ratio of apprentice to field staff</b>			
Less than 10%	18 (35%)	9 (24%)	7 (30%)
Between 11% and 20%	6 (12%)	4 (11%)	3 (13%)
Between 21% and 30%	0 (0%)	3 (8%)	1 (4%)
More than 31%	0 (0%)	0 (%)	0 (0%)
Not applicable	28 (53%)	21 (57%)	12 (53%)
<b>Suppliers with mature age worker employment scheme</b>			
Yes	9 (17%)	12 (32%)	5 (22%)
No	43 (83%)	25 (68%)	18 (78%)
<b>Suppliers with Environmental Management system</b>			
Yes	31 (60%)	27 (71%)	22 (96%)
No	21 (40%)	11 (29%)	1 (4%)
<b>Suppliers with safety system (to record and monitor hazards, near misses and injuries)</b>			
Yes	47 (92%)	37 (98%)	23 (100%)
No	4 (8%)	1 (2%)	0 (0%)
<b>Suppliers undertaking regular workplace inspections and audits</b>			
Yes	45 (88%)	33 (87%)	21 (91%)
No	6 (12%)	6 (13%)	2 (9%)

# Appendix C: Assurance



To: The Directors of the GPT Group

## Independent limited assurance report on selected sustainability performance metrics for the year ended 31 December 2022

### Scope

In accordance with the terms of engagement letter dated 15 November 2022, we were engaged by the GPT Group (**“the Group”**) to perform an independent limited assurance engagement in respect of selected sustainability performance metrics (**the “Subject Matter”**) for the Group contained within its Annual Corporate Reporting Suite for the year ended 31 December 2022 (the **“Year”**). The criteria (**the “Criteria”**) against which we assessed the Subject Matter was prepared by the Group and its Sustainability Basis of Preparation & Glossary is attached as an Appendix to this limited assurance opinion.

### Subject Matter

The Subject Matter included within the scope of our engagement comprised the following performance metrics:

- Total energy consumption in base buildings, net of energy exported and metered tenant energy consumption 508,539 GJ;
- Energy intensity 269 MJ/m<sup>2</sup>;
- Scope 1 greenhouse gas (GHG) emissions 8,806 tCO<sub>2</sub>e;
- Scope 2 location-based GHG emissions 86,711 tCO<sub>2</sub>e;
- Scope 2 market-based GHG emissions 36,801 tCO<sub>2</sub>e;
- Total net emissions (Scope 1 & 2 emissions net of offsets) 35,239 tCO<sub>2</sub>e;
- Emissions intensity 19 kgCO<sub>2</sub>e/m<sup>2</sup>;
- Water consumption 1,137,282 kL;
- Water intensity 601 L/m<sup>2</sup>;
- Waste inputs: total waste generated 20,859 tonnes; waste diversion from landfill of 38%
- Waste outcomes: outcome by grade (A grade 7,276 tonnes, B grade 561 tonnes, C grade 12 tonnes)
- Community investment \$7.05m;
- Employees that have volunteered at least one day of time 43.4%;
- Employees involved in the GPT Foundation through volunteering, donations or fundraising activities 96.8%;
- Absenteeism 2,046 days;
- Total training hours: 11,792 hours and training hours per average FTE: 22.2 hours/FTE;
- Percentage of females in the top quartile 46.4%;
- Gender pay gap percentages by annualised total package value 17.53% and total compensation 23.80%;
- Gender balance 56.2%.

Our assurance was with respect to the year ended 31 December 2022 information only and we have not performed any procedures with respect to earlier periods or any other elements included in the 2022 sustainability report and, therefore, do not express any conclusion thereon.

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### Management of the Group's responsibilities

The Management of the Group is responsible for the Subject Matter and for the preparation of the Subject Matter in accordance with the Criteria. This responsibility includes the design, implementation and maintenance of internal controls relevant to the preparation of the Subject Matter to ensure that it is free from material misstatement, whether due to fraud or error.

### Our Independence and Quality control

We have complied with relevant ethical requirements of the Accounting Professional and Ethical Standard Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) relevant to assurance engagements, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

In accordance with Auditing Standard ASQC 1 *Quality Control for Firms that Perform Audits and Reviews of Financial Reports and Other Financial Information, Other Assurance Engagements and Related Services Engagements* the firm maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### Our responsibilities

Our responsibility is to express a limited assurance conclusion based on the procedures we have performed and the evidence we have obtained.

Our engagement has been conducted in accordance with the Australian Standard on Assurance Engagements (ASAE 3000) *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* and, in respect of greenhouse gas emissions, the Australian Standard on Assurance Engagements (ASAE 3410) *Assurance Engagements on Greenhouse Gas Statements*. These standards require that we plan and perform this engagement to obtain limited assurance about whether anything has come to our attention to indicate that the Subject Matter has not been prepared, in all material respects, in accordance with the Criteria, for the Year. The procedures we performed were based on our professional judgement and included:

- Undertaking enquiries with Management regarding the process and controls for capturing, collating and reporting the Subject Matter;
- Reconciling the Subject Matter with the Group's underlying records;
- Agreeing the underlying records back to supporting third party documentation on a sample basis;
- Undertaking analytical review procedures over data and obtaining explanations from management regarding unusual or unexpected amounts;
- Assessing the reasonableness of selected material estimates made in preparing the Subject Matter; and
- Assessing the appropriateness of the GHG emission factor applied in calculating the Total Scope 1, Scope 2 GHG emissions and testing the mathematical accuracy of the GHG emission calculations.

The Net Scope 1 & 2 emissions performance metric in the Annual Corporate Reporting Suite includes a deduction from the GPT Group's emissions for the year of 10,369 tonnes of CO<sub>2</sub>-e relating to offsets. We have performed procedures as to whether these offsets were acquired during the year, and whether the description of them in the Annual Corporate Reporting Suite is a reasonable summary of the relevant contracts and related documentation. We have not, however, performed any procedures regarding the external providers of these offsets, and express no conclusion about whether the offsets have resulted, or will result, in a reduction of 10,369 tonnes of CO<sub>2</sub>-e.



## Appendix C: Assurance CONTINUED



The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance opinion.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

### Use of report

This report was prepared for the Directors of the GPT Group. We disclaim any assumption of responsibility for any reliance on this report to any persons or users other than the Directors of the GPT Trust, or for any purpose other than that for which it was prepared.

### Inherent limitations

Because of the inherent limitations of any assurance engagement based on selective testing of the information examined, it is possible that fraud, error or non-compliance may occur and not be detected. A limited assurance engagement is not designed to detect all instances of non-compliance of the Subject Matter with the Criteria, as it is limited primarily to making enquiries of management and applying analytical procedures. The limited assurance conclusion expressed in this report has been formed on the above basis.

Non-financial information is subject to more inherent limitations than financial information, given the more qualitative characteristics of the subject matter and the methods used for determining conformance. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measurement techniques and can affect comparability between entities over time.

There are limitations in the availability and quality of facility processing data from third parties, resulting in the use of proxy data. The limited assurance conclusion expressed in this report has been formed on the above basis.

### Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter has not been prepared, in all material respects, in accordance with the Criteria for the year ended 31 December 2022.

*PricewaterhouseCoopers*

PricewaterhouseCoopers

*S. Horlin*

Sue Horlin  
Partner

Sydney  
20 February 2023

## Sustainability Basis of Preparation & Glossary

GPT's reporting of environmental and social sustainability data is in accordance with our Basis of Preparation (this document) and aligned to the relevant Sustainability Reporting Standards of the Global Reporting Initiative (GRI) and other standards noted, such as the Greenhouse Gas Protocol. We maintain robust data coverage, collection, cleansing and communication methods through our Environmental Data Guideline and Community Investment Reporting Protocol.

Our data is assured annually in accordance with relevant assurance standards for non-financial reporting. Assurance statements for the current year can be found on our [website](#). Where data is not in the scope of assurance, this is footnoted inline or outlined in this document.

GPT employs an ISO-based approach to managing ESG risks and opportunities, including through our ISO14001 certified Environmental Management System (EMS). This includes:

- determining our material impacts and understanding stakeholders' expectations;
- setting policies and objectives to address these;
- establishing comprehensive and systematic methods for delivering on objectives;
- ensuring rigorous data management; and,
- implementing a system of continuous improvement.

To support this GPT maintains mature data capture, management, storage and review methods. We utilise a number of platforms, such as envizi, to improve the reliability and integrity of data management and use these platforms to derive insight, inform decision-making and track accountability for delivery of both sustainability and commercial objectives. We apply the principles of simplicity, accountability, integrity and transparency in these systems and increasingly seek to automate and verify data capture and integrity as the data sources increases in materiality to the total data set.

Our approach, including controls and incentives for delivery, the platforms and accountabilities we use and other procedures has been recognised as world-leading for over a decade through investor benchmarks such as the S&P Global Corporate Sustainability Assessment and Global Real Estate Sustainability Benchmark (GRESB).

### General

<b>Reporting Scope: Operational control and managed activities and services only</b>	<p>GPT applies the concept of operational control to guide the scope of our ESG data and disclosure. Further scope is detailed in the social and environmental BoP and glossary that follows. In example:</p> <ul style="list-style-type: none"> <li>• Environmental data is reported where GPT has operational control over the activity, such as at an asset where GPT has an ownership interest that is under the operational control of the building owner or a building manager engaged by the building owner. Data is not reported where GPT does not have operational control, such as where a tenant principally manages and controls an asset.</li> <li>• Social data is reported where GPT has control and management of the activity or asset. This excludes assets managed by external property managers and includes the community-related investments up to the date of an asset divestment.</li> </ul>
<b>Reporting Scope: Building Certification</b>	<p>GPT reports current building certifications and ratings (such as Green Star, NABERS or Climate Active) current as at:</p> <ul style="list-style-type: none"> <li>• For historical years: as at 31 Dec for that year; and,</li> <li>• For the current reporting period: as at 31 Dec of the previous year or 30 Jun of the current year, whichever is most recent.</li> </ul>

### Environment

<b>Reporting Scope: Base building</b>	<p>Environmental performance data is reported for base building uses for assets within the Reporting Scope. Where environmental performance data for assets under the operational control of tenants and/or non-base building uses cannot be separated from that of base building use data (eg. not metered and/or measured with integrity), these amounts are included in the Reporting Scope.</p>
<b>Reporting Scope: Ownership interest</b>	<p>Assets in which GPT (and associated funds) has an ownership interest in are reported on a 100% equivalent basis, despite our ownership interest, unless otherwise noted. This includes assets managed by GPT as well as those managed by other property managers (eg. JLL, DEXUS).</p>
<b>Reporting Scope: Core assets only</b>	<p>Environmental performance data is not reported for assets intended for sale or under development, or deemed peripheral/non-core. Peripheral sites are identified as those with:</p> <ul style="list-style-type: none"> <li>• immaterial impact on the portfolio's environmental impact through minimal base building consumption (&lt;1% portfolio total energy, water, emissions or materials recovery); or</li> <li>• limited financial materiality to the portfolio (&lt;1%).</li> </ul> <p>A list of all assets and their inclusion is in the <a href="#">Environmental Data Dashboard</a>.</p>
<b>Reporting Scope: Operational for the full year</b>	<p>Environmental performance data is reported for assets that have been operational (eg. not under development) and in which GPT (and associated funds) has had an ownership interest for the full 12 months of the reporting period in order to enable longitudinal trend analysis and minimise distortions in the portfolio and asset-level reporting.</p> <p>For example, assets that commenced operations following development or investment part-way through the year are excluded.</p>
<b>Reporting Scope: Prior period errors &amp; missing data</b>	<p>Any minor data reporting errors identified or missing data due to delay in invoice receipt will be corrected in the next possible reporting release.</p>
<b>Reporting Scope: NGER variations</b>	<p>Energy and greenhouse gas emissions reporting will vary to our submission under the National Greenhouse and Energy Reporting (NGER) Scheme due to:</p> <ul style="list-style-type: none"> <li>• Differing timeframes: NGERs results are for the year to June and GPT results are for the year to December.</li> <li>• Differing definitions of operational control within buildings and in treatment of jointly owned properties, eg. reported results include assets in which GPT has an ownership stake but does not have operational control according to NGER interpretation.</li> </ul>
<b>Energy and emissions: overview</b>	<p>Our energy and greenhouse gas footprint is calculated in accordance with the principles contained within the Greenhouse Gas Protocol (GHG Protocol) Corporate Accounting and Reporting Standard developed by the World Business Council for Sustainable Development and World Resources Institute, including GHG Protocol Scope 2 and Scope 2 Guidance Amendments.</p>

# Appendix C: Assurance CONTINUED

## Sustainability Basis of Preparation & Glossary

### Environment (continued)

#### Energy and emissions: energy

Energy is reported according to:

- its renewable status - renewable vs non-renewable, where renewable is zero emissions energy; then,
- generation location relevant to where it is consumed - onsite vs offsite (for electricity only); then,
- energy type at point of consumption - electricity, natural gas, diesel; then,
- classification by procurement, scheme or requirements, eg. electricity mandatory grid renewable vs voluntary renewable purchases.

For example:

- renewable electricity generated on-site by GPT or a GPT-controlled business is classified as onsite renewables;
- renewable electricity procured as a requirement of the Australian Renewable Energy Target is classified as offsite mandatory renewables;
- electricity from tri- or co-generation systems is classified non-renewable onsite electricity, as the building uses it as such.

#### Energy and emissions: greenhouse gas emissions

Greenhouse gas emissions are reported in tonnes of CO<sub>2</sub>-equivalent, with the National Greenhouse Accounts Factors (NGAs) or IPCC (for refrigerants) used to derive the Scope 1, 2 & 3 greenhouse gas emissions. Where a Scope 3 emissions factor is not available in the NGAs, these are calculated utilising the factors published in the NABERS verification pathway of Climate Active for Buildings (eg. water & wastewater factors). When reporting emissions:

- Scope 1 emissions include all natural gas and diesel consumption onsite (including for co- or tri-generation systems), as well as fugitive emissions from refrigerant loss;
- Scope 2 emissions, reported as both location-based and market-based (see below), include grid-supplied electricity, with zero emissions for mandatory grid renewables, offsite and onsite renewables where Large-scale Generation Certificates (LGCs) or GreenPower are retired, and onsite renewables where LGCs are not generated. Where LGCs are generated and either sold or held and not retired as at the end of the period, this electricity is treated as non-renewable electricity with equivalent emissions factors as grid electricity.

Scope 3 emissions include those emissions in scope for the NABERS verification pathway in accordance with the Australian Government's Climate Active Carbon Neutral Standard for Buildings. All Scope 3 emissions outside of those required under the Australian Government's Climate Active for Buildings certification are excluded for our assets, as these are outside our operational control, such as the emissions from tenant-controlled activities. See notes below regarding Total Net Emissions, Emissions Intensity and similar conclusive emissions statements and the reporting of Scope 3 emissions. Where services are shared between assets, such as waste services for 550 Bourke Street being reported under 181 William Street, the scope 3 emissions associated with these shared services may be reported under one asset or apportioned according to the NABERS rules and Climate Active Carbon Neutral Standard for Buildings.

#### Energy and emissions: Scope 2 emissions - market based method

Renewable energy, or zero emissions energy/electricity is recognised where:

- purchased LGCs have been retired into the Australian Renewable Energy Target scheme as part of mandatory grid renewables requirements;
- purchased LGCs from other offsite voluntary grid renewable projects (eg. GreenPower) have been voluntarily retired; or,
- electricity is generated onsite from renewable sources that is subsequently consumed onsite and the generated LGCs have been voluntarily retired or where LGCs were not generated.

All other electricity that is consumed is treated as contributing to carbon emissions. The emissions are calculated using a Residual Mix Factor (RMF). The RMF is applied to electricity that is:

- purchased from the grid with no associated LGCs; and,
- consumed from on-site generation where LGCs are generated and sold rather than voluntarily retired.

Residual Mix Factors are calculated in accordance with Climate Active's Electricity Accounting Guidance - April 2021, which is aligned with the Property Council of Australia's interpretation of the GHG Protocol's Scope 2 emissions guidance. The RMF is calculated by taking the average NGAs for electricity and adjusting them proportionally upwards (using the Clean Energy Regulator's published national renewable power percentage) to reflect what the emissions factor would be for the non-renewable component of grid electricity.

Prior to 2016, emissions declarations were not separated into both a market-based method and location-based method. Emissions using the pre-2016 method are provided for transition and comparison. The major difference to the current method relates to the emissions accounting of the renewable energy mix of the grid. The updated method now more accurately and fully recognises voluntary purchase, generation and/or sale of LGCs onsite and offsite.

#### Energy and emissions: Scope 2 emissions - location-based method

Reflects the emissions intensity of the electricity grid(s) each asset within the Reporting Scope relies on to operate.

This method relies on State emission factors included in NGER and NGA workbooks to convert relevant electricity consumption into greenhouse gas emissions equivalent.

#### Energy and emissions: cogeneration & trigeneration accounting

Sites with on-site generation of electricity have the energy recorded at the point of consumption from 2015. Before 2015, energy was recorded at the point of production. For cogen and trigen systems, this update results in the electricity consumption being reported, not the gas used to produce the electricity. The CO<sub>2</sub>-e continues to be recorded from gas consumed to produce the electricity.

#### Energy and emissions: Energy Intensity

Energy intensity (MJ/m<sup>2</sup>) refers to net energy consumed within the Reporting Scope over the reporting period per square metre of Lettable Area of Managed Space.

The final number is calculated as follows:  
Energy intensity = Net energy consumed / Lettable Area

## Sustainability Basis of Preparation & Glossary

### Environment (continued)

#### Energy and emissions: Total Net Emissions (Scope 1 & 2) and Emissions Intensity

GPT calculates total net emissions, emissions intensity and similar conclusive emissions statements as the sum of Scope 1 emissions and Scope 2 market-based emissions, less any carbon offsets relevant to Scope 1 & 2.

As carbon offsets are not purchased with a specific application to an emissions scope and minor variances in basis of preparation between GRI and other reporting standards like NABERS and Climate Active for Buildings can occur at asset-level, GPT calculates Scope 1 & 3 emissions and applies offsets to these scopes in our accounts. Where over-purchase of offsets occurs for a specific scope, these are reported over and above, causing a net positive impact.

Additionally, where renewable procurement might have exceeded base building consumption (eg. where an embedded network is present), the additional LGCs are not treated as an offset (as per the GHG Protocol scope 2 guidance), and are not included in asset-level, fund-level or group-level calculations. A small over-purchase can exist for individual assets. This is not reported in portfolio accounts when communicating energy or emissions performance.

#### Energy and emissions: carbon offsets and carbon removal investments

Carbon offsets are deducted from base building emissions, including:

- 1) offsets relevant to Scope 1 & 2 emissions procured by building tenants relating to their share of base building emissions;
- 2) GPT's stapled offset units (2 tonnes for every 1 tonne required) relevant to Scope 1 & 3 emissions procured by GPT, comprising
  - a) a certified offset accepted by Climate Active for Buildings, and
  - b) a carbon removal offset from local reforestation and biodiversity efforts calculated based on a deeming method not currently recognised by a certification scheme with a public register for retirements but with assurance over their processes. These offsets support GPT's net positive and biodiversity objectives, as outlined in our paper <sup>xxx</sup>.

Where a building delivers carbon neutral operations there is potential for the carbon offsets to take the building's impact beyond carbon neutrality, due to:

- a) GPT's stapled offsets (noted above);
- b) tenants' continued purchase of offsets for base building emissions impact, despite Climate Active for Buildings certification; or,
- c) an overlap of tenant-purchased offsets for Climate Active for Organisations certification compared to the building's Climate Active for Buildings Rating Period. This may occur in the year certification is first delivered.

For consistency, to reduce the chance of double-counting and reduce reporting burden, following Climate Active for Buildings certification tenant-purchased carbon offsets are no longer reported. Buildings with Climate Active for Buildings certification have delivered carbon neutral operations and tenants have been told certification to use in their own reporting and activities.

#### Water consumption (kL)

The volume of non-potable and potable water used within the Reporting Scope and not returned to the environment or third party as potable water.

#### Water intensity

Water intensity (L/m<sup>2</sup>) refers to net water usage within the Reporting Scope over the reporting period per square metre of Lettable Area of Managed Space.

The final number is calculated as follows:  
Water intensity = Net Water Usage / Lettable Area

#### Energy and emissions: carbon neutral commitment as the basis for estimates between certifications

Where a building has a commitment to maintain carbon neutral certification but may not have purchased and retired the required LGCs or offsets for the time period after the Climate Active for Buildings certified Rating Period until the end of the current Calendar Year:

- a) an estimated LGC retirement top-up is entered to cover the gap of non-contract renewable power; and,
- b) an estimated top-up for carbon offsets is entered to cover the gap within the scope of Climate Active for Buildings requirements.

The next top-up purchases will be made at the point of certification, at the latest, for the relevant building in accordance with Climate Active requirements. The estimate figures will be replaced with an actual figure at this point.

#### Materials Recovery and Waste: Total Material

The total weight of materials collected for recovery or landfill disposal (in tonnes) within the Reporting Scope over the reporting period. Where actual weights are not available from collections, site-based weigh-offs for individual service streams are utilised with secondary data checks, in line with industry guidance such as the NABERS Waste Rules and Better Buildings Partnership (BBP) Waste Guidelines and Data Integrity Protocol.

#### Materials Recovery and Waste: Outcomes-based Reporting and Outcomes Grades

Graded recovery figures (A-Grade or closed loop, B-Grade and C-Grade) reflect the aggregated total weight (in tonnes) of similar types of materials (eg. glass, fibre, organics, hard plastics) as categorised by the quality of the recycling outcome undertaken by the processing facility.

- A Grade (closed loop) meet closed loop objectives, are able to be used over and over again, are constantly returned to the same production cycle and can be recovered without any consequent hazardous material build-up in the environment.
- B Grade outcomes are downcycled to a lower value product, having a limited number of recovery cycles and producing valueless by-products after several cycles.
- C Grade outcomes are recovery into a product which is a waste diversion process but only available for a single additional application.

GPT's Waste Management and Outcomes-based Reporting Methods are more fully detailed in our paper [Taking the Rubbish Out of Recycling Data](#). They have been used as the basis for industry best practice standards such as the BBP's Guidelines, the NABERS Waste tool and Materials Recovery Score. Our methods enable reporting of material flows in line with circular economy principles and significantly improve data integrity, in contrast to standard practice where recycling figures represent only landfill diversion and are based on non-specific density estimation of the number of bin pickups with no information of how full or what happens to the materials in the bin. When rolled out in 2015, a perceived drop in diversion and recycling rates was visible in disclosures due to increases in data integrity from site- and service-specific density conversions, real weight data, facility processing information, contamination netting and other normalisations.



# Appendix C: Assurance CONTINUED

## Sustainability Basis of Preparation & Glossary

### Environment (continued)

**Biodiversity** Biodiversity metrics are based on the sites under GPT operational control using desktop analysis of site area. Important Biodiversity is defined as those sites containing globally or nationally important biodiversity and includes World Heritage, IUCN I-IV protected status or similar significance.

**Performance measures: Sites that undergo further development** Extensions or redevelopment within existing assets will include performance data throughout the development period. This can cause cross-time performance fluctuation for the asset due to operational changes during the works and operational changes (size, hours) or services changes (equipment efficiency) following works.

**Performance measures: Baseline year** GPT sets baselines for environmental performance data as a starting point for future comparison after consistent measurement systems have been established. This enables tracking action over time toward our objectives, like our carbon neutral commitments and other targets. It also enables comparison to our peers and others that track their environmental performance.

- 2005 baseline: for energy, water and waste;
- 2008 baseline: for diesel; and,
- 2015 baseline: for materials recovery outcomes (A-, B-, C-grade)

Where a portfolio or building entered the Reporting Scope following baseline, the baseline is the first full year within the reporting period.

**Performance measures: Managed space used for intensity factors** In calculating space intensity measures (eg. L/m<sup>2</sup>) the intent is to use the total amount of space receiving building services as the denominator. We define this as Lettable Area of Managed Space:

- Lettable Area (office NLA + associated retail GLA) is used for Office
- GLA is used for Retail
- NLA is used for Logistics

GLA and NLA are measured using Property Council of Australia Method of Measurement. Applicable site areas are shown as relevant.

**Performance measures: Avoided use and cost from baseline estimates** Avoided use from baseline is calculated by multiplying the intensity in the baseline year by the Lettable Area of Managed Space for the year in question. This estimated consumption from baseline intensity is then subtracted from the year in question's consumption to calculate an avoided use figure. Avoided cost is calculated by taking this avoided consumption figure and multiplying it by an average estimated unit cost for the utility.

Unit utility cost estimates are based on a selection of invoices for the most recent year reflecting a range of pricing factors eg. location and tariffs. The selection of invoices comes from a simple average of a sample group of GPT managed assets without material impacts from tenants or data anomalies.

### Social

**Average FTE** Average FTE (full-time equivalent) represents the average number of FTE employees for the calendar year, excluding temporary employees and Directors. This figure is arrived at by averaging historical FTE headcount reports from GPT's employee management platform for each month of the calendar year.

**Volunteering Participation** The number of GPT employees who volunteered for community and charitable purposes at least 1 full or 1 half business working day over the reporting year expressed as a percentage of the Average FTE.

**Employees involved in the GPT Foundation** The number of GPT employees who participated in a campaign led by the GPT Foundation such as volunteering, workplace giving or fundraising over the reporting year; expressed as a percentage of the Average FTE.

**Absenteeism** The total number of sick leave days taken during the period by employees entitled to sick leave, including both fixed and permanent employees.

**Total training hours and training hours per Average FTE** Training hours are defined as measured hours of training undertaken by GPT permanent and fixed term employees in the reporting period, excluding Directors. This includes both professional development and mandatory training.

Mandatory training undertaken by employees in the reporting period includes: GPT's Code of Conduct, Workplace Health & Safety, Anti-Bribery, Fraud and Corruption, Cyber Security, Preventing Workplace Bullying and Privacy.

Professional development includes all role-related skills training, leadership and talent programs, wellbeing, diversity and inclusion initiatives, and safety training.

Training hours per average FTE is calculated by taking the total training hours and dividing by the Average FTE figure for the year.

**Percentage of females in the top quartile** Percentage of roles in the top quartile filled by women as at 31 December. Top quartile is defined as the roles that make up the top 25% highest earnings using annualised TPV (base + super), excluding CEO & Directors. Annualised TPV is also referred to as fixed remuneration.

**Gender Pay Gap** Separate percentages of weighted average annualised TPV (fixed remuneration) and total compensation (annualised TPV + incentives) of males and females for employees of the Group, as at 31 December. The data refers to permanent and fixed-term employees including full-time and part-time, job sharing or on extended leave. It excludes the CEO, Directors, contractors, casual employees, seconded employees and employees who have not responded with a defined gender.

**Gender Balance** The total number of employees by gender and by 'Management Level' being similar functions, role scope and responsibilities, over total headcount in that Management Level. The data refers to permanent and fixed-term employees including full-time and part-time, job sharing or on extended leave. It excludes the CEO, Directors, contractors, casual employees, seconded employees and employees who have not responded with a defined gender.

**First Nations representation and LGBTQ+ inclusion** The proportion of employees who identify as of First Nations heritage or Lesbian, Gay, Bisexual, Transgender, Queer or other (LGBTQ+) by nominating one or more of these options in the Group's voluntary annual engagement survey, as a percentage of total survey respondents.

**Code of conduct / workplace behaviour breaches** The number of reported Code of Conduct and workplace behaviour breaches that resulted in a disciplinary action, as managed by the People Team.

**Community investment** Community investment is a measure of the Group's annual social sustainability (including philanthropic) contributions to the people, places and communities where we operate and where our business has impact. GPT's community investment reporting is focused on inputs and actual spend during the reporting period, and is reported in AUD.

## Sustainability Basis of Preparation & Glossary

### Social (continued)

#### Community Investment: Cash contributions

Total amount in AUD provided in support of:

- Sponsorship and donations: This includes direct monetary contributions to community initiatives or organisations that facilitate community outcomes such as cause-related marketing, sponsorship of specific events and initiatives including fundraising activities.
- GPT Foundation activities: This includes donations to our GPT Foundation partners (registered Australian charities), matching of workplace giving, costs associated with community events in collaboration with our GPT Foundation partners, support provided to GPT employees for eligible fundraising campaigns, and GPT Community Day costs (direct expenses incurred for volunteering projects).
- Direct shared value community investment: This is expenditure on the delivery of community initiatives that can be attended at no cost by community members. It includes facilities and services that deliver both a business and community value as well as a conservative estimate of ongoing management costs, excluding facilities that are required for general or basic business operations. It also includes free, publicly accessible events that foster community and social inclusion, excluding any costs or portion of costs associated with company branding or activities with a primary focus on increasing sales revenue.

#### Community Investment: Management costs

Total amount in AUD capturing the costs incurred in making corporate community investment contributions, including the costs of overall program management; roles or part roles that have designated community engagement and inclusion objectives; research, training and professional advice costs with the objective of improving community outcomes; employees contributing to GPT's diversity, inclusion and equity activities and related learning and development costs that have an external social benefit; and corporate memberships that enhance GPT's community investment decision-making. Costs relating to benchmark reporting are not included.

The value in AUD is calculated per hour, using the average hourly salary rate, excluding the Board and Leadership Team to reduce potential data skew. Note this is a change from previous calculation methodology.

#### Community Investment: Time through volunteering

Total amount in AUD provided in support of time through volunteering: the value of time spent by GPT employees actively participating in a community event during paid working time. This includes only permanent and fixed term employees, and is calculated using an average hourly salary rate, excluding the Board and Leadership Team to reduce potential data skew. Note this is a change from previous calculation methodology.

#### Community Investment: In-kind non-cash resources

Contributions of in-kind provision of space at our properties and other resource donations (such as IT equipment, furniture donations) to community organisations. A conservative value of the direct costs of these items is reported to GPT, and not the value of this product to the beneficiary organisation. Casual leasing costs are calculated using an average and discounted rate, with the average cost per asset calculated excluding high or low values that would skew the data reported. Forgone income is the value of providing commercially viable space on a medium to long term basis to a community organisation or non-profit and is calculated based on the commercial value of that space to GPT.

#### Community Investment: Leverage

This is the value of any additional resources contributed to a community group, measured in AUD, from sources other than GPT as a direct result of GPT-led campaigns or initiatives, such as GPT employees giving through a dedicated internally led fundraising campaign for a community organisation. This does not include the fundraising amounts by GPT employees for fundraising campaigns that are public or hosted by non-profit organisations or charities externally.

