

PROPERTY MALE CHAMPIONS OF CHANGE

# CHARTER

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MALE CHAMPIONS  
OF CHANGE

The background of the page is a light grey wireframe architectural drawing of a modern building with multiple levels and columns, creating a sense of depth and structure.

# 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.



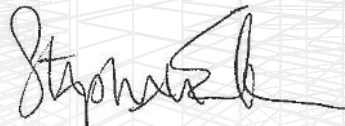
# OUR COMMITMENT TO ADVOCACY

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

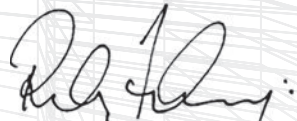
## To this end we commit that we will:

- 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



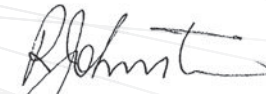
STEPHEN CONRY  
Chief Executive Officer • JLL



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



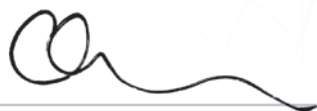
JOHN KENNY  
Chief Executive Officer Australia  
Colliers International



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 glowing green and cyan dots at their corners or centers. The background is a dark blue gradient.

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