

Culture and Finance

An industry perspective

How things are done around here...

- Behaviors
- Values and Beliefs
- Language
- Conscious and Unconscious Bias

Tone from the Top

- The Chair has specific responsibilities to foster an open, inclusive, and, where appropriate, challenging discussion by the Board.
- The Chair will facilitate the effective contribution of all Directors and promote constructive and respectful relations between Board members and between Board and management.

Diversity and Equal Opportunity Policy

Building a diverse workforce and culture is integral to achieving exceptional outcomes for our people, our customers, investors and stakeholders. The Company recognises that diversity and EEO help us to:

- connect with, reflect and understand the communities and markets in which we operate, allowing us to better meet the needs of our tenants, customers and investors
- attract, develop and retain employees from a wide range of backgrounds which in turn broadens the Company's perspective, thinking and decision making as well as our innovative capability as a Company
- improve employee engagement and productivity by harnessing each individual's uniqueness, and
- achieve a competitive advantage by optimising Company performance and improving our reputation.

The objectives of this policy are to:

- provide fair, consistent, and transparent guidelines for optimising diversity and equal opportunity in the workplace
- support initiatives to build a diverse and inclusive workforce and culture, and
- ensure compliance with current employment and Human Rights legislation

The policy articulates a culture that supports workplace diversity and EEO and recognises that employees at all levels of the Company have a role and responsibility in fulfilling the policy objectives.

Values and Culture gate to STIs

- Our values define who we are as an organisation – friendly, fair and committed to excellence. They're the qualities that live within all of us here. They drive us to provide superior results for our stakeholders.
- We're people people
- We lead
- We have a passion for excellence
- We do what's right

Culture and Conduct

- Walking the Talk
- Ways of working
- Customer centricity
- Inclusiveness
- Diversity of thinking