

SCENTRE GROUP

2016

PERFORMANCE DATA PACK



INTRODUCTION

Performance Data Pack

The environmental, employment, health and safety and economic metrics reported in this Sustainability Performance Data Pack are absolute measurements of the managed operations of Scentre Group in 2016 and 2015.

The scope of this report covers assets owned and operated by the Group, which are under operational control of Scentre Group, including shopping centres, commercial buildings as well as development, design & construction sites and projects for which the Group has acted as principal contractor during the reporting period.

Scentre Group owns over half of its shopping centres portfolio in joint venture agreements with co-owners. Assets that are jointly owned and operated by Scentre Group are considered under the Group's operational control.

The performance of these assets is reflected fully in this Performance Data Pack. The report includes all operations where Scentre Group has had operational control for at least six months of the reporting year.

The impacts of suppliers, service providers and tenants are excluded from this Report unless otherwise indicated.

The organisational and reporting boundaries, criteria and methodologies used for each indicator externally assured are defined in this report where specific organisational and reporting boundaries, criteria and methodologies have been applied. The graph on page 3 provides an overview of the reporting boundary for each of the material issues and the inclusion of activity data from various areas of the business (internal boundary) or activity data including data from third parties such as retailers and contractors.

Scentre Group's 2016 Sustainability Performance Data Pack was developed in alignment with the Global Reporting Initiative (GRI) G4 Reporting Principles and Standard Disclosures, GRI G4 Implementation Manual and the Construction and Real Estate Sector Supplement.



BOUNDARIES

Applicable legislation: Scope 1 and 2 greenhouse gas calculations are prepared in accordance with the National Greenhouse and Energy Reporting (NGER) Act 2007 and supportive legislative instruments.

Organisational boundaries: Scentre Group has adopted the Operational Control approach under NGER to the calculation of emissions. Assets in New Zealand are included using the same approach.

Interpretations relating to operational boundaries:

Tenants' electricity and gas consumption: Scentre Group has adopted the position that individual tenancies, where separately metered by the electricity or gas provider or sub-metered within Scentre Group shopping centres, are treated as separate facilities and will not be included in the calculations of Scentre Group's Scope 1 and Scope 2 GHG emissions.

Electricity and gas on-sell: Scentre Group has treated energy & gas purchased from a retailer and on-sold to tenants (sub-metered and calibrated to a measurement requirement) as being outside the operational control of the Scentre Group and therefore excluded from Scentre Group's Scope 1 and Scope 2 GHG emissions. Centres that on-sell gas to tenants but do not use sub-metering to calculate the tenant portion of use have been included in the reporting.

Development, Design and Construction (DD&C) emissions:

Scentre Group includes the activities of Development, Design and Construction third party contractors within its organisational boundaries. DD&C transport and stationary fuel consumption (Scope 1) were estimated based on contractor declarations from the Pacific Fair, Chermside, Doncaster & Warringah projects. DD&C electricity usage (Scope 2) was estimated based on actual usage data from meters at Doncaster & North Lakes projects. DD&C total emissions are estimated through extrapolating the data above, based on the average quantity consumed per dollar project spend by state considering the top 10 major projects by spend whereby Scentre Group DD&C has acted as the Principal Contractor for the period.

Scope 1 emissions: Sources include the consumption of natural gas, transport fuels combusted by Scentre Group's controlled vehicles and non-transport fuels used on site, the release of refrigerants from air conditioning units and the consumption of natural gas for heating and generation of electricity at our Sydney tri-generation plant.

Scope 2 emissions: Sources included comprise electricity consumed in shopping centre common areas, design and construction sites, leased areas in commercial buildings for the purposes of Scentre Group administrative activities and common areas of commercial buildings that are not tenanted by Scentre Group but where Scentre Group has operational control.

Scope 3 emissions: Sources included electricity, natural gas, and fuel (stationary and transport) transmission and distribution losses,

employee commute emissions, solid waste disposal to landfill (shopping centre operations only) and air travel, taxi travel, mileage and car hire. Scope 3 emissions factors for car hire, reimbursed mileage, air travel and employee commute have been obtained from the DEFRA Emissions Factors excel file for 2016. Taxi emissions factors have been obtained from the NZ Ministry for the Environment 2016 - Guidance for Voluntary Corporate Greenhouse Gas Reporting: Data and Methods from the 2014 calendar year. Other Scope 3 emissions factors obtained from the Clean Energy Regulator's National Greenhouse accounts Factors, August 2016.

Scentre Group reports on whole building waste generation, which includes waste generated by our tenants, with the exception of major tenants, who report separately on their generated waste. Scentre Group also reports on waste generated from projects estimated based on contractor declarations (similar to Scope 1 emissions for DD&C).

Our reporting scope for water is based on whole building water consumption, which includes water consumed by our tenants as well as water consumption in the common areas managed by Scentre Group. Reported water consumption includes both potable water from Municipal supplies as well as rainwater harvested. Our water intensity is calculated based on total water consumption over the total lettable area (LA).

Data sources:

Transport fuels: Actual information from fleet reports and expenses management reports.

Stationary fuels: Actual quantities based on contractor and third-party reports.

Refrigerants: Actual quantities contained on site for all units confirmed by third party contractors.

Synthetic gases: Actual quantities contained on each site for all units in kg collated by Facilities Managers.

Electricity: actual data obtained from utility providers.

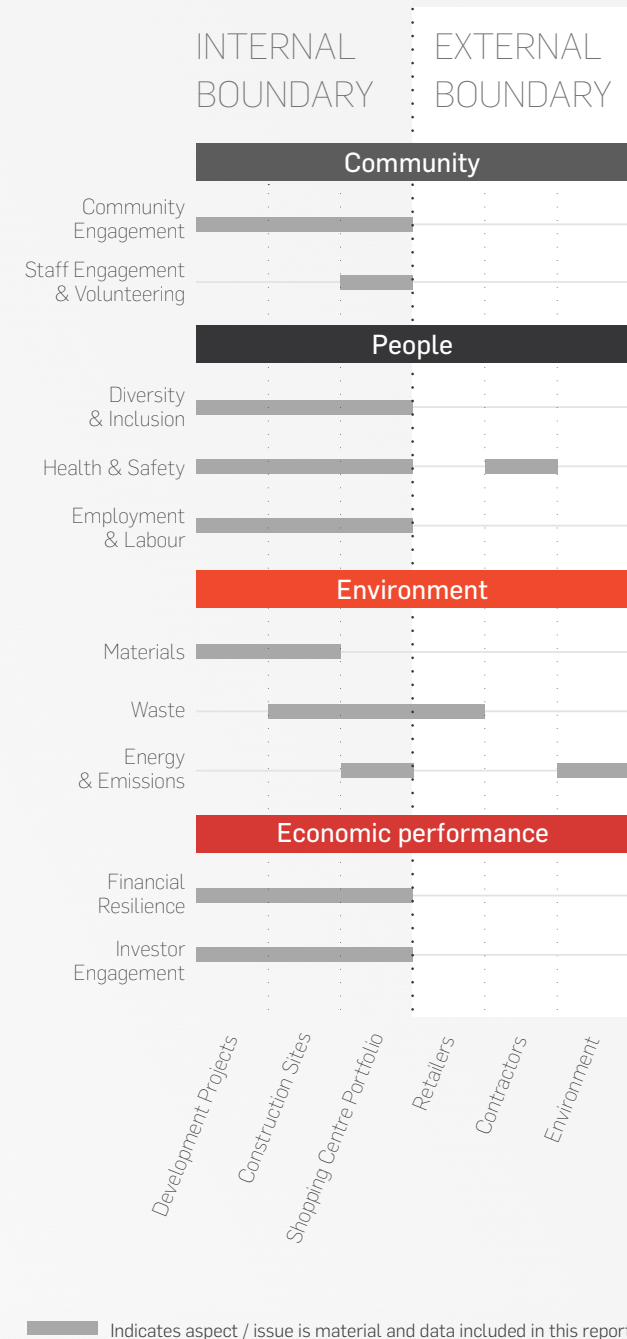
Natural gas and Water: 10 months of actual data obtained from utility providers and 2 months of extrapolated data.

Employee commute: Survey conducted in January 2016 across all Australia and NZ employees.

Air travel: Actual data from travel services agent.

Taxi and car hire: Actual data from and car hiring agency.

Waste: Volume reports from service provider.



ENVIRONMENT



0.38 GJ/sqm Energy intensity of our portfolio (2015: 0.37 GJ/sqm)



3.5 star average NABERS Energy rating, in line with industry average



5 MWh added solar capacity by 2020



CDP score improvement from C (2015) to B

49% operational waste diverted from landfill, improvement from 45% in 2014

Environment: Energy consumption

Table 1: Direct energy consumption by primary use 2016 and 2015

	Type	2016 (GJ)	% contribution	2015 (GJ)	% change year on year
Non-renewable sources	Natural gas	104,970	78.1%	107,691	(2.5%)
	Non-transport fuel combustion	22,431	16.7%	12,661	77.2%
	Transport fuels (controlled vehicles)	7,034	5.2%	1,680	318.8%
Renewable sources	Renewables	3	0.0%	28	(89.4%)
Total		134,439		122,060	10.1%

Table 2: Supplementary regional breakdown - Direct Energy consumption by country 2016

	Type	AU (GJ)	NZ (GJ)	Total (GJ)	Total (kWh)
Non-renewable sources	Natural gas	103,122	1,848	104,970	29,158,401
	Non-transport fuel combustion	22,395	36	22,431	6,230,790
	Transport fuels (controlled vehicles)	6,938	96	7,034	1,954,022
Renewable sources	Renewables	3	-	3	835
Total		132,459	1,980	134,439	37,344,049

Table 3: Direct Energy consumption by primary source 2016 and 2015					
	Type	2016 (GJ)	2016 % contribution	2015 (GJ)	% change year on year
Non-renewable sources	Natural gas	104,970	78.1%	107,691	(3%)
	Diesel	24,552	18.3%	9,895	148%
	Fuel oil - light	-	0.0%	36	(100%)
	LPG	2,300	1.7%	2,407	(4%)
	Petrol	2,613	1.9%	2,003	30%
Renewable sources	Renewables	3	0.0%	28	(89%)
Total		134,439		122,060	10%

Table 5: Indirect energy consumption by primary source 2016 and 2015					
	Type	2016 (GJ)	2016 % contribution	2015 (GJ)	% change year on year
Non-renewable sources	Electricity	1,196,051	91.5%	1,202,407	(0.5%)
Renewable sources	Solar	-	-	-	na
	Hydro energy	111,305	8.5%	128,867	(13.6%)
	Biomass based intermediate energy	-	-	-	na
Total		1,307,357		1,331,274	(1.8%)

Table 4: Supplementary regional breakdown - Direct Energy consumption by country 2016					
	Type	AU (GJ)	NZ (GJ)	Total (GJ)	Total (kWh)
Non-renewable sources	Natural gas	103,122	1,848	104,970	29,158,401
	Diesel	24,516	36	24,552	6,820,046
	LPG	2,300	-	2,300	638,992
	Petrol	2,517	96	2,613	725,775
Renewable sources	Renewables	3	-	3	835
Total		132,459	1,980	134,439	37,344,049

Table 6: Supplementary regional breakdown - Indirect energy consumption by country 2016					
	Type	AU (GJ)	NZ (GJ)	Total (GJ)	Total (kWh)
Non-renewable sources	Electricity	1,196,051	-	1,196,051	332,236,463
Renewable sources	Solar	-	-	-	-
	Hydro energy	-	111,305	111,305	30,918,122
	Biomass based intermediate energy	-	-	-	-
Total		1,196,051	111,305	1,307,357	363,154,585

Environment: GHG Emissions

Table 7: Direct and indirect emissions (scope 1 & 2) by source 2016 and 2015				
2016			2015	
Type	Sum of direct and indirect emissions	% contribution of Direct and Indirect emissions (Scope 1 & 2) of GHG	Sum of direct and indirect emissions	% change year on year
	tonnes CO ₂ -e	tonnes CO ₂ -e	tonnes CO ₂ -e	
Purchased electricity	283,593	93.59%	288,064	(2%)
Natural gas	5,413	1.8%	5,554	(2.5%)
Non-transport fuel combustion	1,657	0.5%	916	80.9%
Synthetic gases	11,841	3.9%	11,712	1.1%
Transport fuels (controlled vehicles)	521	0.2%	119	337.5%
Total	303,025		306,364	(1.1%)

Table 8: GHG emissions by scope and country 2016 and 2015									
2016				2015					
Market	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect emissions (Scope 3)	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect emissions (Scope 3)	% change year on year (Scope 1)	% change year on year (Scope 2)	% change year on year (Scope 3)
	tonnes CO ₂ -e	tonnes CO ₂ -e	tonnes CO ₂ -e	tonnes CO ₂ -e	tonnes CO ₂ -e	tonnes CO ₂ -e			
Australia	19,083	279,914	97,381	17,486	283,590	103,757	9.1%	(1.3%)	(6.1%)
New Zealand	348	3,679	4,784	814	4,475	5,254	(57.2%)	(17.8%)	(8.9%)
Total	19,431	283,593	102,165	18,300	288,064	109,010	6.2%	(1.6%)	(6.3%)

Table 9: Other indirect emissions (scope 3) 2016 and 2015

Activities which cause other indirect (Scope 3) emissions	2016 (tonnes CO ₂ -e)	2016 % contribution	2015 (tonnes CO ₂ -e)	% change year on year
Air travel	3,266	3.2%	3,939	(17.1%)
Employee commute	1,681	1.6%	1,733	(3.0%)
Natural gas	602	0.6%	661	(8.9%)
Purchased electricity	40,331	39.5%	40,379	(0.1%)
Taxi and car travel	172	0.2%	182	(5.5%)
Transport fuels (controlled vehicles)	26	0.0%	6	351.4%
Mixed waste to landfill	56,002	54.8%	62,063	(9.8%)
Other (non-transport fuel)	86	0.1%	48	78.9%
Total	102,165		109,010	(6.3%)

Table 10: Supplementary regional breakdown - Other indirect emissions (scope 3) by country 2016

Activities which cause other indirect (Scope 3) emissions	AU (tonnes CO ₂ -e)	NZ (tonnes CO ₂ -e)	Total (tonnes CO ₂ -e)
Air travel	3,138	128	3,266
Employee commute	1,530	150	1,681
Natural gas	590	12	602
Purchased electricity	40,031	300	40,331
Taxi and car travel	162	10	172
Transport fuels (controlled vehicles)	26	-	26
Mixed waste to landfill	51,817	4,184	56,002
Other (non-transport fuel)	86	-	86
Total	97,381	4,784	102,165

Environment: Waste

Table 11: Breakdown of non-hazardous waste disposal by waste category 2016 and 2015						
2016 – Shopping Centre Operations				2015 – Shopping Centre Operations		
Type	Operational Waste			Operational Waste		
	AU <i>metric tonnes</i>	NZ <i>metric tonnes</i>	Total <i>metric tonnes</i>	AU <i>metric tonnes</i>	NZ <i>metric tonnes</i>	Total <i>metric tonnes</i>
Recycling	21,501	2,445	23,947	21,391	3,493	24,884
Landfill (off site)	43,181	3,703	46,884	44,314	3,942	48,256
Composting	13,346	-	13,346	12,116	-	12,116
Other (to licensed waste contractors facilities)	5,960	-	5,960	6,112	-	6,112
Total	83,988	6,148	90,136	83,932	7,435	91,367

Table 12: Breakdown of non-hazardous waste disposal by waste category 2016 and 2015								
2016 – Design & Construction					2015 – Design & Construction			
	Demolition <i>metric tonnes</i>	Excavation <i>metric tonnes</i>	Construction <i>metric tonnes</i>	Total <i>metric tonnes</i>	Demolition <i>metric tonnes</i>	Excavation <i>metric tonnes</i>	Construction <i>metric tonnes</i>	Total <i>metric tonnes</i>
Recycling	6,531	1,829	54,546	62,905	163,189	6,803	20,685	190,676
Landfill (off site)	-	-	6,138	6,138	13,208	119,523	4,222	136,953
Total	6,531	1,829	60,684	69,043	176,397	126,326	24,907	327,629

Table 13: Breakdown of hazardous waste disposal 2016 and 2015			
Type	2016 <i>metric tonnes</i>	2015 <i>metric tonnes</i>	% change year on year
Hazardous	155	7,401	-98%

Table 14: Total waste disposed 2016 and 2015		
2016 <i>metric tonnes</i>	2015 <i>metric tonnes</i>	% change year on year
159,334	426,397	-62.6%

Table 15: Breakdown of non-hazardous waste disposal by waste category by region and division 2016

Waste management and disposal method	AU <i>metric tonnes</i>	NZ <i>metric tonnes</i>	Variance to PY	
			AU <i>metric tonnes</i>	NZ <i>metric tonnes</i>
Recycling	84,407	2,445	(60%)	(30%)
Landfill (off site)	49,319	3,703	(73%)	(6%)
Composting	13,346	-	10%	0%
Other (to licensed waste contractors facilities)	5,960	-	(2%)	0%
Hazardous (to licensed waste contractors facilities)	155	-	(98%)	0%
Total	153,186	6,148	(63%)	(17%)

Environment: Water

Table 16: Water withdrawn 2016 and 2015

	2016			2015			% change year on year
	AU <i>m³</i>	NZ <i>m³</i>	Total <i>m³</i>	AU <i>m³</i>	NZ <i>m³</i>	Total <i>m³</i>	
Rainwater collected directly and stored by Westfield	2,868	-	2,868	7,627	-	7,627	-62%
Municipal water or other water utilities	4,191,306	356,139	4,547,445	4,150,237	394,763	4,545,000	0%
Total	4,194,174	356,139	4,550,313	4,157,864	394,763	4,552,627	0%

Environment: Energy and Water Intensity

Table 17: Summary of Energy and Water Intensity by site										
2016						2015				
Site	GLA m ²	Energy Intensity GJ / m ²	Water Intensity m ³ / m ²	NABERS - Energy	NABERS - Water	GLA m ²	Energy Intensity GJ / m ²	Water Intensity m ³ / m ²	NABERS - Energy	NABERS - Water
Australia										
Airport West	52,300	0.28	0.75	3.0	4.0	52,300	0.29	0.61	3.0	4.5
Belconnen	96,400	0.26	0.88	4.5	3.5	96,500	0.26	0.77	-	-
Bondi	130,600	0.55	1.86	-	-	129,900	0.53	1.95	3.0	-
Burwood	63,200	0.54	1.79	-	-	63,300	0.52	1.52	3.0	2.0
Carindale	136,400	0.39	0.97	3.5	3.5	136,300	0.40	1.03	3.5	3.0
Carousel	82,300	0.29	1.52	-	-	82,300	0.30	1.64	4.0	2.5
Casey Central	28,686	0.33	0.78	-	-	6,456	0.43	0.29	-	-
Chatswood	80,700	0.46	1.64	-	-	80,900	0.43	1.48	-	-
Chermside	150,700	0.35	1.00	-	-	150,700	0.34	1.05	3.5	3.5
Doncaster	122,200	0.37	0.84	4.0	3.0	123,000	0.32	0.94	4.0	3.0
Eastgardens	84,220	0.30	1.43	-	-	84,149	0.32	1.29	3.5	-
Fountain Gate	178,100	0.31	0.77	-	-	178,100	0.30	0.70	4.0	3.5
Garden City	140,500	0.44	1.23	-	-	141,600	0.45	0.85	3.0	-
Geelong	51,600	0.36	0.74	3.0	4.0	51,900	0.35	0.67	3.5	4.5
Helensvale	44,800	0.34	1.11	-	-	44,900	0.33	1.11	1.0	4.0
Hornsby	100,000	0.36	1.66	4.0	1.5	99,600	0.35	1.68	3.5	1.5
Hurstville	61,600	0.43	1.11	-	-	61,900	0.44	0.97	3.5	3.5
Innaloo	47,000	0.24	0.94	-	-	47,000	0.28	1.15	1.5	-
Knox City	141,300	0.33	0.62	-	-	141,500	0.41	1.23	4.5	1.5
Kotara	74,200	0.30	0.92	-	-	74,600	0.31	0.67	4.0	4.5
Liverpool	83,400	0.39	1.41	-	-	83,600	0.38	1.39	4.0	2.5
Marion	137,200	0.23	0.95	4.5	2.5	133,900	0.26	0.97	4.5	3.0
Miranda	129,000	0.41	1.48	3.5	1.0	129,200	0.33	1.71	-	-
Mt Druitt	60,100	0.34	1.67	-	-	60,100	0.34	1.59	3.5	1.5
North Lakes	85,300	0.33	0.95	-	-	71,200	0.30	0.90	2.0	4.0
Parramatta	137,700	0.50	1.78	-	-	137,100	0.50	1.63	3.0	2.0
Penrith	91,700	0.40	1.45	-	-	91,800	0.40	1.61	3.5	1.5
Plenty Valley	52,000	0.27	0.92	2.5	3.0	51,900	0.30	0.81	3.0	3.5
Southland	129,100	0.46	1.06	-	-	129,300	0.47	0.94	4.0	3.0
Sydney Retail	166,600	0.27	1.11	-	-	167,700	0.26	1.00	-	-
Tea Tree Plaza	95,200	0.30	0.53	3.0	4.5	93,600	0.30	0.53	3.0	4.0
Tuggerah	83,500	0.28	1.26	4.0	2.5	83,300	0.27	1.21	4.5	-
Warringah Mall	132,100	0.31	0.81	-	-	125,700	0.20	1.20	5.0	2.0
West Lakes	72,200	0.29	0.70	-	-	72,000	0.31	0.61	4.0	4.0
Whitford City	78,700	0.39	1.21	-	-	77,800	0.43	1.23	-	-
Woden	72,200	0.33	1.20	-	-	72,300	0.36	1.35	3.5	1.5
New Zealand										
Albany	53,300	0.26	0.95			53,100	0.25	0.25		
Manukau	45,400	0.45	1.23			45,400	0.43	0.43		
Newmarket	31,600	0.35	1.37			31,600	0.34	0.34		
Riccarton	55,700	0.37	1.43			55,700	0.39	0.39		
St Lukes	39,900	0.44	1.44			39,900	0.43	0.43		
West City	36,300	0.42	0.84			36,300	0.42	0.42		
Total	3,735,006	0.38	1.21	3.50	3.06	3,689,405	0.37	1.18	3.45	2.96

Assurance statement

Independent Limited Assurance Report in relation to Scentre Group Limited's 2016 Sustainability Report

To the Management and Directors of Scentre Group Limited (Scentre Group), Ernst & Young ('EY') has carried out a limited assurance engagement in order to state whether anything has come to our attention that causes us to believe that the specific subject matter detailed below ('Subject Matter'), and as presented in Scentre Group's 2016 Sustainability Report ('the Report'), has not been reported and presented fairly, in all material respects, in accordance with the criteria ('Criteria') below.

Subject Matter

The Subject Matter for our assurance for the year ended 31 December 2016 was limited to the following Selected Performance Data:

- Scope 1 greenhouse gas (GHG) emissions of 19,431 in tonnes of carbon dioxide equivalent (tCO₂e)
- Scope 2 GHG emissions of 283,593 (tCO₂e)
- Reported Scope 3 GHG emissions of 102,165 (tCO₂e)
- Total waste of 159,334 in metric tonnes (t)
- Total water consumption of 4,550,313 in cubic metres (m³)

The subject matter did not include:

- Data sets, statements, information, systems or approaches other than the Selected Performance Data and related disclosures
- Management's forward looking statements
- Any comparisons made against historical data.

Criteria

The following criteria have been applied:

- The National Greenhouse Gas and Energy Reporting Act 2007 for Scope 1 and 2 emissions
- Subject matter definitions from the Global Reporting Initiative Sustainability Reporting Guidelines' ('GRI G4')
- Scentre Group's own criteria as set out in 'Scentre Group Limited 2016 Performance Data Pack', including the sources of Scope 3 emissions on which to report.



Ernst & Young
200 George Street
Sydney NSW 2000 Australia
GPO Box 2646 Sydney
NSW 2001

Tel: +61 2 9248 5555
Fax: +61 2 9248 5959
ey.com/au

Management's Responsibility

The management of Scentre Group ('Management') is responsible for the preparation and fair presentation of the Subject Matter in accordance with the Criteria, and is also responsible for the selection of methods used in the Criteria. No conclusion is expressed as to whether the selected methods are appropriate for the purpose described above. Further, Scentre Group management is responsible for establishing and maintaining internal controls relevant to the preparation and presentation of the Subject Matter that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate criteria; maintaining adequate records, and making estimates that are reasonable in the circumstances.

Assurance Practitioner's Responsibility

Our responsibility is to express a limited assurance conclusion on the Subject Matter based on our assurance engagement, conducted in accordance with the Australian Auditing and Assurance Standards Board's *Australian Standard on Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ASAE 3000') and ASAE 3410 *Assurance Engagements on Greenhouse Gas Statements*, and the terms of reference for this engagement as agreed with Scentre Group.

Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and, as such, do not provide all of the evidence that would be required to provide a reasonable level of assurance. The procedures performed depend on the assurance practitioner's judgment including the risk of material misstatement of the Subject Matter, whether due to fraud or error. While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems, which would have been performed under a reasonable assurance engagement.

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

Summary of Procedures Undertaken

Our procedures included but were not limited to:

- Gaining an understanding of the basis for collecting, collating and reporting the selected performance data during the reporting period
- Undertaking analytical review procedures to support the reasonableness of the data
- Testing, on a sample basis, the calculations performed by Scentre Group
- Checking emissions factors had been applied in accordance with the reporting criteria
- Testing, on a sample basis, to underlying source information to test the accuracy of the data
- Obtaining and reviewing evidence to support key assumptions in calculations and other data or statements
- Reviewing the presentation of the information in Scentre Group's 2016 Sustainability Report.

Use of our Limited Assurance Engagement Report

We disclaim any assumption of responsibility for any reliance on this assurance report, or on the Subject Matter to which it relates, to any persons other than Management and the Directors of Scentre, or for any purpose other than that for which it was prepared.

Independence and Quality Control

In conducting our assurance engagement, we have met the independence requirements of the APES 110 Code of Ethics for Professional Accountants. We have the required competencies and experience to conduct this assurance engagement.

Limited Assurance Conclusion

Based on the limited assurance procedures conducted, nothing has come to our attention that causes us to believe that the Subject Matter in the Scentre Group 2016 Sustainability Report for the year ended 31 December 2016 has not been reported and presented fairly, in all material respects, in accordance with the Criteria.


Ernst & Young


Adam Carrel
Partner
Sydney, Australia
21 March 2017

SOCIAL



85%
employee engagement
score, placing Scentre
Group in top 5% globally



JOBS CREATED
23,754 Construction
1,910 Retail



5.09 LTIFR (6.59 in 2015)
including only one LTI across
development projects

Diversity & Inclusion agenda
expanded to include:

- Mental Health & Wellness
- Reconciliation Action Plan
- Domestic Violence
- LGBTI

Social: Employee statistics

Table 1: Employment type and contract

Employment Type / Contract	2016		2015	
	Headcount	Percentage	Headcount	Percentage
Full time	1,745	63%	1,804	64%
Casual	719	26%	701	25%
Part time	225	8%	229	8%
Temporary	87	3%	88	3%
Total	2,776	100%	2,822	100%

Table 2: Employees and contractors by region at 31 December

Employment type	2016			2015		
	AU	NZ	Total	AU	NZ	Total
Employees	2,569	207	2,776	2,582	240	2,822
Contractors	3,755	202	3,957	4,032	270	4,302

Table 3: Employee totals, new hires and departures in year by gender, age group and region 2016

Category	Employee headcount at 31 December 2016	Total number of new employee hires during the year*	Rate of new hires	Total number of employees who left employment during the year*	Rate of employees leaving employment
< 30 years	834	376	14%	288	10%
30 - 50 years	1,461	256	9%	304	11%
> 50 years	481	54	2%	112	4%
Male	1,382	310	11%	338	12%
Female	1,394	376	14%	366	13%
Australia	2,569	646	23%	620	22%
New Zealand	207	40	1%	84	3%
Total	2,776	686	25%	704	25%

* including Casuals in Australia, excluding independent contractors

Table 4: Employee totals, new hires and departures in year by gender, age group and region 2015

	Employee headcount at 31 December 2015	Total number of new employee hires during the year*	Rate of new hires	Total number of employees who left employment during the year*	Rate of employees leaving employment
< 30 years	849	384	14%	270	10%
30 - 50 years	1,473	333	12%	290	10%
> 50 years	500	43	2%	77	3%
Male	1,425	350	12%	301	11%
Female	1,397	410	15%	336	12%
Australia	2,582	719	25%	596	21%
New Zealand	240	41	1%	41	1%
Total	2,822	760	27%	637	23%

* including casuals in Australia, excluding independent contractors

Table 5: Gender ratio by employee category

Employee categories	Gender	% of employees by gender for employee category	
		2016	2015
Senior Managers (M1 and above)	Male	9.0%	8.9%
	Female	2.2%	3.0%
Managers and Professionals	Male	48.8%	46.5%
	Female	39.7%	38.1%
Support	Male	42.3%	44.6%
	Female	58.1%	58.9%

Social: Parental leave

Table 6: Total number of employees that were entitled to parental leave, by gender and the total number of employees that took parental leave, by gender 2016 and 2015

2016			2015	
Gender	Total number of employees that were entitled to parental leave in 2016	Total number of employees that took parental leave in 2016	Total number of employees that were entitled to parental leave in 2015	Total number of employees that took parental leave in 2015
Female	1,064	4	1,108	-
Male	906	66	925	104
Total	1,970	70	2,033	104

Table 7: Total number of employees who returned to work after parental leave ended, by gender 2016 and 2015

2016				2015		
Gender	Total number of employees whose parental leave ended in 2016	Total number of employees that returned to work after parental leave ended in 2016	Return to work rate (%) (G4-LA3d)	Total number of employees whose parental leave ended in 2015	Total number of employees that returned to work after parental leave ended in 2015	Return to work rate (%) (G4-LA3d)
Male	2	2	100%	-	-	0
Female	56	51	91%	60	51	85%
Total	58	53	91%	60	51	85%

Table 8: Total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender 2016

Gender	Total number of employees who returned to work from parental leave in 2015	Total number of employees who were still employed twelve months after they returned to work	Retention rate (%) (G4-LA3d)
Male	-	-	0
Female	52	51	98%
Total	52	51	98%

Table 9: Total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender 2015

Gender	Total number of employees who returned to work from parental leave in 2014	Total number of employees who were still employed twelve months after they returned to work	Retention rate (%) (G4-LA3d)
Male	-	-	0
Female	37	32	86%
Total	37	32	86%

Table 10: Number of employees initiating parental leave during the year

	2014	2015	2016	2012-2019
Employees who went on leave	50	46	70	257
Employees who returned from leave	46 (92%)	37 (81%)	11 (16%)	161 (63%)
Employees who terminated	4 (8%)	7 (15%)	0 (0%)	35 (14%)
Employees still on leave	0 (0%)	2 (4%)	59 (84%)	61 (24%)

Social: Governance bodies

Table 11: Composition of governance bodies by gender and age group

		2016		2015	
Diversity Category		Total number of workforce within governance bodies per category (as at 31 December 2016)	Percentage of individuals within governance bodies	Total number of workforce within governance bodies per category (as at 31 December 2015)	Percentage of individuals within governance bodies
Age Group	30 - 50 years	4	11.8%	5	17.2%
	> 50 years	30	88.2%	24	82.8%
Gender	Male	26	76.5%	27	93.1%
	Female	8	23.5%	2	6.9%
Total		34	100%	29	100%

Social: Training

Table 12: Hours devoted to training personnel, by gender

2016			2015	
Gender	Total number of hours devoted to training personnel	Average training hours per employee*	Total number of hours devoted to training personnel	Average training hours per employee*
Male	3,434	2.5	7,360	5.2
Female	3,175	2.3	7,408	5.3
Total	6,609	2.4	14,768	5.2

Table 13: Percentage of employees receiving regular performance and career development reviews, by gender and by employee category

2016					2015		
	Total number of employees	Total number receiving regular performance and career development reviews	% of employees receiving regular performance and career development reviews		Total number of employees	Total number receiving regular performance and career development reviews	% of employees receiving regular performance and career development reviews
Senior Managers (M1 and above)	Male	124	124	100%	128	128	100%
	Female	31	31	100%	41	41	100%
Managers and Professionals	Male	674	672	100%	670	670	100%
	Female	553	551	100%	527	524	99%
Support	Male	584	298	51%	642	329	51%
	Female	810	375	46%	814	355	44%
Total	2,776	2,051	74%		2,822	2,047	73%

Social: Discrimination

Table 14: Total number of incidents of discrimination and corrective actions taken 2016

	Report the total number of incidents of discrimination during 2016	Number of incidents reviewed by the organization	Number of remediation plans being implemented	Number of remediation plans have been implemented and results reviewed through routine internal management review processes	Number of incidents no longer subject to action
2016					
Total	-	-	-	-	-
2015					
Total	-	-	-	-	-

Social: Workplace safety

Table 15: Total group safety data 2016

	2016	2015	Notes
Lost time injury frequency rate*	5.09	6.59	LTIFR = ([number of Lost Time Injuries / total hours worked] x 1,000,000). This covers both employees and contractors.
Average lost day rate*	5.39	6.92	ALDR = Total number of Lost Time Days / Total number of Lost Time Injuries. This covers both employees and contractors. It represents the average number of days lost per lost time injury
Total fatalities	0	0	
Total absentee rate (as a percentage)*	1.67	1.58	AR = Total number of Absentee days / Total number of days worked x 100. This covers employees only, as absentee days data is not available for contractors.

Table 16: Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs

	2016			2015		
	Total # of employees represented (as at 31 December 2016)	Total Workforce (as at 31 December 2016)	Percentage of total workforce represented	Total # of employees represented (as at 31 December 2015)	Total Workforce (as at 31 December 2015)	Percentage of total workforce represented
Australia	2,449	2,569	95%	2,462	2,582	95%
New Zealand	207	207	100%	240	240	100%
Total	2,656	2,776	96%	2,702	2,822	96%

Table 17: Percentage of the organization operating in verified compliance with an internationally recognised health and safety management system 2016

100% of Westfield's workforce, including independent contractors, are operating under AS4801, an internationally recognised health and safety management system.

369 
employee days used
for volunteering (2015: 408)

Community - Australia

Table 1: \$ million raised (since 2008)

2016	
\$ mio raised	Details
15.40	Westfield Community Program - dedicated program to provide support for Australian children living with disabilities and their families. Every Westfield shopping centre and National Office division has an ongoing relationship with a charity that is a registered Disability Service Provider. We support these charities through fundraising efforts, grants and donations of Gift Cards for charity fundraising events and 100% of all support from Scentre Group goes to directly fund much needed therapy, equipment, early intervention programs and respite services for children with disabilities and their families.

Table 3: Volunteering Days

Reporting Period	# days
2016	369
2015	408
2014	471

Table 5: Christmas Gift Wrapping

2016		
\$ raised	SG \$ matched	Details
250,940	250,940	Each Westfield Shopping Centre for a three week period leading up to Christmas partnered with their community partner to provide a gift wrapping service for customers for a donation to the community partner

Table 2: \$ million funded

2016	
\$mio funded	Details
1.33	<ul style="list-style-type: none"> • \$300,000: Autism Spectrum Australia (Aspect), Early Intervention Readiness Program • \$300,000: Assistance Dogs, 'Let's Keep Moving' and 'Let's Communicate' • \$174,000: Bayside Special Development School, Tick for Tech: introduction of individualised tablets • \$172,440: Breakaway, Respite and Recreation camps in school holidays • \$220,000: Giant Steps, Becoming Me: curriculum in self-care and body awareness • \$166,000 in Incentive Grants

Table 4: Workplace Giving - Staff giving through salary (pre-tax)

Reporting Period	\$ raised	SG \$ matched	Total (\$)
2016	44,838	44,838	89,676
2015	56,732	45,699	102,431
2014	44,468	35,220	79,688

ECONOMIC



GRESB score improvement
from **51** (2014) to **74**

	2016	2015
Direct Economic Value Generated ⁽ⁱ⁾	\$m	\$m
Revenues	5,080.0	6,536.4
Direct Economic Value Distributed ⁽ⁱ⁾		
Operating costs	(1,321.4)	(2,899.0)
Employee wages & benefits	(338.7)	(320.7)
Payments to government by:	(131.3)	(84.7)
- AU entities	(97.2)	(53.8)
- NZ entities	(34.1)	(30.9)
Payments to government as agent by:	(71.5)	(69.6)
- AU entities	(62.5)	(58.8)
- NZ entities	(9.0)	(10.8)
Community investments	(7.5)	(8.6)
	(1,870.4)	(3,382.6)
Payments to providers of capital	(1,555.6)	(1,850.0)
Total economic value distributed	(3,426.0)	(5,232.6)
Direct Economic Value Retained⁽ⁱ⁾	1,654.0	1,303.8

(i) GRI methodology applied: figures differ materially from International Financial Reporting Standards and cannot be compared to or provide any accurate indication of the Group's profitability as reported in its statutory accounts as at 31 December 2016.

Scentre Group

Scentre Group Limited
ABN 66 001 671 496

Scentre Group Trust 1

ARSN 090 849 746
(Responsible Entity: Scentre
Management Limited
ABN 41 001 670 579,
AFS Licence No 230329)

Scentre Group Trust 2

ARSN 146 934 536
(Responsible Entity: RE1 Limited
ABN 80 145 743 862,
AFS Licence No 380202)

Scentre Group Trust 3

ARSN 146 934 652
(Responsible Entity: RE2 Limited
ABN 41 145 744 065,
AFS Licence No 380203)

Registered Head Office

Level 30
85 Castlereagh Street
Sydney NSW 2000
Telephone: +61 2 9358 7000
Facsimile: +61 2 9358 7241

New Zealand Office

Level 2, Office Tower
277 Broadway
Newmarket, Auckland 1023
Telephone: +64 9 978 5050
Facsimile: +64 9 978 5070

Secretaries

Maureen T McGrath
Paul F Giugni

Auditors

Ernst & Young
The Ernst & Young Centre
680 George Street
Sydney NSW 2000

Investor Information

Scentre Group
Level 30
85 Castlereagh Street
Sydney NSW 2000
Telephone: +61 2 9358 7877
Facsimile: +61 2 9358 7881
Email: investor@scentregroup.com
Website: scentregroup.com

Principal Share Registry

Computershare Investor
Services Pty Limited
Level 4, 60 Carrington Street
Sydney NSW 2000
GPO Box 2000
Melbourne VIC 3001
Telephone: +61 3 9946 4471
Enquiries: 1300 730 458
Facsimile: +61 3 9415 2500
Email: web.queries@computershare.com.au
Website: computershare.com

ADR Registry

Bank of New York Mellon
Depository Receipts Division
101 Barclay Street
22nd Floor
New York, 10286
Telephone: +1 212 815 2293
Facsimile: +1 212 571 3050
Website: www.adrbny.com
Code: ADR - SCTRY

Listing

Australian Securities Exchange – SCG

Website

scentregroup.com

Send Your Feedback to:

Energy & Sustainability Manager
Telephone: +61 2 9358 7000
sustainability@scentregroup.com