

OUR Charter

CHAMPIONS OF CHANGE
PROPERTY 

OUR Purpose

Working together to achieve inclusive gender equality across Property industry workplaces by 2030.

OUR Guiding Principle

We firmly believe that a long-term focus on achieving inclusive gender equality is critical to achieving our business goals, as individual organisations and collectively as an industry.

OUR Commitment

We commit to our time, visible leadership, and accountability for our organisation's and industry's progress on gender equality through:

- ◆ Listening to and learning from people within our organisations to identify high impact actions to accelerate change
- ◆ Reflecting on our personal leadership shadow
- ◆ Being spokespersons for the promotion of inclusive gender equality in our industry, both individually and collectively, to amplify our impact
- ◆ Sharing resources, progress and results freely and widely so that all organisations in our sector and beyond can benefit from this work
- ◆ Assessing and publicly reporting on our individual and collective progress and results on gender equality, consistent with local and global leading practice reporting frameworks.

OUR Goals

We aim to close gender pay gaps in our organisations and across our industry including by achieving:

- ◆ A significant and sustainable increase in the representation of women at all levels and areas of our organisation
- ◆ Workplace cultures of care, respect and belonging, enabling all to prosper
- ◆ Equality and inclusion in what we deliver by designing structures, systems, products, services and practices to be gender equal, safe and inclusive.