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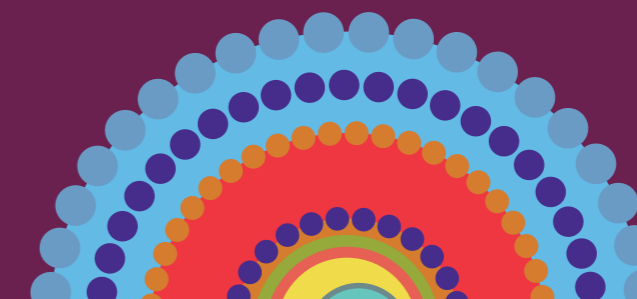


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I am a Torres Strait
Islander man



GPT acknowledges the Traditional Owners of the land on which our business operates and we pay our respects to Aboriginal and Torres Strait Islander Elders past, present and future for they hold the memories, the traditions, the cultures and hopes of Australia's First Nations Peoples.



A hand is shown holding a rectangular wooden board covered in a vibrant, abstract artwork. The artwork features a mix of colors including red, yellow, blue, green, and black, with some areas appearing to be made of clay or paint. The board is held against a background of a colorful, patterned fabric with circular and geometric motifs in shades of blue, green, and orange. The overall scene is bright and artistic.

OUR VISION

We are working towards a better future. A future where we can contribute to positive change, promote respect, create opportunities and build strong relationships with Australia's First Nations Peoples. A future that is driven by our people today and shaped by our recognition of the past.

A MESSAGE FROM OUR CEO

CHIEF EXECUTIVE OFFICER
BOB JOHNSTON

I am delighted to present GPT's inaugural RAP.

GPT is committed to participating in the reconciliation movement and promoting positive change for Aboriginal and Torres Strait Islander Australians.

As one of Australia's largest property companies, GPT has a role to play in helping close the employment, education and economic gap faced by Australia's First Nations Peoples.

This RAP sets measurable targets for our organisation to build strong and authentic relationships, provide more career opportunities and promote a culture of respect for our Aboriginal and Torres Strait Islander employees and community.

We believe strong relationships, understanding and

respect between Aboriginal and Torres Strait Islander peoples and the wider community will benefit all Australians.

GPT will hold itself accountable to the commitments it has made in this RAP and I look forward to sharing our progress and successes along the way.



A MESSAGE FROM RECONCILIATION AUSTRALIA

CHIEF EXECUTIVE OFFICER
JUSTIN MOHAMED

I am very pleased to welcome The GPT Group to our RAP community and congratulate them on the implementation of its first RAP - an Innovate RAP.

In adopting a RAP, GPT joins more than 600 organisations around Australia, using its their diverse capabilities to build meaningful and lasting opportunities in education, employment and business for Aboriginal and Torres Strait Islander peoples.

As one of Australia's oldest property trusts and largest diversified property groups, GPT has a unique opportunity to make a positive contribution to reconciliation through the RAP program. GPT's inaugural RAP sets sustainable and achievable goals that lay

the foundation for genuine respect and understanding between the organisation and Aboriginal and Torres Strait Islander peoples.

This RAP builds on GPT's achievements to date and will assist it to become an employer of choice for Aboriginal and Torres Strait Islander peoples by committing to specific and measurable actions around employment, training and development of staff.

On behalf of Reconciliation Australia, I congratulate GPT on the development of this RAP and look forward to following the organisation's progress in achieving its reconciliation goals.



THE GPT
GROUP WAS
ESTABLISHED
IN 1971

OUR BUSINESS

The GPT Group is one of Australia's largest diversified property trusts.

The Group owns and manages a \$9.4 billion portfolio of high quality Australian retail, office and logistics property assets and is among the top 50 companies listed on the Australian Securities Exchange.

GPT's assets include some of Australia's most iconic real estate assets, including MLC Centre and Australia Square in Sydney, Melbourne Central and Highpoint Shopping Centre in Melbourne, One One One Eagle Street in Brisbane and Casuarina Square in Darwin.

GPT's portfolio of 16 shopping centres, 24 office buildings and 32 logistics and business parks have a gross lettable area of three million square metres.

Since it was established in 1971, GPT has recognised the importance of creating positive change and having strong engagement with the communities where its assets are located. The Group has a proud history in the areas of sustainability and community.

GPT's dedication to sustainability has been recognised, with the Group being named the global real estate leader in the Dow Jones Sustainability Index (DJSI) for four of the past seven years.

The Group in 2014 was recognised in Australia for its leading sustainability practices when it won the Banksia Foundation's Large Business Sustainability Leadership Award.

GPT's organisational culture was built on the belief that a community of interest exists between investors, employees and the wider community.

As part of this strategy, GPT is committed to creating positive change by working with Aboriginal and Torres Strait Islander peoples to achieve greater mutual respect, increased partnerships and creating sustainable opportunities.

In 2009, GPT had no employees identify as being Aboriginal and/or Torres Strait Islander. GPT recognised it needed to take strong steps to engage with the Traditional Owners and First Nations Peoples. Today, GPT employs 10 Aboriginal and Torres Strait Islander employees out of a total workforce of around 500. Since 2013, GPT has partnered with CareerTrackers and has supported 10 internships that have led to three part-time positions. With the launch of its first RAP, GPT aims to continue to increase this number.

This process has culminated in GPT's first RAP, which outlines the actions, timelines and targets on which GPT will be measured and hold itself accountable to building better relationships, respect and opportunities for Aboriginal and Torres Strait Islander Australians.



OUR RAP STORY

GPT started its journey towards developing a RAP after the organisation noticed a significant gap in its diversity. In 2009, the Group employed no Aboriginal and Torres Strait Islander people. This realisation led GPT to investigate sustainable and impactful opportunities which would increase Aboriginal and Torres Strait Islander diversity within the Group.

One of the Group's first initiatives was to engage with the not-for-profit recruitment company, Aboriginal Employment Strategy. This allowed the Group to begin providing employment opportunities to Aboriginal and Torres Strait Islander peoples and continue our journey towards becoming an equitable, socially and culturally conscious workplace. In 2012, we started our relationship with the CareerTrackers Indigenous Internship

program. This enabled the Group to provide five 12 week internships to Aboriginal and Torres Strait Islander university students across the business in areas of Corporate Affairs, Funds Management, Marketing, Legal and Investment Management.

The success of these two initiatives inspired GPT to dream bigger and start looking at more initiatives that aligned with its business strategy and produced valuable results for Australia's First Nations Peoples.

Reconciliation Australia's RAP Program was the next natural step for GPT to take in order to support and continue the growth of its Aboriginal and Torres Strait Islander workforce. The RAP supports the development of strong relationships with First Nations Peoples and the communities where the Group operates.

The RAP promotes understanding and respect within the organisation of Aboriginal and Torres Strait Islander peoples' histories, cultures and achievements.

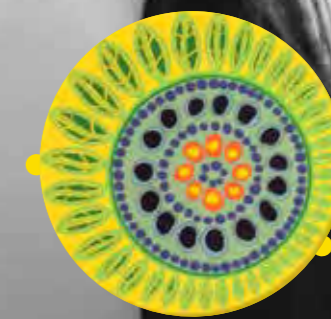
GPT's commitment to produce an Innovate RAP was championed by many leaders of the business. Phil Taylor, Head of People and Performance was the Leadership Team sponsor and was responsible for presenting executive summaries to the Leadership team and the Board. Many other senior business leaders within the Group stepped forward to participate and drive the RAP throughout the business, in the hope of achieving the engagement of all of GPT's employees.

GPT's RAP Working Group comprises of both Aboriginal and Torres Strait Islander employees and other Australians.

Gavi Duncan, Bara Barang and Tiarne Shutt, The GPT Group

Furthermore, the Group sought advice from RAP endorsed organisations such as Insurance Australia Group, Lend Lease and PwC's Indigenous Consulting firm. This has resulted in a well-rounded, thoroughly consulted and culturally appropriate RAP.

GPT's RAP will be implemented and embedded across the organisation over the next two years and will be reviewed in 2017.





OUR RAP TEAM



GPT's Reconciliation Working Group first convened in December 2014 with the aim to provide a wider business perspective on the RAP program.

The diverse team is comprised of employees from across the business and has representatives from Aboriginal and Torres Strait Islander employees and varying business units.

Although there are diverse experiences, knowledge and cultural backgrounds, what brings the team together is a shared vision of improving the lives and sustainable opportunities of Australia's First Nations Peoples.

The RAP team will meet once a quarter to review the progress of the RAP and will be held accountable for the RAP's implementation and timelines.



1. RELATIONSHIPS

GPT is committed to continuing to build strong positive relationships and partnerships that support Aboriginal and Torres Strait Islander peoples. Having strong partnerships is key to the RAP's success. Our priority is to foster trust and respect at both an interpersonal and inter-organisational level.

Action	Responsibility	Timeline	Target
1. The RAP Working Group (RWG) continues to actively monitor RAP development, including implementation of actions, tracking progress and reporting.	Head of People and Performance	October 2015 – August 2017	<ul style="list-style-type: none"> • RWG oversees the development, endorsement and launch of the GPT RAP.
	Community Engagement Manager	March, June, September and December 2016, 2017	<ul style="list-style-type: none"> • Meet at least once per quarter each year to monitor and report on RAP implementation.
2. Establish an external Aboriginal and Torres Strait Islander Advisory Group to provide support, cultural advice and guidance on the GPT RAP.	Head of People and Performance	February 2016	<ul style="list-style-type: none"> • Form an external Aboriginal and Torres Strait Islander Advisory Group.
	Community Engagement Manager	March and September 2016, 2017	<ul style="list-style-type: none"> • Meet at least twice per year with Aboriginal and Torres Strait Islander Advisory Group and seek cultural advice and strategic support.
3. Celebrate National Reconciliation Week (NRW) by providing opportunities for Aboriginal and Torres Strait Islander employees and other employees to build stronger relationships.	Community Engagement Manager	June 2016, 2017	<ul style="list-style-type: none"> • Organise at least one GPT employee event each year to celebrate NRW in Sydney and Melbourne. • Encourage all GPT owned and managed retail centres to promote and celebrate National Reconciliation Week through centre based events. • Promote NRW and its significance by circulating Reconciliation Australia's NRW toolkit. • Register all GPT NRW events each year via Reconciliation Australia's website to capture support and participation. • Develop a communications plan to promote significant Aboriginal and Torres Strait Islander events including NRW.
	RWG		
4. Build and maintain relationships with Aboriginal and Torres Strait Islander peoples and organisations.	Community Engagement Manager	December 2015 – ongoing	<ul style="list-style-type: none"> • Extend an invitation to Aboriginal and Torres Strait Islander peoples and organisations to attend GPT events such as NRW and other activities.
	RWG	June 2016	<ul style="list-style-type: none"> • Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders.
		December 2016	<ul style="list-style-type: none"> • Identify and develop a list of Traditional Owners and Aboriginal and Torres Strait Islander organisations where all GPT assets are located.
		December 2016, 2017	<ul style="list-style-type: none"> • Organise to meet the Traditional Owners and Aboriginal and Torres Strait Islander organisations of the respective asset areas at least once a year to investigate potential partnerships and build stronger relationships.

ABORIGINAL AND TORRES STRAIT ISLANDER INTERN PROGRAM

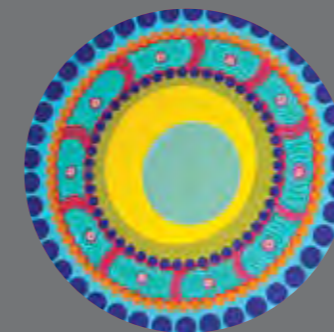
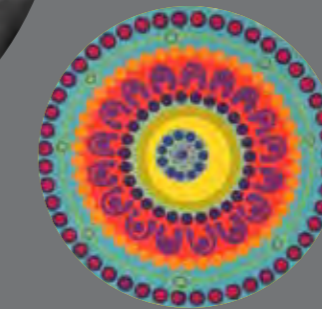
GPT has successfully implemented an internship program, which is designed to increase the number of its Aboriginal and Torres Strait Islander employees and to grow them into the business leaders of tomorrow. GPT began its relationship with the CareerTrackers Indigenous Internship Program in 2013, when the Group employed five Aboriginal and Torres Strait Islander university students across the business. CareerTrackers is a national not-for-profit organisation that facilitates internships in private sector companies for Aboriginal and Torres Strait Islander Students. To date, GPT has facilitated ten internships in partnership with CareerTrackers.

The interns GPT has supported over the past three years have produced impressive results in their university and professional careers. QUT graduate and former GPT intern Joshua Preece was awarded

the CareerTrackers 'Community Spirit' award whilst completing his internship at GPT. This award is given to an intern who demonstrates exceptional community leadership. Tiarne Shutt, a current GPT intern has been an instrumental member of The GPT RAP team. This year she achieved one of her career goals by presenting to GPT's Board of Directors and representing the Group at stakeholder events.

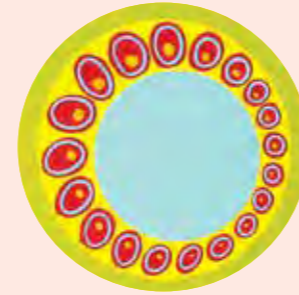
GPT has also implemented an Aboriginal award intern program which provides successful applicants a part-time role within the business and a scholarship during the course of the student's degree. This program currently employs two Aboriginal interns.

GPT will continue to offer opportunities for its interns to grow and develop their professional careers.

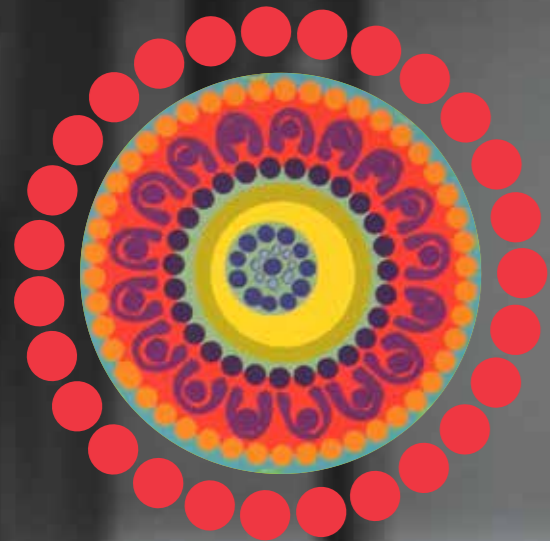


2. RESPECT

GPT respects the rights and interests of the Traditional Owners of the lands across Australia. We promote a culture of respect and will continue to strive to build upon that respect with all Aboriginal and Torres Strait Islander communities and organisations where our assets are located. By demonstrating respect, GPT aims to become an employer of choice for Aboriginal and Torres Strait Islander peoples.



Action	Responsibility	Timeline	Target
1. Engage all GPT employees in the protocols and processes around Acknowledgement of Country and Welcome to Country to ensure there is a respectful and shared meaning.	Director, People & Performance Community Engagement Manager	December 2015	<ul style="list-style-type: none"> In consultation with Aboriginal and Torres Strait Islander peoples develop, implement and communicate a cultural protocols document for GPT. Ensure the opening of all GPT major internal and external events include a Welcome to Country or an Acknowledgement to Country from GPT senior leadership. Develop and communicate a list of key contacts for organising a Welcome to Country for GPT employees and maintain respectful partnerships with Traditional Owners across Australia.
2. Increase cultural learning to raise understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements in order to lay the foundation for other RAP actions to be achieved.	Head of People and Performance Learning & Talent Development Manager	March 2016 June 2016	<ul style="list-style-type: none"> In consultation with Aboriginal and/or Torres Strait Islander peoples, develop and pilot a cultural awareness training strategy for all GPT staff and investigate the opportunity to include various modes of delivery such as online training, face-to-face workshops and on country experiences. Capture the knowledge of our employees around Aboriginal and Torres Strait Islander peoples, cultures and history to inform future cultural training sessions.
3. Provide opportunities for Aboriginal and Torres Strait Islander employees to engage with their cultures and community through celebrating and participating in NAIDOC Week events.	Head of People and Performance Community Engagement Manager	July 2016, 2017	<ul style="list-style-type: none"> Explore the opportunity to support a local community NAIDOC Week event. Provide opportunities for Aboriginal and Torres Strait Islander employees to participate in local NAIDOC Week events. Extend an invitation to Aboriginal and Torres Strait Islander peoples and organisations to attend GPT NAIDOC Week event. Organise at least one internal event to celebrate NAIDOC Week in each of GPT's corporate offices.
4. GPT will continue to acknowledge and promote respect for Aboriginal and Torres Strait Islander peoples.	Community Engagement Manager Head of Information and Technology Director, People and Performance Director, Design and Capital Projects General Manager, Australia Square	October 2015 October 2015 January 2016 February 2017 May 2016, 2017	<ul style="list-style-type: none"> Investigate commissioning Aboriginal and Torres Strait Islander artwork for display in each GPT state head office, including acknowledgement of artist and story of artwork. Set a standard email banner in all GPT outgoing emails that acknowledges and pays respect to Traditional Owners of the land. Review and update employee leave provisions to include cultural and compassionate leave available to Aboriginal and Torres Strait Islander employees. Install signage at each GPT asset for public display that acknowledges the Traditional Owners of the lands and waters where the GPT asset is located. Organise and fly the Aboriginal and Torres Strait Islander flags at Australia Square (GPT co-owned) asset during National Aboriginal and Torres Strait Islander days/celebrations.
5. Demonstrate respect by providing cultural support to prospective Aboriginal and Torres Strait Islander employees in order to become an employee of choice.	Head of People and Performance	October 2015	<ul style="list-style-type: none"> Implement an 'Understanding Aboriginal and Torres Strait Islander Culture' guide for all employees. Implement cultural leave for all Aboriginal and Torres Strait Islander GPT employees to attend cultural occasions.



JASMINE SARIN
A KAMILAROI
AND JERRINJA
WOMAN
'GATHERING PLACE'

THE STORY OF OUR ARTIST

The relationship between Jasmine Sarin and GPT began in late 2014, when a member of GPT's Aboriginal and Torres Strait Islander internship program met Jasmine selling her art at a local Sydney street fair. Today, Jasmine's custom artwork named 'Gathering Place' hangs proudly in GPT's Sydney head office.

Jasmine grew up in Wollongong and is a proud Kamilaroi and Jerrinja Woman of New South Wales. When Jasmin was young she watched her uncle paint Aboriginal styled pieces and this ignited her passion for art.

'Gathering Place' is GPT's reconciliation symbol. It represents the Group's ongoing journey towards improving and enriching the local communities which surround its assets. GPT's RAP is the next step in its community engagement story. It enables GPT to build

strong relationships with Traditional Owners and show respect for their 60,000 year old continuing cultures. Jasmine's artwork is symbolic of this commitment as it represents the evolution of communal gathering places.

The story

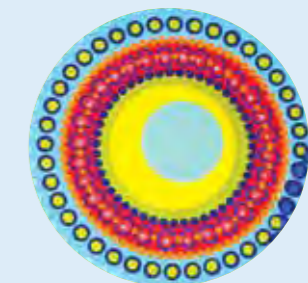
This artwork is representative of place. Each place has its own attributes, qualities and stories. The people that live in these places carry on the knowledge and history of each place through their own stories, and this is illustrated by the many circles clustered within one another. When places grow and we connect and develop communities, we learn, share and develop new stories and strengthen the knowledge of the histories of each place. Places bring people together.



3. OPPORTUNITIES

We strive to build strategies and programs that support Aboriginal and Torres Strait Islander employees to become the leaders of tomorrow. Through the implementation of our Internship programs, we believe we are providing the skills, education and training that will allow Aboriginal and Torres Strait Islander employees to become future business leaders of GPT.

Action	Responsibility	Timeline	Target
1. Investigate opportunities within GPT to increase Aboriginal and Torres Strait Islander employment and retention.	Group Recruitment Manager	October 2015 - ongoing	<ul style="list-style-type: none"> • Commit to employing a minimum of six Aboriginal and Torres Strait Islander university students as interns for a 12 week period. • Review and update People and Performance' procedures and policies to ensure barriers to Aboriginal and Torres Strait Islander employees are able to be addressed.
	Community Engagement Manager	March 2016, 2017	<ul style="list-style-type: none"> • Review, update and implement Aboriginal and Torres Strait Islander employment and retention strategy.
		October 2016	<ul style="list-style-type: none"> • Continue to engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development. • Develop and implement a plan to pilot different approaches to increasing Aboriginal and Torres Strait Islander employment within GPT such as training pathways, apprenticeships, internships, cadetships, work experience.
		October 2017	<ul style="list-style-type: none"> • Advertise employment vacancies in Aboriginal and Torres Strait Islander media such as Koori Mail and National Indigenous Times.
2. Investigate opportunities to increase Aboriginal and Torres Strait Islander suppliers.	Head of Business Services	October 2015 - ongoing	<ul style="list-style-type: none"> • Actively investigate new opportunities to diversify GPT supply chain by using Aboriginal and Torres Strait Islander owned businesses.
	Director, People and Performance	January 2016 - ongoing	<ul style="list-style-type: none"> • Develop and maintain a list of Aboriginal and Torres Strait Islander suppliers and services and distribute to GPT employees.
	Head of Business Services	June 2016	<ul style="list-style-type: none"> • Review procurement policies and procedures to ensure that barriers to Aboriginal and Torres Strait Islander businesses are able to be addressed. • Investigate becoming a member of Supply Nation or partnering with the local Indigenous Chamber of Commerce in each state.
	Community Engagement Manager	October 2016	<ul style="list-style-type: none"> • Encourage and educate staff about the benefits of utilising services from Aboriginal and Torres Strait Islander businesses.
		October 2017	<ul style="list-style-type: none"> • Develop at least one commercial relationship with an Aboriginal and Torres Strait Islander business.



I AM A TORRES STRAIT ISLANDER MAN

JOSEPH HUGHES

I started working for GPT in 2013 as a Dispatch & Office Assistant. Previously, I was an electrician, which gave me the opportunity to travel all across New South Wales working on government contracts. During this time, I visited many Aboriginal communities and was typically the point of call when we entered the communities because of my Aboriginal and Torres Strait Islander heritage. My family is from Thursday & Moa Island.

I received an opportunity to work at GPT through the Aboriginal Employment Strategy, which was targeted at providing jobs to Aboriginal and Torres Strait Islander peoples. I started in the workplace services team. In early 2015, I received an opportunity to be Assistant Property Manager at our MLC Centre management office. Coinciding with this was the opportunity to be a part of GPT's first Reconciliation Action Plan Working Group. I spent a lot of my life disconnected from my culture and regrettably wasn't made aware of it until my late teens. I only recently reconnected with my culture and family from the Islands. My life changed dramatically when I arrived at Townsville airport and met my mum for the first time, and saw my new family run towards me crying with happiness. I had finally found my home.

This strong connection I now have with my culture and

heritage is what makes me so passionate about the RAP program. Knowing that I am playing a role in shaping our future fills me with immense pride. I am also hopeful for my community's next generation and for my child.

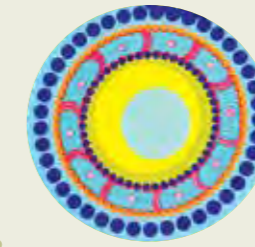
As a dad, I want to see my son reach all his goals and aspirations and not be held back because he is a Torres Strait Islander man. Being a part of this program at GPT is another way I can do everything for my son to make sure that he never has a barrier when entering university, going for a job or just walking down the street.

Malcolm Fraser wrote, "Reconciliation requires changes of heart and spirit, as well as social and economic change. It requires symbolic as well as practical action." To me, that embodies the change that GPT is embarking on. I am proud to be a part of our change.



4. TRACKING & PROGRESS

GPT's success will be measured by how it builds stronger relationships, increased mutual respect and sustainable opportunities for Aboriginal and Torres Strait Islander peoples. The Group has set itself actions, timelines and targets on which it will be held accountable in reaching its reconciliation goals.



Action	Responsibility	Timeline	Target
1. Report achievements, challenges and learnings to be provided to Reconciliation Australia for inclusion in the Annual RAP Impact Measurement Report.	Head of People and Performance	December 2015 30 September 2016, 2017	<ul style="list-style-type: none"> Define systems and capability needs to track, measure and report on our RAP targets. Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
2. Report on GPT RAP progress and achievements internally and to external stakeholders.	Group Media and Communications Manager	October 2015 – ongoing	<ul style="list-style-type: none"> Communicate RAP achievements and progress to employees through internal communications such as Yammer, newsletters etc. Report RAP achievements to CEO and the Board annually.
	Business Editor	October 2015 - ongoing	<ul style="list-style-type: none"> Communicate RAP achievements externally via GPT's website and blog.
		October 2016, 2017	<ul style="list-style-type: none"> Include RAP achievements in GPT's annual report.
3. Refresh and update a new RAP for GPT.	Community Engagement Manager	October 2017	<ul style="list-style-type: none"> Draft a new RAP for GPT based on learnings, achievements and challenges experienced in the inaugural RAP.
	RWG	October 2017	<ul style="list-style-type: none"> Send draft RAP to Reconciliation Australia for formal review, feedback and endorsement.

CONTACT DETAILS

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