



gpt

# STRETCH RECONCILIATION ACTION PLAN

JULY 2023 – JULY 2026



RECONCILIATION  
ACTION PLAN  
STRETCH



## Stretch Reconciliation Action Plan July 2023 – July 2026

### Acknowledgement of Country

The GPT Group acknowledges the Traditional Custodians of the lands on which our business operates.

We pay our respects to Elders past, present and emerging; and to their knowledge, leadership and connections.

We honour our responsibility for Country, culture and community in the places we create and how we do business.

### Terms used

Throughout this Reconciliation Action Plan the term First Nations people is used. We acknowledge the diversity of Australia's First Peoples and in this document, First Nations peoples refers to Aboriginal and Torres Strait Islander peoples of Australia.

GPT acknowledges that many Aboriginal and Torres Strait Islander people prefer to be known by their cultural names. We use the term First Nations people in this document on advice from our First Nations employees, partners and our First Nations External Advisory Group.

### Please note

First Nations people should be aware that this document may contain images of people who have passed away.

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# About the artists

## Lowell Hunter

Lowell Hunter is a proud Nyul Nyul Saltwater man from the Kimberley's in Western Australia, who grew up on Gunditjmara Country in Warrnambool, and now lives on Wathaurong Country, Geelong. Although far apart, each of these special places have kept Lowell strongly connected to the ocean his whole life.

Known as Salty One, Lowell creates sand art and uses drone photography to capture the scale of his works within breathtaking landscapes, which all started simply, as a way for him to get out and connect with culture, Country and sea.

Using only his feet, Lowell carves stories into the sand using the same foot movements he was taught through traditional dance movements his people have practiced for countless generations.

Lowell's artworks tell stories of family, identity and connection.

## Bobbi Lockyer

Bobbi Lockyer is a proud Ngarluma, Kariyarra, Nyul Nyul and Yawuru woman born and based on Kariyarra Country in Port Hedland.

Bobbi was recognised as NAIDOC Artist of the Year 2021 and is an official creator for Nikon Australia. A solo mother to four amazing boys, striving to create a better, more colourful world for them and everyone else.

Bobbi's art is influenced by the stories of the past, the colours of Country and the waves of the ocean, along with her deep-rooted passion for community and dream of a better world. Her art refuses to be defined by conventional means instead, providing an insight into her creative heart and soul through an array of different mediums, including Aboriginal art, fine art paintings, photography, illustration and digital design.

Bobbi's art gives her a platform to fight the good fight as an activist for social justice and Indigenous rights, women's rights - including Birthing on Country - and as an advocate for her grassroots Aboriginal community in her beloved hometown, Marrapikarinya (Port Hedland), as well as on a national level.

Lowell and Bobbi have collaborated on a number of projects in recent years. Using the birds eye view drone imagery of Lowell's sand art, Bobbi adds her painted touch to compliment the prints and create an eclectic feel to each piece. By working together to combine the two different mediums, Lowell and Bobbi create unique artworks that are vibrant and deeply connected to culture, Country and sea.

# About the artwork: “Saltwater Spirit”

In a harmonious collaboration between two talented artists, Lowell Hunter and Bobbi Lockyer, the extraordinary artwork, “Saltwater Spirit” comes to life, telling a story of connection, community, and sustainability deeply rooted in Nyul Nyul Country’s First Nations culture.

Lowell Hunter: “When creating this sand art for GPT, my intention was to share the journey of coming together and connecting more people with Indigenous culture. Themes of connection, community, sustainability are a central focus for this Reconciliation Action Plan.

Being able to travel to Nyul Nyul Country to create this meaningful piece made this artwork both a great honour and privilege to create.

There are various focal points of this artwork. Circular meeting places, a final celebration point and environmental elements of land and sea along the journey. As well as symbols of protection and guidance, this journey reflects coming together to connect, share, and grow in a way that is both nurturing and sustainable. The waved pathways are journey lines. These journey lines represent pathways coming in and out of meeting places. They imply that our journeys may not be straight forward and linear, but that they always lead us back to community.

Along the journey lines, are plantation and shell middens, this represents our cultural heritage and how Indigenous People have lived off these lands harmoniously with Country for thousands of years.

There is a mother turtle laying eggs and a fish. These are symbolic of sustainability. Here I wanted to convey the importance of respecting that Country needs time to replenish in order to be able to produce more harvest and sustain us for many generations to come. It symbolises consuming mindfully

and being intentional and respectful with hunting. Creating time for rest and replenishment is important if we want to generate sustainable harvests.

The secondary meeting place symbolises a place to come together with our Elders who are the knowledge holders of our community. With guidance from our Elders, we listen to learn and to show respect. This represents a space to be held, guided and supported.

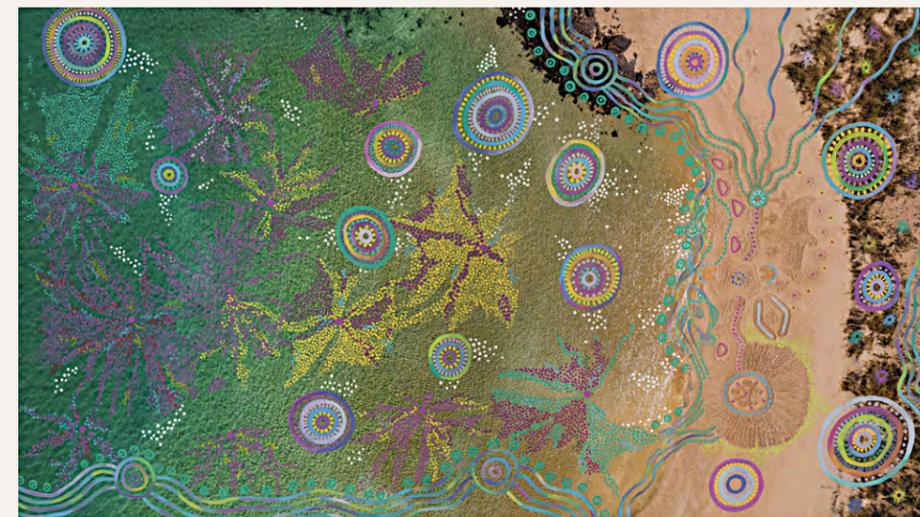
The final place is a place of reflection and celebration. The achievements which come from connecting, understanding and valuing Indigenous Country, Culture and Community and how in doing so, connects us all and creates a future that is diverse and sustainable.

The entire journey is overseen by a protector, a wedge tailed eagle. This represents the Ancestral spirit which guides, protects and watches over us.

Surrounding the eagle are stars. Aboriginal people look to the stars at night to guide their journey. Stars symbolise a light of direction, a pathway when we feel unclear of our surroundings or when we require clarity on our direction.

*“My hope is that this artwork inspires you to appreciate the richness and the beauty of this beautiful Country which connects, serves, heals and supports us all to grow, flourish and thrive”.*

Bobbi Lockyer: “As the artist behind the painted portion of this collaboration piece with Lowell Hunter, I aimed to convey the profound connection between Aboriginal people and the natural world, specifically our relationship with Nyul Nyul country. The artwork was inspired by the stunning colours of seashells



found along the beach and the intricate patterns left in the sand by the tides. I hand painted each dot over the top of Lowell’s stunning aerial photograph of the ocean scape.

In creating this artwork, I wanted to explore the concept of community and connection, represented by the dots that adorn the canvas. These dots are arranged in a way that mimics the little crab balls of sand that can be seen along the shore, emphasising the interconnectedness of all things in nature.

As you gaze at this piece, you’ll find yourself transported to the beach, surrounded by the vibrant colours and mesmerising patterns. It’s a powerful reminder of the beauty and majesty of the natural world, and it underscores the importance of preserving our connection to it.

*“For me, this artwork is more than just a representation of Nyul Nyul Country; it’s a celebration of the enduring relationship between Aboriginal people and our Country.*

*I hope that it inspires others to appreciate the beauty of the world around us and to work towards protecting it for future generations”.*

In essence, “Saltwater Spirit” is a masterpiece that invites people to appreciate the richness and beauty of the land, fostering a deep understanding of First Nations Culture, community, and the vital connection to a sustainable future. It is a visual celebration of the enduring relationship between First Nations people and their ancestral land, a reminder of the importance of preserving this connection for generations to come.

# Our vision for reconciliation

**GPT stands for change: our vision for reconciliation is that we work together to create a nation grounded in equity, respect and reciprocity.**

We are committed to working towards our vision for reconciliation, ensuring that we:

- Honour our responsibility for Country, culture and community in the places we create and how we operate
- Advocate for truth-telling, shared understanding and learning
- Respect the knowledge, leadership and diversity of First Nations people and cultures, and
- Act in partnership with First Nations people and others, to create opportunities for everyone.

As a leading Australian property company, we will continue to work with our industry network, Reconciliation Australia, our First Nations partners and our communities to advance our vision for reconciliation. In particular we are committed to continuing to enhance business practices in the property industry to uphold businesses' responsibilities for human rights. This includes protecting and restoring culture and ecology, ensuring economic and social equity in projects and partnerships, and continuing to advance First Nations engagement in placemaking.

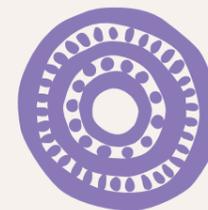
This is GPT's third Reconciliation Action Plan (RAP) and second Stretch RAP, outlining our formal commitments to reconciliation in Australia.

Our RAPs provide a practical plan to drive genuine and positive change. They enable GPT to gain a deeper understanding of our responsibilities to Country, culture and community, to build stronger connections and partnerships, and importantly they help us enhance how we co-create thriving communities across Australia.

This Stretch RAP was developed with significant input and engagement with our employees and our network of First Nations partners over the last 18 months. Key highlights included:



A Group-wide survey seeking input from all our employees regarding our key RAP learnings, reconciliation goals, and aspirations.



Workshop with 30 RAP champions from across GPT to revise our Stretch RAP vision and focus areas.



Feedback and input from our First Nations partners and First Nations External Advisory Group, through interviews facilitated by Cultural Grounding regarding our revised RAP vision, focus areas and GPT's role regarding the Uluru Statement from the Heart and the upcoming referendum.



Reconciliation Australia and GPT Board endorsement of our Stretch RAP 2023-26 vision and commitments.

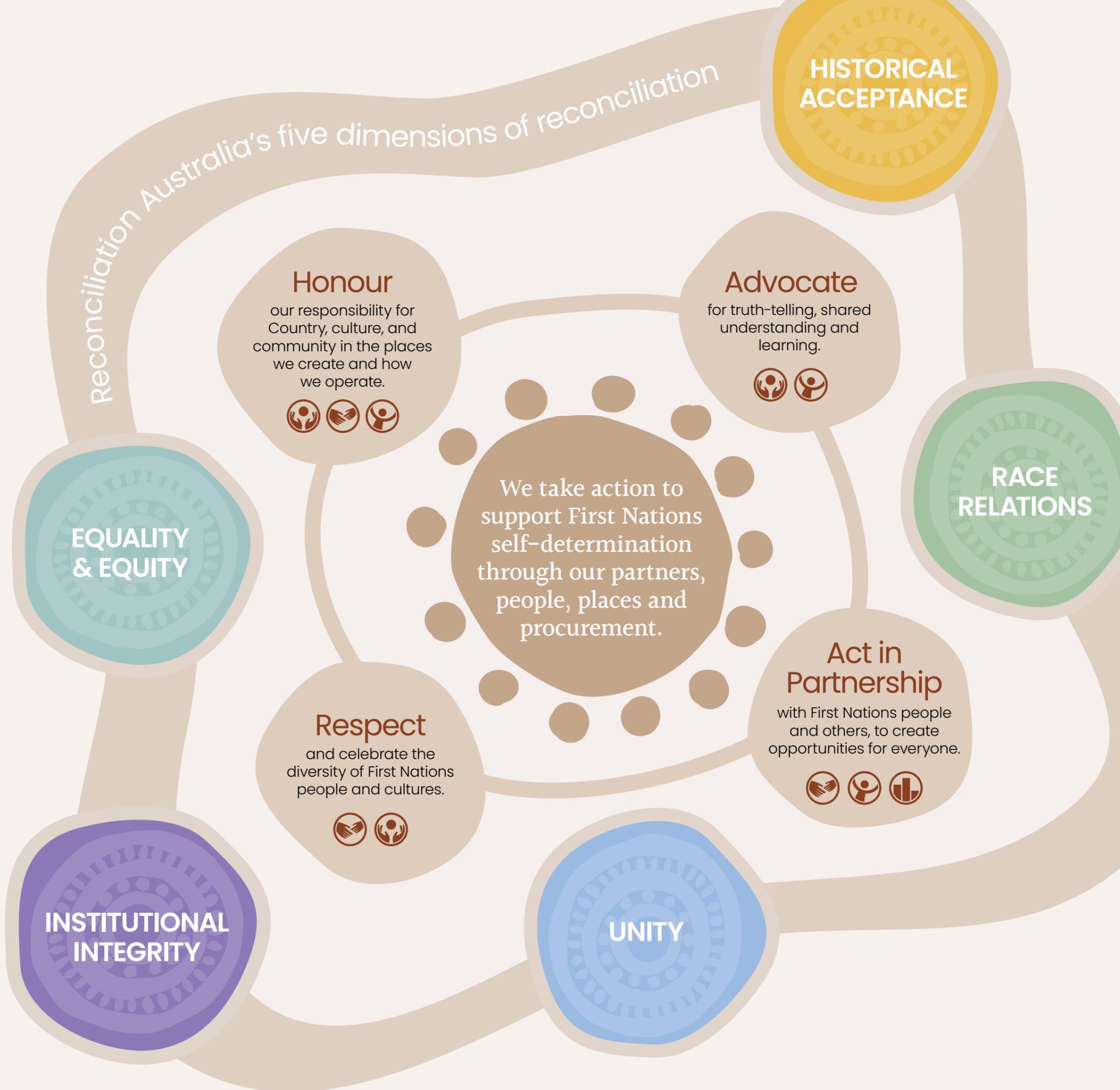
# GPT's Stretch Reconciliation Action Plan Framework

Reconciliation Australia's "five dimensions of reconciliation" – equality and equity, race relations, historical acceptance, institutional integrity and unity – alongside Reconciliation Australia's RAP pillars of respect, relationships, opportunities and governance provide the framework and guide the actions set out in this Stretch RAP.

Collectively they inform and give purpose to the focus areas outlined in our vision for reconciliation on page 4.

We are committed to supporting First Nations self-determination and positive socio-economic outcomes through our partnerships, our people, our places and our procurement.

We acknowledge and thank our many partners for their guidance and support in shaping our business practices and actions that advance reconciliation in Australia.





# Our commitment to human rights

GPT has been a signatory to the United Nations Global Compact (UNGC) since May 2012, and was the first Australian property company to publicly report on the ten principles of human rights, labour, anti-corruption and the environment.

As an Australian property company, we acknowledge our responsibility for Country, culture and community and recognise that First Nations engagement and self-determination is a material human rights responsibility for GPT.

In line with our commitment to the UNGC, we also recognise the ambition and importance of the United Nations' 17 Sustainable Development Goals (SDGs) "to achieve a better and more sustainable future for all". We acknowledge the SDGs as a call to action to address global social, environmental and governance matters by 2030, to improve the lives and prospects of people everywhere.

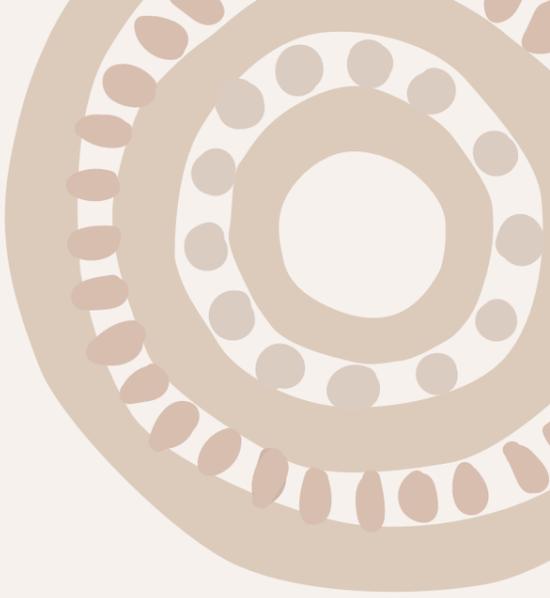
We actively contribute to the SDGs through our ESG strategy, of which the commitments outlined in this Stretch RAP form part of.

GPT's Human Rights Statement is publicly available on our website and is aligned to the United Nations Declaration of the Right of Indigenous Peoples. We also annually report a Communication on Progress (CoP) to the UNGC outlining our actions to uphold and support human rights. GPT submitted its first CoP questionnaire in May 2022. You can access GPT's company page on the [UNGC website](#).

This is further supported by GPT's annual [Sustainability Report](#) which outlines broader actions and progress against our ESG Strategy and the SDGs, including Reconciliation in Action.



Smoking ceremony,  
32 Smith, Parramatta



# 2023 First Nations Voice Referendum and the Uluru Statement from the Heart

GPT supports the establishment of governance structures that enable First Nations self-determination and achieve the Closing the Gap targets. We support the principles of the Uluru Statement from the Heart and recognise the importance of the First Nations Voice referendum. We are committed to listening and respecting the diversity of views across our First Nations partners regarding the Aboriginal and Torres Strait Islander Voice, truth-telling and treaty.

In 2020, we commenced engagement with our First Nations partners and other key stakeholders to understand their views on these topics. We have continued to seek feedback to inform our actions, public statements and the commitments outlined in this Stretch Reconciliation Action Plan. GPT acknowledges and is grateful for the diversity of perspectives and experiences that have been shared with us by our network of First Nations partners and the communities where we operate regarding the Uluru Statement and the First Nations Voice referendum discussions.

Overall, we heard from our partners that truth-telling is a critical priority, and that GPT has an opportunity and a role to support education to advance reconciliation.

As an Australian corporate leader, our focus will remain on engagement and learning opportunities on these complex issues, with our own people and our wider network. We are committed to taking action on our RAP commitments and activities that enable reconciliation, self-determination and equity.

## Supporting awareness and engagement with our people

In 2020, we commenced an internal engagement campaign across GPT, to help our people better understand the Uluru Statement from the Heart, Constitutional recognition and treaty. Our RAP Working Group created regular communications to keep our people informed on the referendum seeking support for Constitutional change, the Uluru Statement from the Heart and its principles, treaty discussions around the country, and the diversity of views on these topics in Australia. This campaign included an event with Stan Grant, who spoke about his family's story, his experiences as part of the Uluru Statement collective and his views on the future we can create together in Australia. More than 350 GPT employees attended this event, and we continue to share updates to our business regarding these national discussions.

We continue to support and prioritise opportunities for truth-telling through hosting events for our people and wider tenant community, and through active engagement with Traditional Custodian groups to inform placemaking activities. We believe this approach respects the diverse views of our First Nations partners and elevates these important conversations in our communities.

We welcome continued engagement and action to achieve a positive outcome for the Voice referendum, the objectives of the Uluru Statement and the Closing the Gap targets, such as those outlined in this RAP. We will continue to engage with First Nations communities and our partners, and collaborate on opportunities for shared learning and discussion on truth-telling, treaty and a First Nations Voice.

## A message from our CEO



I am pleased to present The GPT Group's 2023 – 2026 Stretch Reconciliation Action Plan (RAP).

This is GPT's second Stretch RAP, which reaffirms our responsibility for Country, culture and community. We recognise that First Nations engagement is an important human rights responsibility for GPT, and the RAP framework provides us with measurable objectives to increase our accountability and contributions to reconciliation.

In collaboration with our First Nations partners, GPT achieved 97% of our first Stretch RAP commitments.

As one of Australia's largest property companies, we understand the unique opportunity we have to embed First Nations voices in placemaking and engage our network of stakeholders in advancing socio-economic outcomes for First Nations peoples. To create a nation grounded in equity, respect and reciprocity, we must acknowledge our responsibility for reconciliation and hold ourselves accountable for our commitments.

Over the last five years we have focused on building and formalising our learning and engagement activities, and our partnerships with First Nations organisations in our network and in the regions where we operate.

These partnerships have resulted in many outcomes, including opportunities for truth-telling in the built environment, and with our customers and communities through activities and events.

Our latest RAP continues to build on our engagement work and was developed with significant input from our employees and our network of First Nations partners. Our RAP commitments are part of our regular business activities and inform our actions to help us continue to learn, build and grow as a business.

In this RAP, we are particularly focused on enhancing our First Nations Peoples Inclusion Plan and growing our supplier diversity through First Nations procurement.

At GPT, we recognise that the 2023 Aboriginal and Torres Strait Islander Voice referendum and the Uluru Statement from the Heart are significant to Australia's reconciliation journey. We will continue to engage with our First Nations stakeholder network on these important topics, and host learning activities with our people and our wider network to build awareness and understanding.

We remain committed to listening, learning and taking action to meaningfully advance reconciliation in Australia. At GPT, we believe genuine interest and action enables positive, sustainable change.

Thank you to our many partners for their guidance and support in shaping our business practices and actions to advance reconciliation. Together, you help us create positive impact for people, place and planet.

### Bob Johnston

Chief Executive Officer & Managing Director

## A message from Reconciliation Australia



On behalf of Reconciliation Australia, I congratulate the GPT Group on its formal commitment to reconciliation, as it implements its second Stretch Reconciliation Action Plan (RAP).

Formed around the pillars of relationships, respect, and opportunities, the RAP program helps organisations realise the critical role they can play in driving reconciliation across their work and area of expertise.

For GPT, this has meant understanding how its position as one of Australia's largest diversified property groups can be leveraged to contribute to the reconciliation movement. It has acted on this in two key ways: by using its influence to encourage stakeholders to engage with reconciliation themselves; and by bringing Aboriginal and Torres Strait Islander perspectives into the built environments it creates.

In GPT's previous RAP, for example, it embedded questions in its tender applications processes to ask suppliers about their First Nations engagement, which has resulted in GPT's top 10 suppliers joining the RAP Program.

The GPT Group also collaborated with Traditional Owners and First Nations partners on development and placemaking projects and worked with Cultural Grounding to make sure the offices, shopping centres and workplaces it has purview over are culturally safe and inclusive.

GPT is taking these successes and expanding on them in this new Stretch RAP, pushing itself and its influence for further impact.

This influence is extending to collaborating with industry networks to raise awareness and understanding around the principles of the Uluru Statement from the Heart. It will also update its Development Management Framework to ensure that all development projects include Indigenous Design Principles and collaborate with First Nations design practitioners.

These initiatives, among others, show the GPT Group continuing the work it started in its previous RAPs, using its position to model reconciliation to its suppliers and industry, while also elevating the visibility of Aboriginal and Torres Strait Islander cultures in the environments it creates.

On behalf of Reconciliation Australia, I commend the GPT Group on this Stretch RAP and look forward to following its ongoing reconciliation journey

### Karen Mundine

Chief Executive Officer

# About The GPT Group<sup>1</sup>

GPT is a leading Australian diversified property group that owns and actively manages a \$32.2 billion portfolio of high quality retail, office and logistics assets across Australia. GPT undertakes four core business activities: we invest in, develop and manage Australian real estate assets and funds to create value for our stakeholders in a sustainable way.

Listed on the Australian Securities Exchange (ASX) since 1971, GPT is recognised as a global sustainability leader and we have integrated environment, social and governance (ESG) pillars into our strategy and operations.

As the world continues to rapidly change, we actively consider and address ESG risks and opportunities in our business practices, enabling us to create value in the form of growing and predictable earnings, thriving places, empowered people, a sustainable environment, and prospering customers, suppliers and community.

We employ over 650 talented people across Australia primarily in New South Wales, Queensland, South Australia, Victoria and Western Australia and at present this includes four First Nations employees (or 0.74% of our total employees).

To learn more about GPT visit [www.gpt.com.au](http://www.gpt.com.au).



## OUR VALUES

### Everyone counts

People really matter to us. We learn from our differences and we pull together as one. Life is precious, so safety and wellbeing are our priority, always.

### Imagine if...

We believe anything is possible. We're inquisitive about the world around us, and use customer insights to drive the creative and the new. Great questions drive great outcomes.

### Go for it!

We turn ideas into action. We back ourselves and each other. Energy and enthusiasm power everything we do. We're great at getting things done. We're excited to pioneer the firsts that others follow.

### Make an impact

Property impacts our planet in a very real way. So we act with courage and conviction to make a difference — no matter how big or small. We know a better tomorrow is up to each of us.

1. As at 30 June 2023.

# Champions and changemakers

Leadership and partnerships are key to advancing our aspirations and commitments within our RAP.



## Our First Nations External Advisory Group

Our First Nations External Advisory Group provides guidance to ensure we are adhering to cultural protocols in our activities and continue to advance on our reconciliation commitments. Our First Nations External Advisory Group was established in 2016 and meet formally and informally to update our approach and activities through our RAP Working Group.

### We acknowledge and thank our External Advisory Group for their ongoing support:

**Theresa Lake:** Theresa is a proud Gamilaroi/Gamilaraay woman. Her grandmother is Juanita (Una) Lake (nee Cain) from Burra Bee Dee Mission and Forky Mountain, outside of Coonabarabran. Theresa was born and raised in Dubbo until the age of 14 when she moved to Sydney, and now lives on Gadigal Country. Theresa's breadth of experience in Aboriginal policy, advocacy and complex program delivery are examples of her leadership and strength of character.

**Joe Griffin:** Joe is an Awabakal man and lives with his family on Country in Newcastle. He is passionate about sharing his culture and supporting those around him to succeed.

**Grant Maher:** Grant is a descendent of the Gumbaynggir and Biripi people from Northern New South Wales. Grant is a mentor and advocate for Indigenous engineers, providing support, networking and developmental opportunities for current and future Indigenous engineers across Australia.

**Tahnee Jash:** Tahnee Jash is a proud Yuin/Kamilaroi woman whose family comes from the south coast of New South Wales and northern New South Wales. Tahnee has spent most of her life living across Darug and Dharawal Country. As a journalist, she is providing a platform for missing perspectives to be heard in the media and changing the way First Nations news stories are told.

We also acknowledge the ongoing support and advice we receive from our First Nations partners through formal partnerships, formal contracts, ad hoc discussions and conversations. Many of our partners are highlighted in our stories in this document.

### We thank the following people and organisations for their guidance and support during 2019–2023:

Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS)

Aunty Carolyn Briggs

Aunty Denise Proud and Monique Proud, Cultural Grounding

Aunty Lois Peeler and Worawa Aboriginal College

Balarinji

Bobbi Lockyer

Bunurong Land Council

Chris Davies

Christian Hampson

Clarence Slockee

Elaine Chambers-Hegarty, Cultural Edge Designs

Erin Wilkins, Leanne Watson and the wider Dharug community, Darug Custodian Aboriginal Corporation

First Nations Fashion + Design (FNF+D)

Jefa Greenaway and team, Greenaway Architects and Greenshoot Consulting

Jirra Lulla Harvey, Kalinya

Kabi Kabi People's Aboriginal Corporation

KARI Foundation

Kevin O'Brien

Larrakia Nation

Lowell Hunter, Salty One

Metropolitan Local Aboriginal Land Council

Nulungu Dreaming

Reconciliation Australia

Spatial Hub

Supply Nation

The Clontarf Foundation

Timmy 'Djawa' Burarrwanga, Lirrwi Tourism

Uncle Colin Hunter and Aunty Joy

Murphy Wandin AO, and the Wurundjeri

Woi-Wurrung Land Council

Yatu Widders-Hunt, Cox Innal Ridgway

Zachary Bennett-Brook, Saltwater

Dreamtime

# RAP working group

Our RAP is guided by our RAP Working Group, which is made up of representatives from various functions within the business and locations where we operate.

Our RAP Working Group is responsible for advocating for reconciliation, ensuring GPT is delivering on its RAP commitments, and exploring opportunities for innovation and collaboration with external partners.

The RAP Working Group charter ensures that First Nations employees are part of our RAP Working Group, and at present this includes two First Nations employees. The Working Group meet approximately every six weeks, and project specific working groups meet throughout the year and report to the Working Group.

## Membership of our RAP Working Group

Leadership Team Sponsor: Chief Risk Officer

Lead: National Social Sustainability Manager

Social Sustainability Manager

Group Communications Manager, Corporate Affairs and Investor Relations

Corporate and Sustainability Reporting Manager, Corporate Affairs and Investor Relations

Head of Diversity, Inclusion and Wellbeing, People

Procurement Assistant, Procurement & Property Services

Dispatch and Office Attendant, Workplace Services

Senior Development Manager, Retail

Marketing General Manager, Retail

Marketing Manager, Retail

Project Director, Office

Regional General Manager, Office

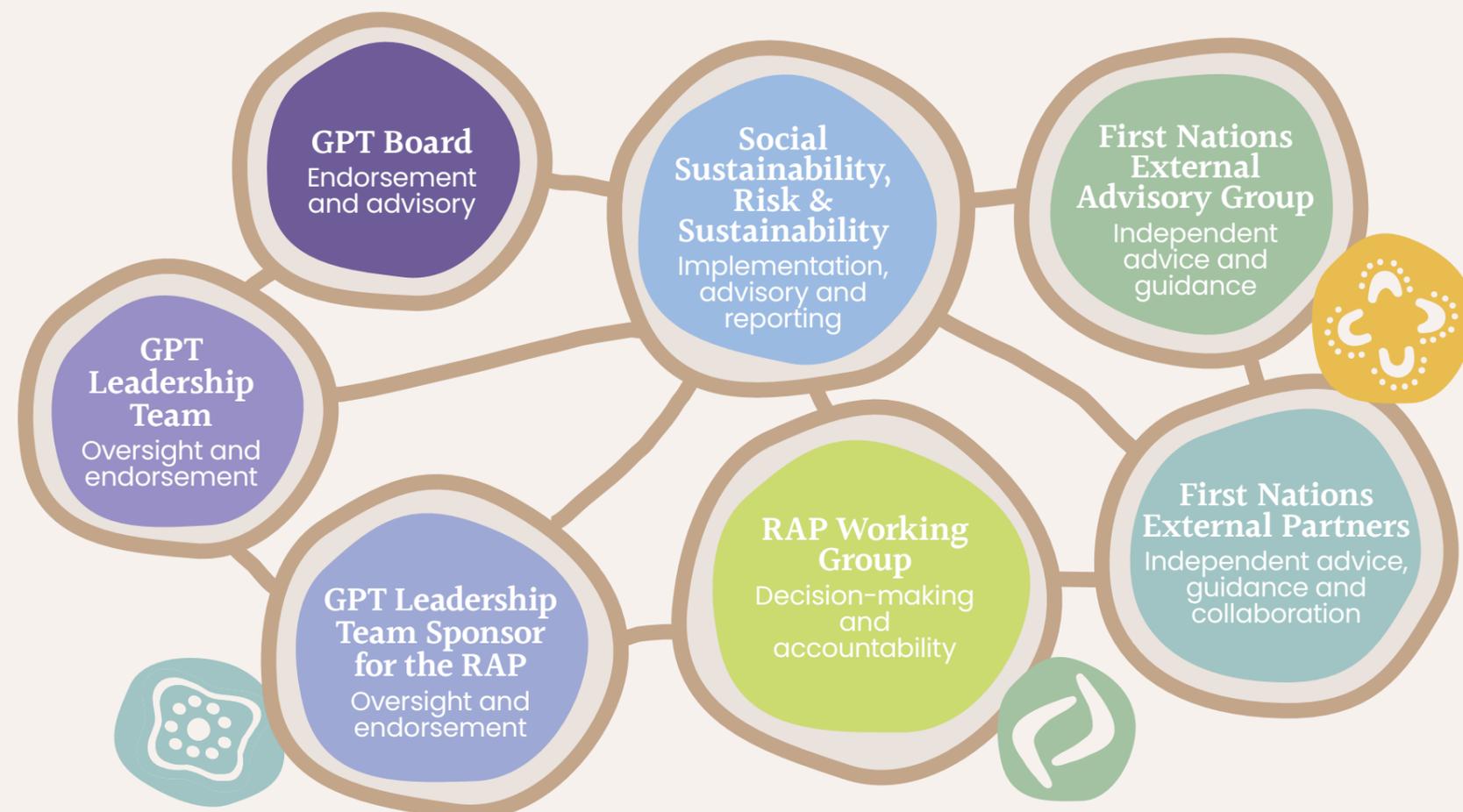
Customer Solutions Manager, Office

Investment Manager, Logistics

# RAP governance

At GPT, we have active RAP champions across the business, including our Leadership Team, who take action to deliver on our RAP commitments, support our partnerships and engage in opportunities to learn and expand our network and activities that advance reconciliation. These individuals make up more than half of GPT's employee base, with some champions leading action due to the responsibilities of their role and others nominating to take on additional engagement opportunities. Our champions take responsibility for their cultural learning and liaise with the RAP Working Group to build their awareness and engagement capabilities.

**We recognise these individuals for their active efforts to learn, advocate and take action for reconciliation.**



# Reconciliation journey

We commenced our reconciliation journey in 2009, with a focus on increasing First Nations employees within the Group. This led to formalising our first Reconciliation Action Plan in 2015, and subsequently our first Stretch RAP built on these foundations – with both RAPs providing measurable objectives to increase our accountability and contributions to reconciliation.

We have continued to build on our foundational activities. Through listening, engagement and learning from our First Nations partners and communities, we recognise the unique opportunities we have as an Australian property company to embed First Nations voices in placemaking, and engage our network of stakeholders in advancing socio-economic outcomes for First Nations people.

We recognise that to create long term social value and change, we must build trusted relationships with stakeholders and be accountable for our commitments.

We achieved 97% of our first Stretch RAP commitments.

This included building on and formalising our learning and engagement partnerships, establishing relationships with Traditional Owners and local organisations in the communities where we operate, understanding our procurement opportunities and influence and embedding First Nations engagement and partnerships into our development and operational practices. We are focused on increasing First Nations representation in the property industry, and continuing to enhance our supplier diversity through First Nations procurement.

We are inspired by the many individuals and organisations we connect and collaborate with. Through these relationships we have better understood the role we can play as a business to meaningfully advance reconciliation in Australia: through our partners, people, places and procurement.

Our commitment to reconciliation continues to be a journey and we continue to learn.



Launch of The Corner at Charlestown Square, NSW



# Learnings from our first Stretch RAP

Our first Stretch RAP provided us opportunities to learn and embed these learnings into our business practices.

**Reconciliation is everyone's responsibility, and by building engagement within our business with our RAP we create a groundswell of action.**

Beyond our RAP Working Group, employees across the business hold and recognise their responsibility in advancing the Stretch RAP commitments aligned to their business function. To advance their actions and build trusted relationships with First Nations partners, our people are aware this requires continued learning and self-awareness. Through our previous Stretch RAP and with support from senior leadership, we have been able to develop and grow engagement with reconciliation to a wide cross-section of our business.

**Senior leadership is essential to embedding reconciliation actions in our business strategy, day-to-day actions and decision-making.**

Our CEO, Board, Leadership Team and senior leaders recognise the importance of our RAP and its aspirations. This is reinforced through small, regular actions that take time to embed and require supporting procedures and alignment with the business and personal cultural capabilities. Examples include starting meetings with an Acknowledgment of Country, and participating in learning and engagement opportunities with First Nations partners. As well as supporting innovative, broader opportunities like formalising cultural heritage management practices in business processes beyond legal responsibilities and formalising multi-year agreements with First Nations partners in business unit strategies.

**We must embed our RAP actions into our business practices to create change.**

Our commitments are now embedded in team and business unit strategies and form part of regular business activities and Stretch business goals. Our First Nations People Inclusion Plan, initially developed through our Innovate RAP and reviewed annually by various stakeholders, provides an example of where we continue to learn, build and grow as a business. Adopting cultural learning activities into our annual training schedule has advanced engagement and understanding of GPT's role and responsibilities for reconciliation, as a business and as individuals. A significant focus for GPT over the coming years will be to increase First Nations employment and leadership in the property sector.

**Local relationships are important, and these enable us to respect the diversity of First Nations people in our communities and across Australia.**

We celebrate and respect the diversity of the cultures and views of First Nations people in the communities where we operate. This is reflected in our actions relating to our approach to placemaking, the First Nations Voice referendum, our breadth of partners and how we engage in national topics and campaigns such as National Reconciliation Week and NAIDOC Week at a local community level while supporting the national themes.

## Learnings from our first Stretch RAP cont.

**Finding the alignment between our company's purpose and community aspirations provides clarity on where we can have a meaningful impact and enables our people to actively contribute to change.**

First Nations engagement is a material human rights issue for our business and over the last four years GPT has continued to embed human rights responsibilities into our business practices.

Our RAPs support us to take practical action and have enabled us to understand the specific role we play in advancing reconciliation. For GPT, in addition to critical diversity and inclusion pillars within our employee base and culture, we have the opportunity to engage our customers in reconciliation through specific events, partnerships and importantly for a property company, in formalising placemaking practices that elevate First Nations voices. Being clear on our core skills and business activities with First Nations partners, provides us with a starting point for creating long term partnerships that result in action.

**As relationships deepen, we can shift from transactional outcomes to initiatives grounded in meaningful and long term reciprocity.**

A focus on understanding our role as an Australian property company in advancing reconciliation has helped GPT build a number of genuine, two-way relationships with Traditional Custodians and First Nations organisations in communities where we operate and in the property industry. We understand that these partnerships take time, resource commitment, an understanding of cultural protocols. They require trust and an understanding that the most meaningful partnerships are based on shared goals and actions. We continue to grow the sophistication of our actions to achieve more complex project outcomes, and the lessons learned along the way have informed actions in this Stretch RAP, particularly relating to placemaking, procurement and pro bono engagement.

**We are part of a network of stakeholders that can accomplish impactful change together.**

Since 2018, we have seen a significant increase in engagement with reconciliation in the property industry and our wider network. This has led to collaborative learning activities, through our placemaking projects with design team consultants, and through tenant partnerships on National Reconciliation Week events and activities. We have incorporated these opportunities into the deliverables in this Stretch RAP, to continue to advance collective action on reconciliation.



# Key milestones and future goals

OUR RECONCILIATION JOURNEY	PARTNERS	PEOPLE	PLACES	PROCUREMENT
<b>Opportunities for 2023–26 Stretch RAP</b>	Grow our partnership activities to support greater First Nations employment and growth of First Nations businesses.	Annually review our First Nations Inclusion Strategy including our Cultural Learning Plan, to ensure GPT is a culturally safe workplace.	Embed formal partnerships in our placemaking activities, to ensure our assets are culturally safe places and reflect First Nations voices.	Increase our spend with First Nations business and ensure this supports sustainable business growth.
<b>Today</b>	We have a network of First Nations partners across Australia, including a 10x10 partnership with CareerTrackers, and we continue to build on our local and industry-related networks.	We host an annual campaign from National Reconciliation Week to NAIDOC Week across GPT to build engagement, understanding and relationships with our First Nations partners; and each year design and deliver an annual cultural learning plan.	Cultural protocols are embedded in our operations, including in how we develop land, operate our assets and engage with our customers and communities.	We have joined Supply Nation and are benchmarking our spend with First Nations businesses: almost \$1m spent with Supply Nation businesses in 2022.
<b>2018–21 Stretch RAP</b>	Established GPT’s First Nations Engagement Strategy and focused on growing our relationships with First Nations partners in the communities where we operate, and in the built environment sector.	Identified our formal learning partner Cultural Grounding who supports annual cultural learning activities and designed GPT’s e-learning module; supported 15 GPT employees to participate in bi-annual immersion learning opportunities with Lirrwi; and established RAP champions across the businesses.	We now host an annual campaign activities during National Reconciliation Week and NAIDOC Week supporting engagement, understanding and relationships in the communities where we operate.	GPT’s top 10 suppliers have RAP and having a RAP is a positive incentive for our procurement process.
<b>2015–17 Innovate RAP</b>	Established GPT’s First Nations Inclusion Strategy, including a partnership with CareerTrackers Indigenous Internship Program and GPT’s First Nations External Advisory Group.	Established GPT’s RAP Working Group and supported the delivery of cultural learning opportunities for more than 250 employees.	Established GPT’s cultural protocols and commenced hosting Welcome to Country ceremonies, smoking ceremonies and regularly Acknowledging Country.	Identified First Nations supplier opportunities for ongoing and major contracts, that continue in 2022.

# Shared stories

The following is a collection of highlights from our reconciliation activities during 2018 to 2022. Many of these activities inter-relate and are grounded in relationships, trust and the five principles of Reconciliation.

## Cultural Protocols

As an Australian business, we have a responsibility to acknowledge and uphold important cultural protocols that have been practiced in this country for thousands of years.

Having developed a cultural protocols resource through our first RAP, Acknowledging Country is now incorporated into all formal meetings at GPT, both internal and external. We see this as an opportunity to respect the continued connection of First Nations peoples to Country and reminds us that we live and work on unceded land. Internally and increasingly externally, we encourage our opening speaker to include a personal reflection or anecdote regarding the Traditional Owners of the land they are acknowledging. This creates an opportunity for others to learn and engage more deeply in these conversations.

Many teams rotate hosting an Acknowledgment in their meetings, to help build confidence and engagement in reconciliation on a more regular basis.

Beyond our cultural protocols document, we have also developed a cultural protocols video that includes an Acknowledgment of each Traditional Owner group of the Country where GPT operates.

In addition, a First Nations Engagement Strategy, as committed in our previous Stretch RAP, outlines our First Nations partner and stakeholder engagement principles, and acknowledges our sphere of influence across Australia.

In creating this new Stretch RAP, our Communications team was joined by Monique Proud from Cultural Grounding to guide us as we wrote an Acknowledgment of Country that speaks to our Vision for Reconciliation. Our new Acknowledgment will provide an important continued learning opportunity for our people to reflect on our opportunities and commitments in this Stretch RAP.

**We acknowledge and thank all of the people and organisations who have been involved, supported us and collaborated with GPT on these activities and experiences.**



## Shared stories cont.

### Riverside Centre in Meeanjin

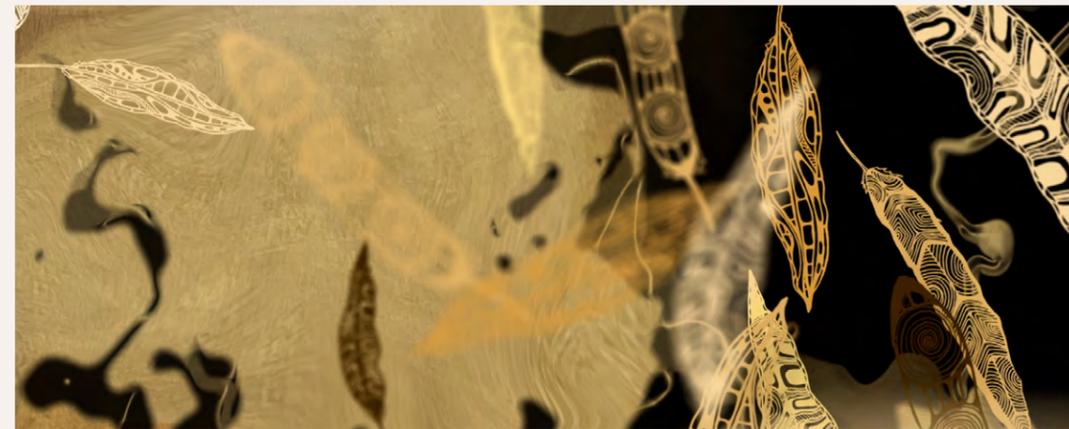


GPT's Office team at Riverside Centre, Brisbane, worked with Traditional Owner groups to name their meeting rooms and to design a wallpaper artwork that features in the primary meeting space. This project was led by Monique Proud from Cultural Grounding and the wallpaper artwork was created by Aboriginal Graphic Designer and Artist, Elaine Chambers-Hegarty (Cultural Edge Designs) who has cultural links to the Koa (Guwa), Kuku Yalanji, and Barada Barna people.

The site where the Riverside Centre is situated has a long history of people meeting, talking, and conducting business and the focus of the artwork was to celebrate these moments. The artwork's markings show the country around the Brisbane River and city and meeting place symbols to represent the Turrbal people, and the Yuggera peoples - the Traditional Custodians of Meeanjin (Brisbane). Many of the other markings refer to the landscape surrounding the Riverside Centre - more meeting places, people, and journey lines to show pathways of connections.

This beautiful piece aims to remind people of the responsibility and impact that our actions have on the legacies of the country and communities in which we live and work.

### Lands of Melbourne by Uncle Peter Farmer and Bengar



Our iconic Melbourne Central Tower was reignited through a major lobby refresh, with a focus on wellbeing, including a unique digital motion artwork as a welcome experience for tenants and visitors honouring the lands of Melbourne. Motion art agency Bengar collaborated with celebrated Noongar artist Uncle Peter Farmer to create a series of digital artworks showcasing Wurundjeri and Kulin nation culture, on the largest indoor screen in the Southern Hemisphere. Spanning 23-meters wide and 4-meters high, the digital screen is featured in the tower's lobby creating an immersive experience of sight and sound with accompanying music.

Uncle Peter Farmer shares "The bronze line is our Dreaming or the past, the grey line is the blood flowing through our body in the now and the blue line is our spirit or future. When all three lines are combined, they are called 'Djooroot', which are tracks, highways and roads. The graduated background represents the life of the Yarra River water course and local surrounding lands."

## Shared stories cont.

### Customer and Community Engagement

Our RAP commitments have helped embed important reconciliation opportunities in our customer and community engagement activities as we engage and connect with millions of Australians every year.

Our shopping centres are important spaces for community connection and engagement, and we must ensure they are inclusive, culturally safe environments for everyone. We annually recognise National Reconciliation Week (NRW) and the themes of Reconciliation Australia, and actively promote our reconciliation commitments throughout our centres and their customer engagement channels. This includes collaborating with First Nations partners to host cultural ceremonies, art activations and sharing important community messages regarding NRW and NAIDOC Week.

Through our Office portfolio we have the opportunity to engage with our tenants from corporate Australia and government entities, many of whom also have Reconciliation Action Plans. We collaborate during key events throughout the year, including hosting activities in our lobby's with our tenants and inviting them to participate in activities to learn more about our First Nations partners.

During the Covid-19 lockdowns, we transitioned this programming to a virtual space including a short video on building trusted relationships with First Nations partners, created by Cultural Grounding and shared with our Office tenants.

In 2022, we invited our employees to join us for a national NRW event across our Office portfolio. The event featured First Nations leaders, a Wailwan and Kamilaroi man, Jefa Greenaway, and a Yorta Yorta and Wiradjuri woman, Jirra Harvey. Both spoke about the opportunities we have to learn from First Nations enterprises and culture, in reimagining how we live, work and play post the pandemic. Our tenants were invited to "sponsor" the event, with funds contributing to the rebrand of Mayi Harvests: a First Nations business based in Broome, WA enabling our tenants to connect with incredible First Nations entrepreneurs..

Annually on 26 January, across our portfolio, we publicly acknowledge Country, culture and community via our external tenant and customer engagement channels (social media and our Office tenant portal). We encourage our network to learn more about the important conversation regarding this date, and to explore First Nations media networks and connect with resources like Reconciliation Australia's 'Share our Pride' module.



## Shared stories cont.

### Rouse Hill Town Centre

Rouse Hill Town Centre hosts a range of events with local community organisations. This includes an annual smoking ceremony conducted in Town Centre, with local organisations such as Nulungu Dreaming and Jie Pittman. In 2022, Rouse Hill Town Centre also welcomed a cultural immersion pop-up with Sydney Zoo, where Aboriginal zookeepers shared information about cultural artefacts, taught people to paint with ochre and invited people to pat and touch reptiles that are important totems.



### Charlestown Square Shopping Centre

To celebrate and raise awareness of NAIDOC Week 2022, Charlestown Square Shopping Centre in Newcastle collaborated with proud Barkindji, Malyangapa artist, Jasmine Miikika Craciun, to commission a mural and digital artwork collateral that was shared throughout our Retail portfolio. We acknowledge and thank Jasmine for creating this beautiful and meaningful artwork.



*"I wanted this artwork to feel like a collage of moments in Aboriginal and Torres Strait Islander protest, representative of the 2022 NAIDOC theme, Get up! Stand up! Show up! The aim behind this design and art style was to celebrate the resilience and resistance of Aboriginal people in this country throughout our shared history. The art-style was intentionally reminiscent of Indigenous protest posters from the 1970s and 80s. I love the vibrancy of these posters and also wanted to give a nod to this time period as my first introduction to protest and resistance was through my Mum, Aunties and Uncles who were a part of the movements happening during these time periods. I want viewers to feel empowered, uplifted and proud."*  
- Jasmine



## Shared stories cont.

### Chirnside Park Shopping Centre

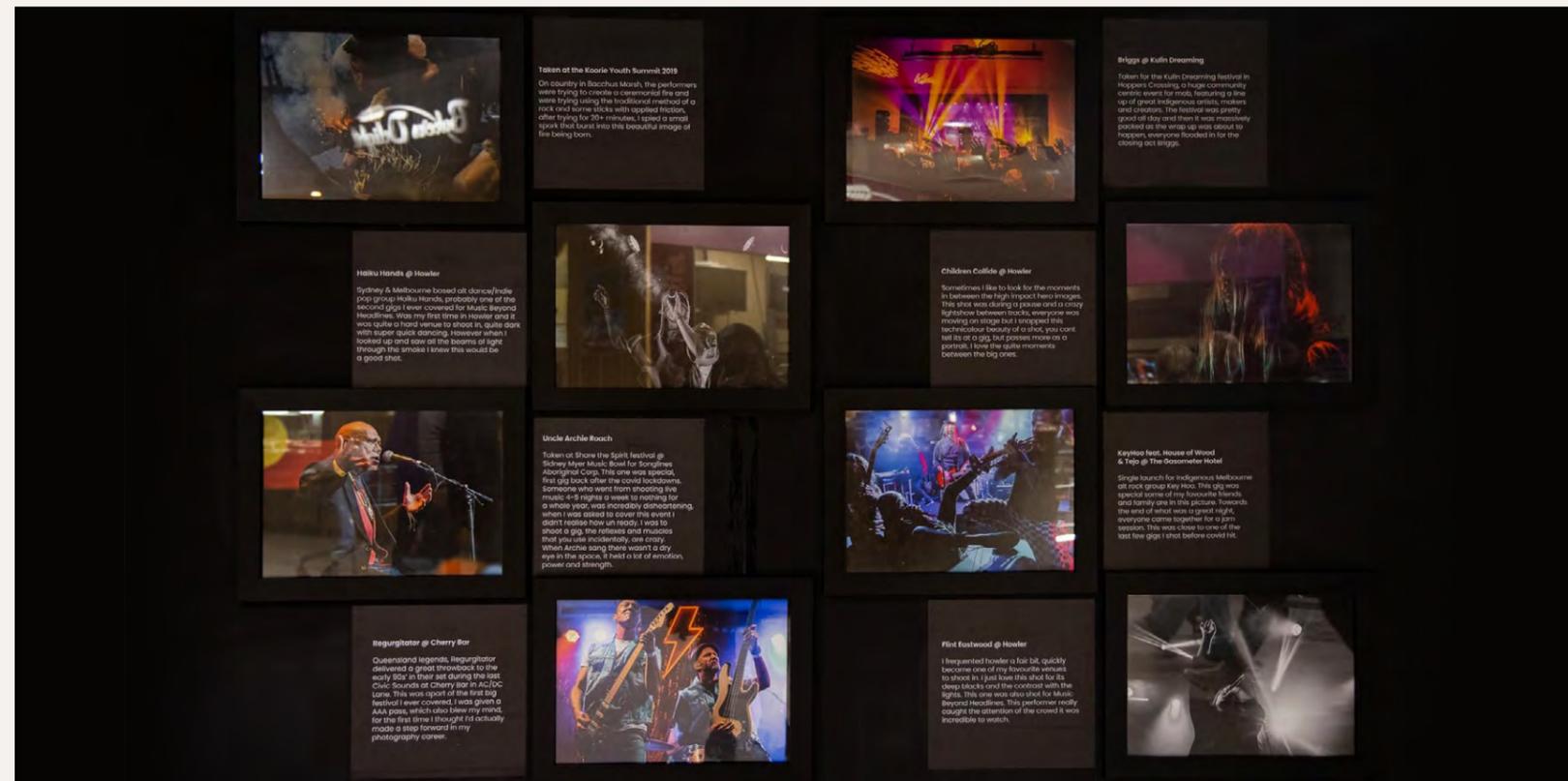
Chirnside Park Shopping Centre in Victoria has hosted various activities during NRW and NAIDOC week, to increase customer awareness of Wurundjeri Country, thriving First Nations culture and community, and the important history in the wider trade area that surrounds this shopping centre. These activities have included floor decals acknowledging Country in 2019, to a display featuring Worawa College student fashion designs in 2020, and hosting a gallery pop up featuring esteemed Wiradjuri photographer, Jacinta Keefe in 2021.

In many retail centres, GPT has worked with local First Nations artists to incorporate murals to reflect important

representation of culture and prompt conversations. GPT's now divested asset Casuarina Square, collaborated with Larrakia artist Hafleg, who painted a mural in the Quarter featuring an important Larrakia totem: a saltwater turtle.

Interdisciplinary and famous Kamilaroi/Gamilaroi artist Reko Rennie's "FROM (W)HERE WE CAME" mural features at Highpoint Shopping Centre in Melbourne. This piece makes references to the Traditional Owners of the Land, the Wurundjeri, and features important symbolism such as an emblematic diamond similar to his family crest.

Annually our Office assets host cultural and learning events in their public spaces, to connect customers and visitors with reconciliation opportunities. In Brisbane, One One One Eagle Street hosted internationally renowned Nunukul Yuggera Aboriginal Dance Troupe, in Melbourne we have co-hosted events with our tenants such as a collaboration with Westpac at 150 Collins in 2019, at our now divested MLC Centre in Sydney we hosted the Redfern Contemporary Dance Co in NAIDOC 2018, and across the portfolio we incorporate artwork and story features during these important weeks.



### 580 George Street

At 580 George Street, one of GPT's Sydney office towers, NRW and NAIDOC week activities have included a NRW morning tea in 2019 with Aunty Ann Wheldon, hosted in partnership with our tenant Mission Australia and the local childcare centre, an interactive weaving workshop and digital art exhibition in 2021 hosted by Wiradjuri, Yuin and Gadigal multidisciplinary artist Nadeena Dixon; and in 2022, in collaboration with Aiesha Saunders, 580 George were proud to host Ngarabal artist Jeremy Worrall who created a live artwork in the lobby.

# Partnerships

Partnerships are critical to how we do things at GPT, and our First Nations partnerships underpin our approach and contributions to reconciliation.

## Partnering with the Dharug Community

GPT owns a number of retail, office and logistics assets on Dharug Country and we are committed to working together with the Dharug community.

In 2018 we started working with Muru Mittigar, and then Dharug Custodian Aboriginal Corporation (DCAC) through our retail asset Rouse Hill Town Centre. Over time we have collaborated with the wider Dharug community through DCAC to name Yiribana, GPT's largest logistics estate, and with Balarinji to develop Yiribana's logo. A collective of Dharug artists, incorporated song lines, language and artwork into the public realm at 32 Smith Street, to bring language and artwork into Rouse Hill Town Centre through a mural and Acknowledgment of Country signage.

Through the DCAC, we have connected with many other First Nations partners in Sydney, which has led to us supporting various initiatives, such as funding cultural learning activities at a local school in the Rouse Hill community and providing volunteering support at Hawkesbury Helping Hands. We continue these collaborations with the Dharug community and partner together to elevate Dharug representation in our assets on Dharug Country.



## Casuarina Square Social Plan

In our 2018-21 Stretch RAP, we outlined a commitment at Casuarina Shopping Centre regarding youth engagement and broader social engagement. Working in collaboration with non-profit, government and other corporate partners to establish the Northern Suburbs Youth Action Plan, we hosted a wide range of retailer, customer and community engagement activities. These initiatives focused on supporting pro-social behaviour with specific activities for young people, people experiencing homelessness and public substance consumption. One of our highlights during this period was facilitating social enterprise, Saltbush to operate from Casuarina Square for 12 months. During this time we collaborated on a range of employment programs targeting First Nations young people in partnership with the Clontarf Foundation and Stars Foundation. Another highlight was the fortnightly community BBQ's which GPT and our Guest Experience Contractor, AGS hosted alongside a range of community organisations, including Orange Sky Laundry and Danila Dilba. GPT sold this shopping centre in late 2021 and we have carried on the learnings from this initiative to inform how we engage with our communities in other regions and establish a formal partnership with the Clontarf Foundation. For more information, see page 23.



## Partnerships cont.

### The Clontarf Foundation

For the past five years we have worked with the Clontarf Foundation: a non-profit which exists to improve the education, discipline, life skills, self-esteem and employment prospects of young First Nations men, equipping them to participate more meaningfully in society. Our partnership initially focused on fostering positive relationships between young people, security and centre management at our retail assets and has grown to collaborating on employment pathway activities. We now have a partnership with Clontarf and have hosted academy students across many GPT assets to help our teams learn more about young people in our communities, and for Clontarf students to understand more about pathways into the property industry. In addition to raising funds for Clontarf through our NAIDOC GPT employee silent auction, we have also showcased Clontarf's important work through lobby exhibitions in our Office portfolio and welcoming one of their leaders to join our Space&Co. virtual panel on Men's Health Week in 2022. We continue to explore how we can support broader employment pathways and connect them with our wider network to support their strategic goals.



### Worawa Aboriginal College

Worawa Aboriginal College in Healesville, Victoria provides a holistic education and boarding experience for young Aboriginal women. GPT's Chirnside Park Shopping Centre is local to the College and in 2022 we were pleased to formalise a three-year memorandum of understanding with Worawa Aboriginal College. Aunty Lois Peeler invited GPT to join Worawa's Dreaming Trail, where we learned more about the site's history, and Victorian Aboriginal history and culture. This was a powerful truth-telling experience for our teams, many who live and work in the nearby region. In November 2022, the Chirnside Park Centre team and 25 other GPT representatives helped establish the College's Tea Tree plantation, using seeds cultivated on the Worawa property by students that will initially assist the young women in building their agricultural skills. Once the trees mature and the oils can be harvested students will be able to create a sustainable tea tree oil business, providing those involved with an understanding of business management, marketing and branding, and sales as they look to sell their products and raise much needed funds for the College.

In December 2022, Worawa students hosted a screening of their production of "the Sapphires" at Chirnside Park's Reading Cinema and we were also pleased to support an award at the College's 2022 presentation night. The Chirnside Park Centre team and our wider GPT team have loved learning from and visiting Worawa, and we look forward to many more opportunities to collaborate with the Worawa community.

*"In keeping with centuries-long Aboriginal traditions of 'caring for Country', the Worawa vision is for sustainable use of the land. The GPT volunteer activity supports an important part of the College plan. Students are involved in the propagation of native plants in the College's climate-controlled greenhouse and learn about oil extraction in the science curriculum. This supports our vision to develop botanicals where students will be involved in elements of branding, marketing and business management of a unique product made by the College."*

- Aunty Lois Peeler,  
Elder in Residence at Worawa



## Partnerships cont.

### Restoring Country for Climate



GPT's offset needs have grown with its recent commitment to target upfront embodied neutrality for developments commenced from 2023 onwards. As such, our partnership with Greenfleet has expanded with the landmark agreement in 2022 for GPT to support a major reforestation project in the Noosa Hinterland. Through the 'Restoring Country for Climate' project, GPT will support the restoration of 1100 hectares of land to a natural habitat in an important region for endangered koalas and other animal species. The project is to be delivered on lands where a plantation pine forest was previously harvested, leaving a degraded landscape. As part of the Restoring Country for Climate project, Greenfleet is working with Traditional Owner representatives, the Kabi Kabi People, and have signed an Indigenous Land Use Agreement (ILUA) with the Kabi Kabi Peoples Aboriginal Corporation. GPT is pleased that this offset partnership is aligned with JUSTNature's Proposition on the two priority areas and imperatives of promoting human wellbeing, including the principle of identifying and addressing social opportunities with local communities and First Nations people.

### Collaborating with our Tenants and Supply Chain

Like many organisations, GPT has a large network of suppliers and customers that we connect and collaborate with. Many of our tenants are partnering and collaborating with important First Nations organisations, like Uber who are a tenant in GPT's 580 George Street office tower. Uber have a relationship with ID. Know Yourself (IDKY) – an Aboriginal-led organisation that supports Aboriginal children living in the Out of Home Care system and advocates for social change to break the cycle and create better outcomes for these young people. Through Uber, IDKY's corporate team have been working in 580 George and we have been pleased to provide their team with three car spaces. IDKY use their vehicles to pick up and drop off children for their programs and delighted to offer this valuable in-kind support to an important grassroots organisation.

In terms of our supply chain, we ask suppliers to provide information about their RAP or First Nations engagement activities in their tender applications. This has encouraged our suppliers to share information about their activities and has provided us with further insight into our shared values. Nine of our top ten suppliers by spend now have an endorsed Reconciliation Action Plan and the tenth supplier is currently developing their first RAP. GPT's shopping centres have their own RAP commitments and we have been pleased to support and collaborate with them on various activities.

For NAIDOC Week 2022, Assetlink employees wore custom designed Deadly Ngkambi shirts as part of their uniform in assets all around the country, including GPT's shopping centres. Assetlink commissioned Kamilaroi artist Jasmin Sarin to design these uniforms, reflecting Assetlink's connection to communities, organisations and its partners.



## First Nations Voice and Representation in Decision-making in Placemaking



Through partnerships and engagement with Traditional Owners and other First Nations people, we identify opportunities to incorporate First Nations voices and socio-economic outcomes in our development and placemaking projects. We are pleased to embed the International Indigenous Design Principles and the New South Wales Government Architect's Connecting with Country framework into our practices in collaboration with leading First Nations built design practitioners.

Collaboration and engagement early in the project concept phase creates opportunities for truth-telling in the built environment. This starts with cultural learning sessions with the project design team regarding the history and continuing culture that exists for that specific site, and leads to design interpretations and First Nations procurement objectives identified in our development project contracts. Building and fostering relationships through co-design allows us to think beyond construction, and unlocks ongoing engagement with community.

To ensure that First Nations engagement and design continues to play a role in GPT's developments, we are currently updating our Development Management Framework. This will formally incorporate First Nations engagement and co-design into our development processes so that all projects incorporate these important principles appropriately and at the right time as part of our standard development and placemaking practices.

In Western Sydney, we have worked closely with the Dharug Custodian Aboriginal Corporation (DCAC) to understand the history and significance of the land on which we operate and how to reflect this in the places we create. At 32 Smith, we collaborated with the Dharug community to understand the history and significance of the nearby Parramatta River, cultural connection to the wetlands that used to exist in the region.

Partnering with the DCAC has informed the initial planning of our Kemps Creek logistics estate development. Together we explored the opportunity to identify a First Nations name for the estate as a means of respectfully recognising Dharug culture, and a way to reintroduce Dharug language into everyday vocabulary. The agreed name – Yiribana – means 'this way' in Dharug language and holds a practical and symbolic meaning that reflects the movement of goods towards their destination. The estate's logo was then developed by Aboriginal-owned design agency Balarinji and Dharug artist Leanne Mulgo Watson.

We are now working on several other major projects with the Dharug community. This includes Rouse Hill Town Centre where we are working with DCAC, Balarinji and other Dharug and First Nations community members to incorporate the NSW Connecting to Country framework. The framework aims to develop connections with Country that can inform the planning design and delivery of built environment projects. This framework is being adopted across other projects such as Cockle Bay Park, 60 Station Street and 91 George Street.

## Partnerships cont.

### Queen & Collins

In Melbourne, a ceremonial fire dish developed by leading First Nations architect Jefa Greenaway, proud Wailwan and Kamilaroi man, in consultation with the Wurundjeri people and Aboriginal Melbourne community sits prominently in the southern campiello of our Queen & Collins redevelopment. The dish's design reflects the places of significance and local topography, acknowledging this history and the continued connection to Country. We are now able to host regular events and ceremonies with our customers and tenants to celebrate Wurundjeri culture and community, and we are thrilled to have welcomed Greenaway Architects and Greenshoot Consulting as a tenant at Queen & Collins.

### 51 Flinders Lane

51 Flinders Lane on Wurundjeri land, developed by GPT for the GPT Wholesale Office Fund (GWOFF), is set to push the boundaries as a place informed by culture and an outstanding development that lives and breathes sustainability. Working with Traditional Owners and First Nations partners to inform the design and place of 51 Flinders Lane, we are seeking to co-create the benchmark for culturally responsive engagement and design as we celebrate the world's oldest continuous living culture. This design commenced with extensive consultation and engagement with the Melbourne Aboriginal community conducted by Greenshoot Consulting. Kalinya Communications also provided initial grounding advisory to inform the marketing and branding approach for this asset. With that consultation input, a brilliant design by Jefa Greenaway, proud Wailwan and Kamilaroi man, and his team, in collaboration with Bates Smart and Greenshoot Consulting, will be brought to life here and ensure these stories are told and retold for years to come. In 2022, we were honoured to have Uncle Colin Hunter welcome us to Country as the construction commenced for this project, and for his help in translating stories from Wurundjeri Elders for this project.

### Cockle Bay Park

First Nations consultation has informed the design approach for the proposed Cockle Bay Park development in the Sydney CBD. Engagement with the Sydney Aboriginal Community is being led by Balarinji and this commenced during concept development and precinct design. As the detailed design matures, Balarinji continue to support engagement with the Sydney Aboriginal community to inform how First Nations culture and the concept of Country will be embedded into the development through integrated design, landscaping, the art strategy, wayfinding and activation.



## Partnerships cont.

### DesignSuites by GPT

Social Sustainability pillars, including First Nations design and procurement considerations have been incorporated into the design brief and scope of the DesignSuites by GPT project. This project applies circular economy, closed loop principles to the tens of thousands of square metres of space we build for our tenants each year. We are reducing emissions and our use of virgin materials through sustainable design, verified by 6 Star GreenStar-Interiors ratings. Around 50% of the furniture selected are backed by Environmental Product Declarations and around half of our new loose furniture has been sourced from Spatial Hub, a majority owned Indigenous business certified with Supply Nation. Our closed loop opens new opportunities to create shared value.



The appointed architect BVN Architecture has a robust Designing with Country framework that has been developed by one of Australia's leading First Nations architects, who also leads their First Nations design team: Kevin O'Brien, descendent of the Kaurareg and Meriam people of north-eastern Australia. This framework incorporates topological considerations of Country and further collaboration will be undertaken with GPT's existing First Nations urban design network to incorporate recent engagement with Melbourne Traditional Custodians and the wider Melbourne Aboriginal community. Opportunities have been identified to incorporate Country into material selection, unique storytelling in the design fitout through naming and artistic considerations, and ensuring that the fitout design promotes workplace inclusion.

This project will also focus on First Nations and social procurement opportunities of both contractor and subcontractors, as well as materials and products. This equates to a circa \$1,000,000 spend within the first stage of DesignSuites by GPT project.

### Space&Co at 550 Bourke St, Melbourne



Space&Co. has developed five design principles when creating new venues to ensure our spaces are inspiring, inclusive and insightful. GPT's newest Space&Co venue (our co-working space offering) 550 Bourke St in Melbourne, incorporates BVN's Designing with Country framework and is the proud venue to host the artwork created for this Stretch RAP 2023-26. The artwork will be the feature piece in this venue and we are thrilled that our GPT customers, Space&Co. members and visitors from the wider community will be able to learn and share Lowell and Bobbi's stories and cultural histories.

## Partnerships cont.

### Cultural Learning and Truth-telling

Cultural learning is a critical component of the RAP structure. It provides people with the opportunity to be part of important learning and reflection conversations about our shared history and First Nations culture and aspirations.

Each year we design our annual cultural learning program aligned to our RAP commitments and our engagement with Traditional Owner groups across Australia. We annually review, and target identified stakeholder groups within our business, which drives shared engagement for action specific to that business unit and/or asset. Many of our teams have specific RAP objectives aligned to our Group RAP as a result of this targeted learning engagement.



Cultural Grounding is GPT's cultural learning partner, who have supported GPT in designing our e-learning module. Cultural Grounding takes a co-design approach to informing learning activities, and we have collaborated on a range of projects beyond our general learning program including face-to-face workshops to help our asset management teams assess their sites and ensure GPT's workplaces, shopping centres and office buildings are inclusive, culturally safe environments for everyone.

In 2019, we worked with Cultural Grounding to develop our e-learning module. This is a voluntary learning module that all GPT employees are provided access to. It provides an introduction to basic cultural protocols such as Acknowledgment to Country and Welcome to Country, and a timeline of Australia's +65,000 year history. Through the e-learning module our people also build an understanding of the links between GPT's RAP commitments and our corporate values and strategy. To date more than 70% of employees have voluntarily completed this module.

We also support a small group of RAP champions to participate in a bi-annual cultural immersion learning activity with Lirrwi Tourism visiting the Bawaka Homeland on Yolgnu Country (north-east Arnhem Land). This experience is described by our people as life-changing, because of the opportunity to spend time on Country with the Burrarrwanga Family learning about and participating in Yolgnu culture and kinship. To date 15 of our people have experienced the magic of Bawaka and these individuals continue to champion reconciliation at GPT and in their own networks.

*"The Bawaka Cultural Immersion Trip in 2019 was the biggest cultural learning experience of my life. I always knew First Nations people held a deep connection to their land and people, however, without actually ever experiencing their kinship system, the incredible amount of knowledge and respect they have for their land and the way they welcomed us to their family and the land, it's impossible to even begin to understand how deep the connection is. This trip explained to me the why behind their way of life and the why behind their connection to people and the land. As landowners, we have a responsibility to engage and pay our respect to the Traditional Owners of the land in which we develop and operate our assets."*

– Amy Ng

*"For me, the best thing about travelling to the Bawaka homelands, and meeting with local families, was its ability to connect me with First Nations reconciliation in a totally new way. I was always curious and intellectually engaged. I now also have an anchor in experience for developing empathy and understanding."*

– Greg Mannes

*"I was truly honoured to be selected to be part of the Bawaka Cultural Immersion Trip in 2019. I will forever embrace the values, learnings, and emotion that this experience brought for me. I walked away feeling connected, with a much stronger understanding of the history and culture of our land and its people. I was also fortunate enough to share this experience with incredible people within GPT. I did not know a lot of the people that I was going on the Immersion with, however by the end of the journey we had built a very strong bond, one that still exists to this day."*

– Anna Whelan

## Partnerships cont.

For National Reconciliation Week and NAIDOC Week we design annual engagement campaigns for our people that create momentum for action and engagement with our RAP across our business.

We incorporate the NRW and NAIDOC national themes into these campaigns and organise keynote speakers, learning experiences with our First Nations partners, and host activities like “Can I ask that?” – an anonymous platform for people to ask their reconciliation questions.

In 2021, we organised GPT’s inaugural NAIDOC Awards to celebrate the final year of our RAP whereby 134 employees were nominated for their contributions to our first Stretch RAP. Over the last four years we have hosted inspiring speakers such as Tahnee Jash, Stan Grant, Steph Tisdell, Jefa Greenaway and Jirra Lulla Harvey to share their knowledge and experiences, and conversations have focused on topics including cultural protocols, the Uluru Statement, constitutional recognition, anti-racism, First Nations economic-empowerment and sustainability in design.

In 2018, our RAP Working Group had the pleasure of visiting the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS), which was an opportunity to learn more about the organisation, and how they support First Nations communities across Australia. The team met with inspiring employees who shared highlights from the cultural and historic artefacts AIATSIS care for on behalf of communities across Australia. In 2019, we had the pleasure of hosting AIATSIS in return, to celebrate the important re-launch of the Sydney Language Dictionary for AIATSIS and members of the Sydney Aboriginal Community at 25 Martin Place.

As our relationships with Traditional Owner groups and First Nations partners mature, we have had opportunities to engage in learning activities with Elders, community leaders and bespoke First Nations consultancies.



# Employment

In 2019, GPT became a 10x10 partner of the CareerTrackers Indigenous internship program. We have been excited to welcome more than 30 CareerTracker interns through GPT over the years, and we have been proud to host incredible emerging leaders. In addition to hosting the winter and summer interns, we have supported some interns with casual employment, supported interns transition to our workforce, and supported wider CareerTracker programs such as their high-school experience program and as a venue host for their female leaders' program.

In 2021, our People team launched a formal onboarding and engagement program for our CareerTracker interns. This program is designed to help our interns learn about the property industry more broadly, connect with people from across the business and their fellow interns and provide an opportunity for regular engagement and interaction beyond their immediate intern manager team. Congratulations to all the CareerTracker Interns and Alumni, and their families and communities.

In January 2020, we celebrated two major awards with our CareerTracker interns: Jamari Bulli received the Mark of Excellence Award and Molly Wallace and Ben Thomas received the CareerTrackers Project Excellence Award.



Elvis Soiza, Customer Solutions Manager at the Riverside Centre, was awarded Intern Manager of the Year at the 2022 CareerTrackers Gala Event. Elvis has supported many interns over the years, providing professional and personal leadership mentorship.



In April 2021, we were pleased to support CareerTrackers' Women's Alumni Mentoring Group by providing space for their Sydney workshop.

In July 2019, we were delighted to host three year 11 and 12 high school students as part of the CareerTrackers Indigenous Work Shadow Pilot Program. Our team was privileged to mentor Jayde Sherwood, Tyrell Bergan and Keelan Lyons alongside our interns Nicholas O'Brien and Kiara Bryers.

During 2022, we were thrilled to award our inaugural First Nations' Scholarship to a student at University of Western Sydney. The Scholarship provides financial support throughout the course of study, and also the opportunity to join GPT as an intern to gain direct exposure to the property industry and GPT as an employer during the semester break periods.

We took the opportunity to review our First Nations People Strategy during the

COVID-19 lockdowns, to better understand the role we can play in creating employment opportunities for First Nations people.

In 2022, we joined KARI's inaugural Aboriginal Employment Expo alongside other like-minded businesses including our Guest Experience Contract partner Assetlink. We have also focused on building the role of GPT's People team in identifying pathways into and career growth within our business, and this has included a tailored learning session on cultural protocols with our learning partner Cultural Grounding. Supporting First Nations employment in the property and built environment industry remains a priority focus for GPT in the coming years.



# Supporting First Nations entrepreneurship

## Australia's Thriving First Nations Fashion Scene

GPT's shopping centres provide opportunities for First Nations entrepreneurs to build their brand and connect with their customers. We continue to explore how we can support business incubation through our retail and office platforms.

As part of Melbourne Fashion Week in 2021, Melbourne Central shopping centre hosted the first ever First Nations Fashion + Design (FNF+D) pop up store in Victoria, supporting and fostering Australia's leading First Nations designers, models and their businesses. The Melbourne Central team offered additional incentre marketing support through their social channels and centre website. As a result, thousands of visitors had the opportunity to learn, explore and connect with First Nations culture and support First Nations self-determination through economic development.

FNF+D co-founder and director Grace Lillian Lee said that having her designs showcased in an iconic fashion precinct like Melbourne Central allowed both her brand and other FNF+D designers to be accessed by tens of thousands of people. "Opportunities like these are instrumental in engaging young people from remote communities and providing an opportunity for their culture and Country to be meaningfully represented through fashion and design."

In 2022, Melbourne Central has continued to host FNF+D partners. As part of a paid event Haus of Dizzy and Gammin Threads held a unique, collaborative pop up at Melbourne Central. We look forward to continuing to provide support to these incredible brands, in big and small ways that reflect an ongoing relationship.



# Enhancing supplier diversity

Over the last five years GPT has spent over \$14m with Supply Nation recognised businesses, and with the right partnerships, systems and awareness in place, we are on our way to grow this engagement even further.

After becoming an official member of Supply Nation in 2021, GPT was connected with a specialised Relationship Manager to help us build a roadmap to embed First Nations procurement across the business. Working with our Relationship Manager, we were able to map out our historic spend and gain an understanding of where that spend sits across a wider range of suppliers, including IT infrastructure services, cultural learning partners, specialised consultants and builders.

We have hosted various webinars to help our people learn more about the benefits of supplier diversity and the sophisticated First Nations enterprise network in Australia. These included sharing tips on how to use Supply Nation's platform and Supply Nation's certification practices of its registered suppliers. In addition, in 2022 our social procurement leaders attended the Sydney Supply Nation Expo to meet some of the thriving First Nations-owned enterprises, and we celebrated the success of these businesses at the 2022 Supply Nation Gala.

Recognising opportunities to support our tenants and customers to engage with supplier diversity is a key commitment in our ESG Strategy. In the last three years, this has included supporting an Indigenous Business Month at our assets in Riverside Brisbane in 2020, and in 2021 we supported the First Nations Fashion + Design pop up in Melbourne Central. Most recently, in 2022 our National Reconciliation Week event explored what non-Indigenous business can learn from First Nations business practices. Additionally, during Indigenous Business Month 2022 we hosted a webinar with our tenants and Supply Nation to help them understand more about the benefits and wide range of First Nations businesses accessible through the Supply Nation registry.



To better enable GPT's supplier management capabilities, we have invested in a new supplier management platform, Felix (ASX:FLX), which enables clearer visibility of compliance information and supplier attributes, specifically looking at if they are a First Nations-owned business or social enterprise. This helps us understand other social procurement partners that are not Supply Nation businesses and map our social enterprise engagement footprint.

We have established year-on-year growth targets to increase our First Nations procurement, and this includes working with our major contractors to embed procurement targets in contracts. Over the next 18 months, we will expand our scope to broader social procurement objectives for our business.

# GPT's Stretch RAP commitments

Understanding where we sit within our network as individuals and an organisation, and utilising our connections across corporate Australia and beyond, shapes how we achieve our Reconciliation commitments.

We recognise the importance of building trusted, two-way partnerships with First Nations organisations and communities to advance the five pillars of reconciliation. We also understand our ability to influence the beliefs and behaviours of others is fundamental to achieving our vision for reconciliation.



## Relationships

People and relationships are at the heart of everything that we do. As an Australian property company, we have the opportunity to embed First Nations engagement into our business practices, building strong and meaningful partnerships that create positive socio-economic outcomes for all.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>1. Establish and maintain mutually beneficial relationships with First Nations stakeholders and organisations.</p>	<p>Meet with local First Nations stakeholders and organisations, including GPT's First Nations External Advisory Group, to continuously improve the quality of our engagement and relationships.</p>	<p>August 2023 August 2024 August 2025</p>	<p>National Social Sustainability Manager</p>
	<p>Review and update GPT's Engagement Plan guiding our work with First Nations stakeholders and partners.</p>	<p>August 2023 August 2024 August 2025</p>	<p>National Social Sustainability Manager</p>
	<p>Establish and maintain at least four formal two-way partnerships with First Nations communities or organisations including CareerTrackers, Worawa Aboriginal College, the Clontarf Foundation and Darug Custodian Aboriginal Corporation with at least six-monthly progress meetings scheduled.</p>	<p>June 2024 June 2025 June 2026</p>	<p>National Social Sustainability Manager</p>

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>2.</b> Build relationships through celebrating National Reconciliation Week (NRW).	Annually design and embed a communications and engagement program for NRW for all staff, including circulating NRW resources from Reconciliation Australia.	May 2024 May 2025 May 2026	Group Communications Manager
	RAP Working Group members to participate in two or more external NRW events and one internal NRW event.	May 2024 May 2025 May 2026	Social Sustainability Manager
	Encourage and support staff and senior leaders to participate in two external events to recognise and celebrate NRW annually.	May 2024 May 2025 May 2026	National Social Sustainability Manager
	Organise at least one internal organisation-wide NRW event each year with our First Nations partners and support all staff to participate.	May 2024 May 2025 May 2026	Social Sustainability Manager
	Host annual NRW activations and campaigns in shopping centres and office buildings to support customer and community engagement in reconciliation, including: <ul style="list-style-type: none"> <li>• At least three activations hosted at GPT Retail assets in collaboration with local First Nations partners; and a national campaign supporting NRW across GPT's Retail portfolio, including in-centre and via digital channels</li> <li>• At least three activations hosted at GPT Office assets in collaboration with First Nations partners and tenants; and a national campaign supporting NRW across GPT's Office portfolio, including in-asset collateral and via digital channels</li> <li>• At least one event and a national campaign supporting NRW across GPT's Space&amp;Co. portfolio in collaboration with First Nations partners and tenants.</li> </ul>	May 2024 May 2025 May 2026	Lead: National Social Sustainability Manager  Support: National Manager, Retail Marketing  General Manager, Customer Experience Office  Customer Experience and Marketing Manager, Space&Co.
	Register all our NRW events on Reconciliation Australia's NRW support website.	May 2024 May 2025 May 2026	National Manager, Retail Marketing  General Manager, Customer Experience Office
<b>3.</b> Promote positive race relations through anti-discrimination strategies.	Formally review any existing GPT policies and procedures that relate to or reference discrimination, in particular our Equal Employment Opportunity and Workplace Behaviour Policy.	July 2023 July 2025	Chief People Officer
	Implement and communicate any changes to relevant policies and procedures.	July 2023 July 2025	Chief People Officer

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	Engage with First Nations staff and First Nations advisors to continuously improve GPT's policies concerned with anti-discrimination.	July 2023 July 2025	Lead: Head of Diversity, Inclusion and Wellbeing Support: National Social Sustainability Manager
	Provide education opportunities for leaders, people team and people managers on the effects of racism and how to take action to address it in the workplace.	June 2025	Lead: Head of Diversity Inclusion and Wellbeing Support: Learning and Talent Development Manager
	Senior leaders to publicly support an anti-discrimination campaign, initiatives or stances against racism, particularly as it impacts First Nations people.	June 2025	Chief People Officer
4. Promote reconciliation through our sphere of influence.	Annually review GPT's RAP communications strategy to ensure it continues to engage all employees and drive reconciliation outcomes to ensure advocacy for reconciliation is recognised at all levels of the organisation. This includes regular commentary and demonstration of support throughout all levels of the organisation, such as: <ul style="list-style-type: none"> <li>• GPT Leadership Team members include an Acknowledgment of Country at any speaking event</li> <li>• The CEO communicates GPT's commitment to reconciliation to all staff at least two times per year via an all staff CEO email</li> <li>• GPT's RAP activities are communicated to all staff via at least bi-monthly intranet articles.</li> </ul>	March 2024 March 2025 March 2026	Group Communications Manager
	Communicate our commitment to reconciliation publicly, including via GPT's social media presence including LinkedIn and asset-based Facebook and Instagram profiles at least three times per year.	July 2023 July 2024 July 2025	Group External Communications Manager
	Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes by collaborating with GPT's Guest Experience Contractors in Office and Retail to provide at least one formal or informal cultural learning opportunity for contractor staff in collaboration with GPT employees.	March 2024 March 2025 March 2026	Lead: National Social Sustainability Manager Support: Head of Procurement and Property Services Social Sustainability Manager
	Collaborate with RAP and other like-minded organisations to implement innovative approaches to advance reconciliation, including through the Property Council of Australia supporting action to raise industry engagement regarding First Nations placemaking, procurement and community engagement initiatives.	July 2023 July 2024 July 2025	Lead: National Social Sustainability Manager Support: Social Sustainability Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	Attend Reconciliation Australia's Quarterly RAP Leadership Gatherings at least twice annually.	October 2023 March 2024 October 2024 March 2025 October 2025 March 2026	Social Sustainability Manager
5. Actively collaborate, and build awareness and understanding with our sphere of influence regarding voice, truth-telling and treaty.	Share GPT's approach to engagement with our First Nations partners in relation to GPT's role and actions regarding the Voice referendum, truth-telling and treaty publicly, via GPT's 2022 Sustainability Report and this RAP document; and with our property industry partners via the Property Council of Australia.	July 2023 July 2024 July 2025	National Social Sustainability Manager
	Continue to participate in learning and engagement discussions with industry and external networks regarding the Voice referendum, truth-telling and treaty, including with the Property Council of Australia and Reconciliation Australia.	July 2023 July 2024 July 2025	National Social Sustainability Manager
	Continue to engage and collaborate with our First Nations network regarding the Voice referendum and the principles of the Uluru Statement from the Heart by hosting employee learning campaigns, including: <ul style="list-style-type: none"> <li>• Hosting First Nations speakers at GPT to speak on this topic ahead of the 2023 referendum</li> <li>• Sharing resources about the Voice referendum on a dedicated intranet page, including media articles, videos and podcast content.</li> </ul>	October 2023	Lead: National Social Sustainability Manager Support: Group Communications Manager
	Collaborate with GPT's tenant and supplier network on learning and engagement opportunities regarding the Voice referendum in 2023.	October 2023	Social Sustainability Manager
	With endorsement from our First Nations partners and in partnership with other RAP organisations and First Nations partners, take action to raise awareness and understanding with our customers and communities regarding the Voice referendum, truth-telling and treaty including: <ul style="list-style-type: none"> <li>• Hosting annual RAP networking events for our Office and Space&amp;Co. tenants during National Reconciliation Week (and at least 4 per year)</li> <li>• Hosting annual RAP networking events for our Office and Space&amp;Co. tenants during Indigenous Business Month (and at least 2 per year).</li> </ul>	October 2023 October 2024 October 2025	Lead: National Social Sustainability Manager Support: General Manager, Customer Experience Office

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6. Establish and maintain partnerships that restore and enhance Country.	Identify opportunities to work with Traditional Custodians and First Nations partners to inform GPT's nature positive initiatives, including: <ul style="list-style-type: none"> <li>Establishing asset and project-specific biodiversity management plans in collaboration with Traditional Custodian groups and First Nations organisations</li> <li>GPT's carbon offset emissions program in collaboration with Greenfleet.</li> </ul>	November 2025	Head of Sustainability, Energy and Environment
	Establish First Nations engagement protocols to incorporate into GPT's biodiversity improvement plan, delivering on and aligned to GPT's Biodiversity Policy.	November 2024	Head of Sustainability, Energy and Environment

## Respect

People really matter to us. As a property company, GPT has a unique opportunity to create inclusive places and experiences, where people can connect, learn, share in the pride of First Nations cultures and knowledges, and unlock truth-telling opportunities to build respect – in our workplace, in our assets and in our wider business network.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
7. Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning.	Continue to annually review GPT's cultural learning needs within our organisation and annually revise our Cultural Learning Plan, in consultation with First Nations partners and our First Nations External Advisory Group.	April 2024 April 2025 April 2026	Learning & Talent Development Manager
	Annually revise our Cultural Learning Plan, through consultation with First Nations partners and our First Nations External Advisory Group regarding GPT's cultural learning needs and the effectiveness of GPT's cultural learning strategy; ensuring GPT's cultural learning activities include information and learning regarding truth-telling and treaty in Australia.	April 2024 April 2025 April 2026	Lead: Social Sustainability Manager Support: Learning & Talent Development Manager
	Implement and communicate GPT's Cultural Learning Plan for employees annually.	April 2024 April 2025 April 2026	Lead: Social Sustainability Manager Support: Learning & Talent Development Manager
	Commit RAP Working Group members, People Business Partners, Leadership Team and all new staff to undertake formal and structured cultural learning in accordance with our Cultural Learning Plan.	April 2024 April 2025 April 2026	Learning & Talent Development Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	Provide opportunities for employees across GPT to undertake formal and structured cultural learning, including: <ul style="list-style-type: none"> <li>• Target 80% completion of GPT's voluntary Reconciliation in Action e-learning module.</li> <li>• Annual target of 50 employees to undertake formal face-to-face cultural learning with partner organisations such as Cultural Grounding, Worawa Aboriginal College and Traditional Owner groups.</li> <li>• Bi-annual target of 8 employees to undertake an immersive cultural learning experience.</li> </ul>	December 2023 December 2024 December 2025	Learning & Talent Development Manager
<b>8.</b> Demonstrate respect to First Nations people by observing cultural protocols.	Annually review GPT's Cultural Protocols document and video (tailored for all communities where GPT has assets and operates) with our First Nations partners and GPT's First Nations External Advisory Group, including protocols for Welcome to Country and Acknowledgment of Country; and communicate this to employees.	May 2024 May 2025 May 2026	National Social Sustainability Manager
	Continue to enhance employee understanding of the purpose and significance behind cultural protocols by ensuring GPT's Cultural Protocols document and video are available via GPT's intranet and communicated to all employees at least annually.	March 2024 March 2025 March 2026	Group Communications Manager
	Continue to invite a local Traditional Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year, including: <ul style="list-style-type: none"> <li>• At least one tenant engagement event per year;</li> <li>• Any major development or capital expenditure project milestone events annually;</li> <li>• At least two NAIDOC Week and NRW events across GPT's asset portfolio per year.</li> </ul>	March 2024 March 2025 March 2026	Lead: Social Sustainability Manager Support: Group Communications Manager National Manager, Retail Marketing General Manager, Customer Experience Office
	Collaborate with Traditional Custodian representatives and GPT Retail and Office tenants to offer tenants the opportunity to incorporate Welcome to Country and other appropriate cultural protocol activities at new retailer or tenant office opening and launch events.	October 2023 October 2024 October 2025	Lead for Retail: National Manager, Retail Marketing Lead for Office: General Manager, Customer Experience Office
	Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	July 2023 July 2024 July 2025	Group Communications Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	Continue to include an Acknowledgment of Country in external reports, such as GPT's Annual Report, Sustainability Report and regular Fund reporting.	July 2023 July 2024 July 2025	Head of Investor Relations and Corporate Affairs
	Ensure staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events.	November 2025	Group Communications Manager
	Ensure all GPT-managed assets display Acknowledgment of Country signage in GPT staff offices and Guest Experience contractor staff rooms, in the public realm of GPT's Retail, Office and Logistics assets and collaborate with Traditional Owner representatives and First Nations partners to inform these.	July 2023 July 2024 July 2025	Lead for Retail: National Manager, Retail Marketing Lead for Office: General Manager, Customer Experience Office Lead for GPT workplaces: Workplace Services Manager
	Ensure an Acknowledgment of Country is included in GPT's e-materials, including on all GPT websites and employee email signatures.	November 2023 November 2024 November 2025	Head of Investor Relations and Corporate Affairs
9. Engage with First Nations cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in at least three external NAIDOC Week events across Australia.	First week in: July 2023 July 2024 July 2025	Social Sustainability Manager
	Hold an internal NAIDOC Week event in partnership with First Nations partners annually.	First week in: July 2023 July 2024 July 2025	Lead: Social Sustainability Manager Support: Workplace Services Manager
	Bi-annually review GPT's Cultural Leave Policy and other policies and procedures to ensure there are no barriers to employees participating in NAIDOC Week.	March 2024 March 2025 March 2026	Head of Diversity Inclusion and Wellbeing
	Ensure all employees are aware of GPT's Cultural Leave Policy, and support First Nations employees to take leave to participate in NAIDOC Week activities.	June 2024 June 2025 June 2026	Head of Diversity Inclusion and Wellbeing

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	Encourage employees to participate in two NAIDOC Week events in their local area, identified through our First Nations partners and/or the NAIDOC website.	First week in: July 2023 July 2024 July 2025	Social Sustainability Manager
	<p>In consultation with First Nations partners, support NAIDOC Week initiatives for our customers and communities each year, including:</p> <ul style="list-style-type: none"> <li>• At least three activations hosted at GPT Retail assets in collaboration with local First Nations partners; and a national campaign supporting NAIDOC Week across GPT's Retail portfolio, including in-centre and via digital channels</li> <li>• At least three activations in GPT Office assets; and a national campaign supporting NAIDOC Week across GPT's Office portfolio, including in-asset collateral and via digital channels</li> <li>• At least one event and a national campaign supporting NAIDOC Week across GPT's Space&amp;Co. portfolio.</li> </ul>	First week in: July 2023 July 2024 July 2025	<p>Lead for National: Social Sustainability Manager</p> <p>Lead for Retail: National Manager, Retail Marketing</p> <p>Lead for Office: General Manager, Customer Experience Office</p>
<b>10.</b> Ensure business practices are aligned to global First Nations human rights standards and aspirations.	Review GPT's Human Rights statement and actions to ensure these align with the United Nations Declaration on the Rights of Indigenous Peoples.	July 2023 July 2025	National Social Sustainability Manager
	Review GPT's policies and related procedures to ensure these align with the United Nations Declaration on the Rights of Indigenous Peoples.	March 2025	National Social Sustainability Manager
	Publicly report on GPT's actions to uphold global First Nations human rights standards annually, through GPT's United Nations Global Compact reporting and Sustainability Report.	May 2024 May 2025	National Social Sustainability Manager

## Opportunities

Property impacts people and our planet in a very real way. Through collective action and collaboration with First Nations partners, reconciliation will unlock self-determination and positive socio-economic outcomes for First Nations people, including through employment, procurement, entrepreneurship and placemaking initiatives.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>11. Improve employment outcomes by increasing First Nations recruitment, retention and professional development.</p>	<p>Annually review GPT's First Nations People Inclusion Plan* with First Nations employees and external advisors to consult on the effectiveness of our recruitment, retention and professional development strategies.</p> <p>*Note this plan incorporates strategies regarding recruitment, retention and development of First Nations potential employees and existing employees.</p>	<p>October 2023 October 2024 October 2025</p>	<p>Lead: Head of Diversity Inclusion and Wellbeing Support: Head of People Business Partnering Head of Talent Acquisition</p>
	<p>Update and execute on our GPT's First Nations People Inclusion Plan with any improvements identified through consultation with First Nations employees and external advisors.</p>	<p>November 2023 November 2024 November 2025</p>	<p>Lead: Head of Diversity Inclusion and Wellbeing Support: Head of People Business Partnering Head of Talent Acquisition</p>
	<p>Advertise job vacancies in a way which effectively reaches First Nations stakeholders, including:</p> <ul style="list-style-type: none"> <li>• Explicit statement and reference to GPT's RAP in all job descriptions to reinforce that we welcome applications from First Nations candidates</li> <li>• Interview guarantee for First Nations candidates</li> <li>• Utilising the CareerTracker alumni job board for identified roles</li> <li>• Working with specialist recruiters to assist in connecting GPT with candidates and their onboarding, and in continuing to advance GPT's employment practices, including Generation Australia for IT roles.</li> </ul>	<p>November 2023 November 2024 November 2025</p>	<p>Head of Talent Acquisition and Talent team</p>
	<p>Review People and recruitment procedures and policies to remove barriers to First Nations participation in our workplace.</p>	<p>July 2023 July 2025</p>	<p>Lead: Head of Talent Acquisition Support: Head of Diversity Inclusion and Wellbeing</p>

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	<p>Build GPT's Talent Acquisition and People team capability to support recruitment and retention of First Nations candidates. Actions to achieve this to include:</p> <ul style="list-style-type: none"> <li>• Actioning outputs of GPT's 2023 Talent Acquisition process review including feedback from First Nations employees and external advisors</li> <li>• Create and conduct Hiring Manager training in respect of interview skills to include education around unconscious bias and cultural awareness</li> <li>• Improved recording of employees who identify as First Nations through new HR information system commencing in 2023</li> <li>• Targeted cultural learning training activities for GPT's People team, hosted and revised at least annually</li> <li>• Ensure People Business Partners are equipped to support ongoing career conversations with all First Nations employees and annual development plans in place supporting their ongoing career aspirations.</li> </ul>	October 2024	<p>Lead: Head of Talent Acquisition</p> <p>Support: Head of People Business Partnering</p> <p>Head of Diversity Inclusion and Wellbeing</p>
	<p>Utilise existing talent mapping and leadership programs to identify and build leadership capability for First Nations employees. This will include annually providing:</p> <ul style="list-style-type: none"> <li>• Access for all First Nations employees to GPT's emerging and aspiring leaders program</li> <li>• Career development plans for all First Nations employees and regular career conversation to ensure career aspirations are recognised and can be supported.</li> </ul>	<p>October 2023</p> <p>October 2024</p> <p>October 2025</p>	<p>Lead: Head of People Business Partnering</p> <p>Support: Learning and Talent Development Manager</p>
	<p>Increase First Nations representation in GPT's workforce to 1.5% by 2025.</p>	December 2025	Chief People Officer
	<p>Maintain our 10x10 partnership with CareerTrackers Indigenous Internship Programme and support 5 interns annually (based on availability of students from Career Trackers).</p>	<p>December 2023</p> <p>December 2024</p> <p>December 2025</p>	Head of Diversity, Inclusion and Wellbeing
	<p>Continue to offer our scholarship partnership with the University of Western Sydney, with the goal to support one First Nations scholarship student per year with both financial and internship support.</p>	<p>December 2023</p> <p>December 2024</p> <p>December 2025</p>	Chief People Officer
<p><b>12.</b> Increase First Nations supplier diversity to support improved economic and social outcomes.</p>	<p>Review, update and annually communicate GPT's First Nations procurement strategy.</p>	November 2023	Head of Procurement and Property Services
	<p>November 2024</p> <p>November 2025</p>		
	<p>Maintain membership with Supply Nation and annually participate in Supply Nation training and engagement events.</p>	<p>December 2023</p> <p>December 2024</p> <p>December 2025</p>	Head of Procurement and Property Services

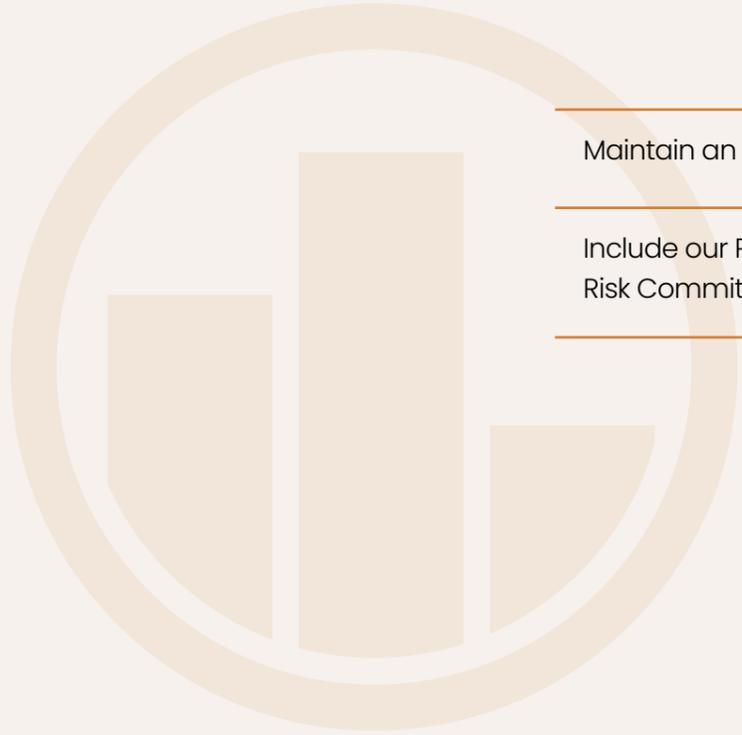
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	Develop and regularly communicate to employees opportunities for procurement of goods and services from First Nations businesses, through a dedicated social procurement intranet page and quarterly internal articles highlighting First Nations procurement at GPT.	November 2023 November 2024 November 2025	Head of Procurement and Property Services
	Review and update procurement practices to remove barriers to procuring goods and services from First Nations businesses.	March 2025	Head of Procurement and Property Services
	Maintain commercial relationships with at least five First Nations businesses, with a view to creating supply opportunities wherever possible.	March 2024 March 2025	Head of Procurement and Property Services
	Ensure the average 2023-to-2025 growth in First Nations spend is equal to or greater than the 2021-to-2023 growth in First Nations spend.	March 2025	Head of Procurement and Property Services
	Require GPT's Retail and Office Guest Experience Contractors to report at least annually on their First Nations procurement spend and employment outcomes within GPT contracts.	November 2023 November 2024 November 2025	Head of Procurement and Property Services
	Annually review GPT's national contractors to understand who has a RAP, and encourage those who do not to develop one.	June 2024 June 2025 June 2026	Head of Procurement and Property Services
	Continue to train all relevant staff in contracting First Nations businesses through Supply Nation or an equivalent organisation.	September 2023 September 2024 September 2025	Head of Procurement and Property Services
	<p>Explore and develop an approach to providing incubation support and mentoring to emerging First Nations businesses and our wider property network, in collaboration with First Nations organisations, including:</p> <ul style="list-style-type: none"> <li>• Developing a framework in collaboration with First Nations business network(s) to provide discounted and/or probono pop-up spaces in GPT retail assets;</li> <li>• Developing a framework in collaboration with First Nations business network(s) to provide discounted and/or probono access to meeting room amenities.</li> </ul>	November 2025	<p>Lead: Social Sustainability Manager</p> <p>Support: National Business Development Manager, Retail</p> <p>Support: Head of Asset Management, Office</p>

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>13.</b> Increase First Nations voices and representation in decision-making relating to placemaking.	Ensure GPT's First Nations Development Framework is applied across all Development projects, including First Peoples engagement in placemaking and related procurement opportunities.	March 2024 March 2025 March 2026	Lead: National Social Sustainability Manager  Support: Head of Development, Retail & Mixed Use  Head of Development, Office  Head of Development, Logistics
	Annually review inclusive design principles in GPT's Development Cone and Asset Social Plan framework that incorporate First Nations cultural protocols and ensure First Nations voices are represented in decision-making in the destinations GPT creates.	April 2024 April 2025 April 2026	Lead: National Social Sustainability Manager  Support: Head of Development, Retail & Mixed Use  Head of Development, Office
	Establish and maintain formal partnerships with First Nations organisations (including businesses) that support placemaking and built design, including with the Darug Custodian Aboriginal Corporation, and Greenshoot Consulting x Greenaway Architects.	October 2023 October 2024 October 2025	Lead: National Social Sustainability Manager  Support: Head of Office Head of Retail

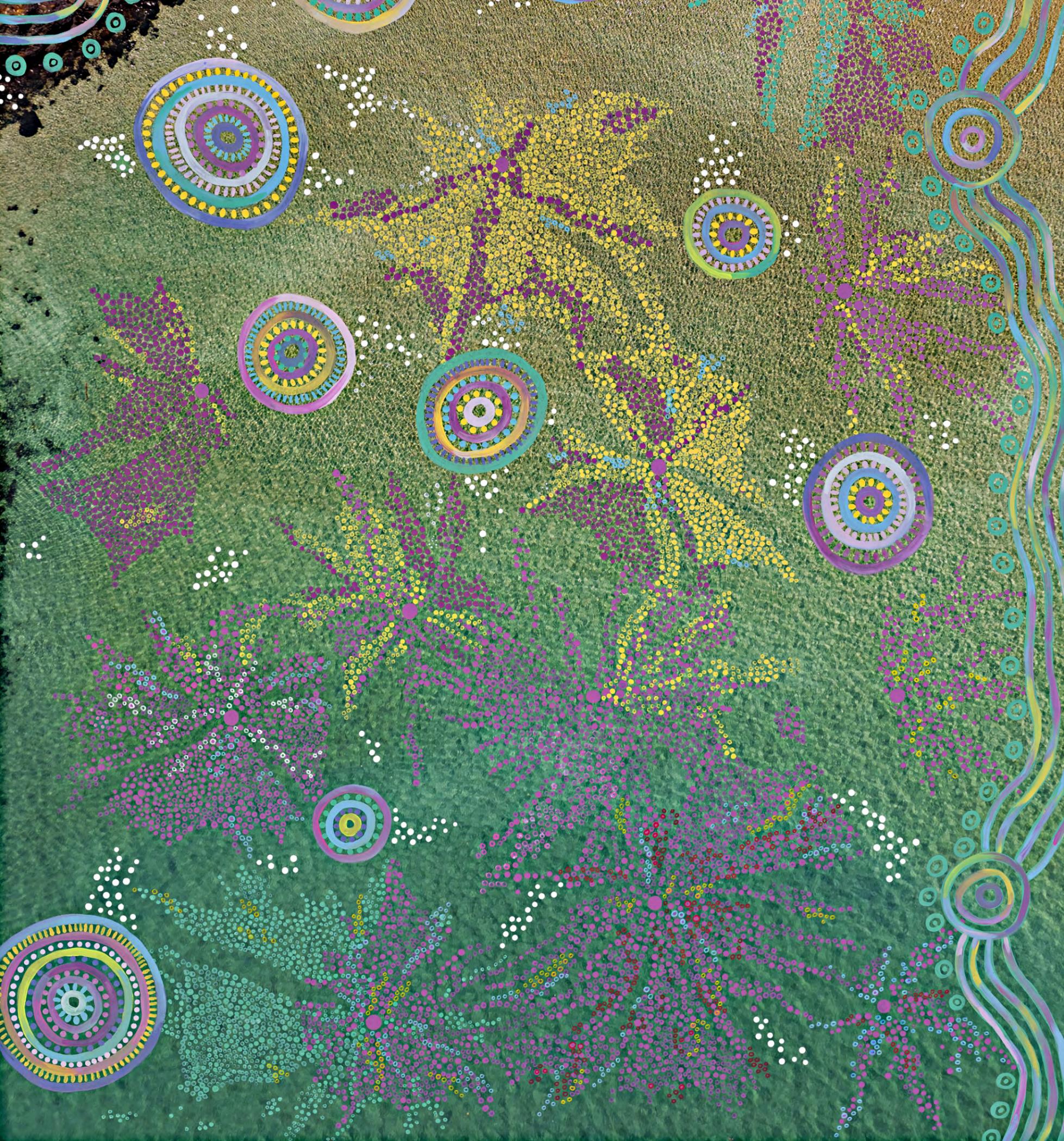
## Governance

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>14.</b> Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain First Nations representation on the RAP Working Group.	July 2023 July 2024 July 2025	Social Sustainability Manager
	Apply and bi-annually review our Terms of Reference for the RAP Working Group and ensure appropriate functional, portfolio and geographic representation.	July 2023 July 2024 July 2025	Social Sustainability Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	RAP Working Group meet at least four times per year to drive and monitor RAP implementation.	August, November 2023 March, May, August, November 2024 March, May, August, November 2025 March, May 2026	Social Sustainability Manager
	RAP Working Group representative to attend and participate in Reconciliation Australia's quarterly RAP Leadership Gatherings.	July 2023 July 2024 July 2025	Social Sustainability Manager
15. Provide appropriate support for effective implementation of RAP commitments.	Allocate and embed specific budget and resourcing to support the effective action against this Stretch RAP.	July 2024	Chief Risk Officer
	Embed key RAP commitments in performance expectations of accountable employees.	March 2024 March 2025 March 2026	Chief People Officer
	Maintain appropriate systems and capability to track, measure and report on RAP commitments.	July 2023 July 2024 July 2025	Social Sustainability Manager
	Maintain an internal RAP Champion on the RAP Working Group from GPT's Leadership Team.	July 2024	Chief Risk Officer
	Include our RAP as a standing agenda item at the GPT Board's Sustainability and Risk Committee meetings.	July 2024	Chief Risk Officer



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	Maintain GPT's First Nations External Advisory Group and meet at least 4 times per year.	August, November 2023 March, May, August, November 2024 March, May, August, November 2025 March, May 2026	National Social Sustainability Manager
16. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2023 September 2024 September 2025	Social Sustainability Manager
	Communicate progress on our RAP commitments through our internal and external channels including quarterly company-wide emails and Town Halls, social media and events.	August, November 2023 March, May, August, November 2024 March, May, August, November 2025 March, May 2026	Lead: Social Sustainability Manager Support: Group Communications Manager
	Report progress against our RAP commitments annually in GPT's Sustainability Report, outlining achievements, challenges and learnings.	March 2024 March 2025 March 2026	Social Sustainability Manager
	Participate in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	Social Sustainability Manager
17. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	May 2025	Social Sustainability Manager



## Contact

We welcome opportunities to collaborate and share information regarding our First Nations engagement activities and our RAP.

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