

PROPERTY MALE CHAMPIONS OF CHANGE

CHARTER

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OUR
PURPOSE

We recognise that men must be leading advocates for gender equality, both within our own organisations and in the community.

As Property Male Champions of Change, we commit to achieving a significant and sustainable increase in the number of women in senior leadership positions in the property industry.

We will work together and lead with visible action.

OUR RESPONSIBILITIES

As leaders in our organisations we are responsible for:

2.1. Stepping up as leaders

- Living our personal commitment to lead on gender equality.
- Building gender equality into our organisational strategy and operations.
- Changing workplace conditions, cultures and mindsets to ensure both women and men have equal opportunity to advance within our organisations.
- Working to increase women on our boards, executive committees and in line management.

2.2. Creating accountability

- **External accountability** - assessing and publicly reporting on our organisations' individual and collective progress on gender equality, consistent with local and global leading practice reporting frameworks.
- **Internal accountability** - setting measurable targets on diversity and holding people accountable for those targets.

2.3. Disrupting the status quo

- Growing the talent pool for future senior positions.
- Recruiting, developing and retaining diverse staff talent pools as a priority.
- Adopting and implementing policies and practices that eliminate gender discrimination and bias in areas such as recruitment, pay, and promotion.
- Developing workplaces where health and safety are prioritised and all forms of violence in the workplace - including verbal, physical and sexual harassment - are prohibited.
- Developing flexible work practices and their acceptance across the property industry for men and women, enabling workers to also be carers.
- Breaking the 'boys club' mentality, particularly in networking and professional development.



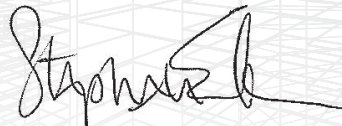
OUR
COMMITMENT
TO ADVOCACY

We advocate for gender equality not just within our organisations but also across the Property Industry and the broader community.

To this end we commit that we will:

- Share experiences and strategies for advancing gender equality across corporate, government and community sectors.
- Create a catalogue of best practices for achieving gender equality and establish their use across the property industry.
- Be spokespersons for the promotion of gender equality, both individually and collectively.
- Commit to the 'Panel Pledge' and only participate in conferences and events where there is a diversity of speakers on the program.
- Work together to increase the dialogue among our peers and to build our network of Champions.

PROPERTY MALE CHAMPIONS OF CHANGE



STEPHEN ELLIS
Chief Executive Officer • Knight Frank



ROD FEHRING
Chief Executive Officer • Frasers Property Australia



PETER ALLEN
Chief Executive Officer • Scentre Group



DARYL BROWNING
Chief Executive Officer • ISPT



JONATHAN CALLAGHAN
Managing Director and Finance Director
Investa Property Group



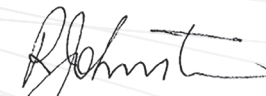
STEPHEN CONRY
Chief Executive Officer • JLL



STEVEN LEIGH
Managing Director • Global Real Estate
QIC Global Real Estate



STEVE MCCANN
Chief Executive Officer and Managing Director
Lendlease



BOB JOHNSTON
Managing Director • The GPT Group



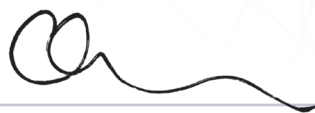
JOHN KENNY
Chief Executive Officer Australia
Colliers International



PAUL MCLEAN
Chief Executive Officer • Savills



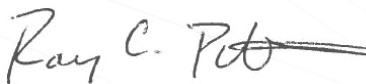
ANGUS MCNAUGHTON
Chief Executive Officer • Vicinity



KEN MORRISON
Chief Executive • Property Council of Australia



JOHN MULCAHY
Chairman • Mirvac



RAY PITTMAN
Chief Executive Officer • CBRE



DAVID SOUTHON
Joint Managing Director • Charter Hall Limited



MARK STEINERT
Chief Executive Officer and Managing Director
Stockland



DARREN STEINBERG
Chief Executive Officer • DEXUS Property Group



ADAM TINDALL
Managing Director • AMP Capital

An abstract wireframe cityscape composed of thin, light blue lines forming various rectangular and cubic structures. Several of these structures are highlighted with small, glowing cyan dots. The background is a dark blue gradient. The overall aesthetic is modern and digital.

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