



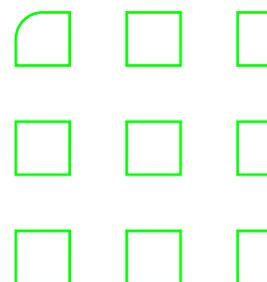
2020  
ESG REPORT  
AUSTRALIA

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# Sustainability

It's how we do business

**Brookfield**  
Properties



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## ABOUT THIS REPORT

This annual sustainability report is for the 2020 calendar year reporting period. The report covers Brookfield Properties' Australian operations and the assets managed by Brookfield Properties Australia. Resource consumption (energy, water, and carbon emissions) is reported for all operational office assets on an operational control basis. Retail and non-office assets are excluded from the resource consumption metrics. This report has been prepared in accordance with the GRI Standards: Core option. For questions relating to our sustainability report or performance, please contact [mathew.chandler@brookfieldproperties.com](mailto:mathew.chandler@brookfieldproperties.com)



# We're breaking the plastic habit

The year 2020 will leave an indelible mark in history; a year of challenge, hope and opportunity amidst a global pandemic.

Far beyond the human and economic toll, the COVID-19 pandemic has also had a profound impact on our planet with the accelerated production, distribution and disposal of single use plastics.

With the pandemic still underway masks, gloves and sanitiser bottles are being manufactured at unprecedented rates as the world seeks to stem the spread of the virus. Coffee drinkers were asked to leave their cups at home. Buffets were stopped. Dine-in experiences reduced, halted or diverted to take-away. And single use plastics became the go-to packaging for contamination avoidance among many food and beverage retailers, and hospitality providers.

As 2021 dawned, the world began to roll up its collective sleeve for a vaccination rollout. With a global population of almost 7 billion people, the vaccination program alone will require the manufacture, distribution, use and disposal of at least 14 billion single-use

plastic syringes, based on the double-dose requirement. These needles are each wrapped in additional plastic for sterilisation purposes, which in turn raises the volume of single use plastics from the vaccination program to some 28 billion pieces of single use plastics.

Every piece of plastic ever produced is still with us. It never leaves.

So in a year when plastics became even more ubiquitous, Brookfield Properties emboldened our sustainability program to embark on a Breaking the Plastic Habit initiative.

We began by removing more than 25 single use plastic products from our offices across Australia to avoid nearly 100,000 individual items of single use plastics in just 12 months. And, in a pilot program at our Brookfield Place assets in Perth and Sydney, we are auditing our base buildings to identify single use plastics we can avoid or remove. We are installing water refill stations at those Brookfield Places to help our customers reduce their reliance on bottled water. And we are working with our tenants to help them, too, Break the Plastic Habit. Later in 2021, we will take public our program of advocacy for behavioural change to invite the communities where we operate to Break the Plastic Habit.

We are at the beginning of this initiative which will continue to evolve. It's just one example of how deeply sustainability is embedded into our business practices, culture and ethos.

In this, our 2020 Sustainability Report, we are pleased to share with you our achievements across our Australian portfolio, where our assets recorded a portfolio average:

- NABERS Energy Rating of 4.8 stars
- NABERS Water Rating of 4.0 stars
- NABERS Indoor Environment rating of 5.3 stars

With a ~160 strong team nationwide, we continue to look forward to building on our achievements and to pursuing further ESG initiatives that reflect the values of our business and employees.

As always, we welcome your feedback and ideas.



**Danny Poljak**

*Executive Vice Presidents and Co-Heads*



**Carl Schibrowski**

*Executive Vice Presidents and Co-Heads*



## Who we are

From New York to New Delhi. Sydney to Perth. London to Los Angeles. At Brookfield Properties, our global network and relationships are here for our partners and tenants – wherever they are around the globe.

We are a leading global developer and operator of high-quality real estate assets. We are active in nearly all real estate sectors, including office, retail, multifamily, hospitality and logistics, operating more than 650 properties and nearly 325 million square feet of real estate in gateway cities around the globe on behalf of Brookfield Asset Management, one of the largest asset managers in the world.

With a focus on sustainability, a commitment to excellence, and the drive for relentless innovation in the planning, development and management of buildings and their surroundings, Brookfield Properties is reimagining real estate from the ground up. For more information, visit [brookfieldproperties.com](https://brookfieldproperties.com).

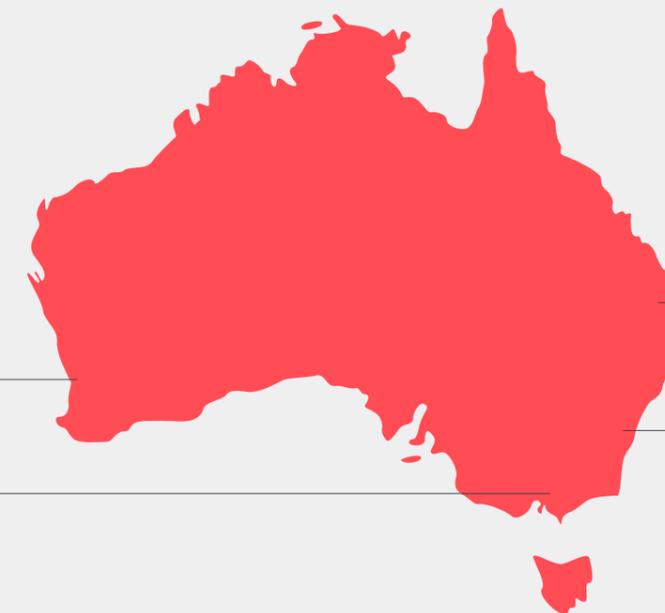
Brookfield Properties is a fully-integrated, global real estate services company, providing industry-leading development and portfolio management capabilities across a portfolio of iconic office, retail, multifamily, logistics and hospitality properties.

This report is specific to the sustainability performance of our office portfolio in Australia, the management team for which is headquartered at Brookfield Place, 10 Carrington Street, Sydney. The terms "we", "us," and "our" may also be used.

As at 31 December 2020, Brookfield Properties operated entirely, or with joint venture partners, 17 properties throughout Australia.

### OUR AUSTRALIAN FOOTPRINT

PERTH		BRISBANE	
Properties	5	Properties	3
Lettable area (sqm '000s)	187	Lettable area (sqm '000s)	40
Occupancy	94.3%	Occupancy	77.5%
		Hotel rooms	416



MELBOURNE		SYDNEY	
Properties	2	Properties	7
Lettable area (sqm '000s)	126	Lettable area (sqm '000s)	212
Occupancy	99.7%	Occupancy	85.9%

# Our mission

Through an innovative focus on what's next in smart sustainability, we can help propel our entire industry forward... and raise the bar for real estate everywhere.

# Our values

We've reimagined how culture can drive success in real estate. Promoting a workplace built around trust and transparency. Where doing the right thing and doing the smart thing are one and the same.

## ENVIRONMENT

Mitigate the impact of our operations on the environment.

## SOCIAL

Be good stewards in the communities in which we operate and ensure the wellbeing and safety of our employees.

## GOVERNANCE

Conduct business according to the highest ethical and legal standards.

## STRENGTH THROUGH DIVERSITY

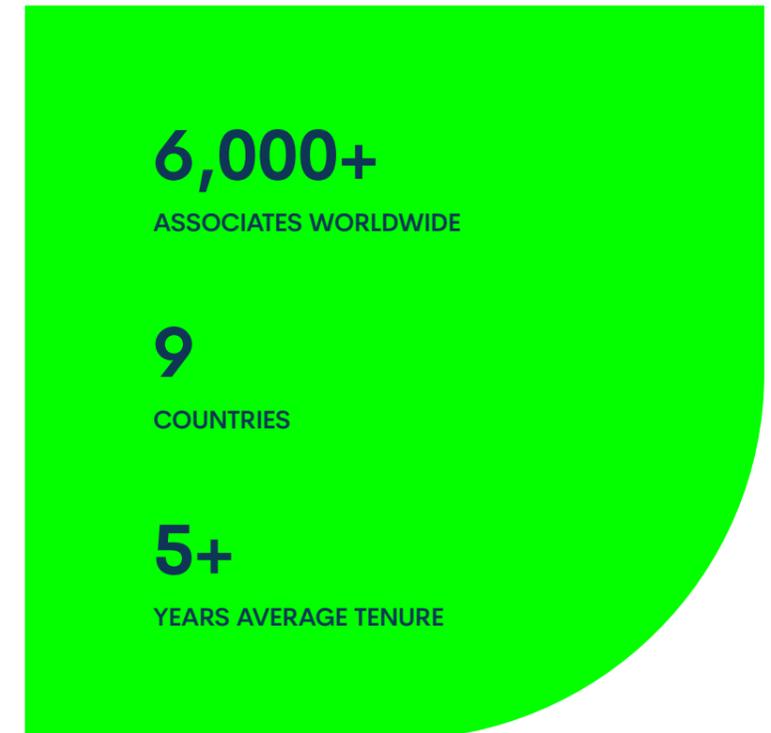
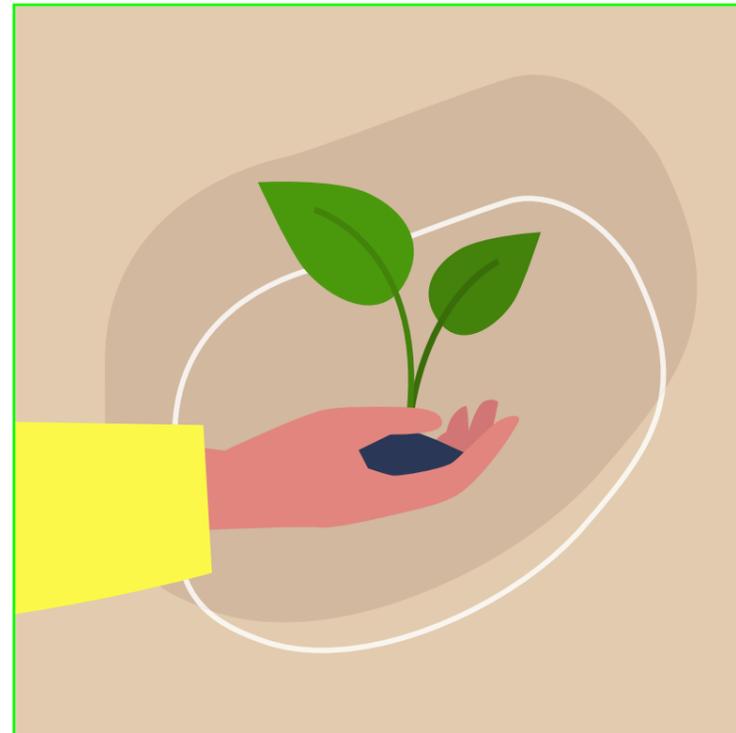
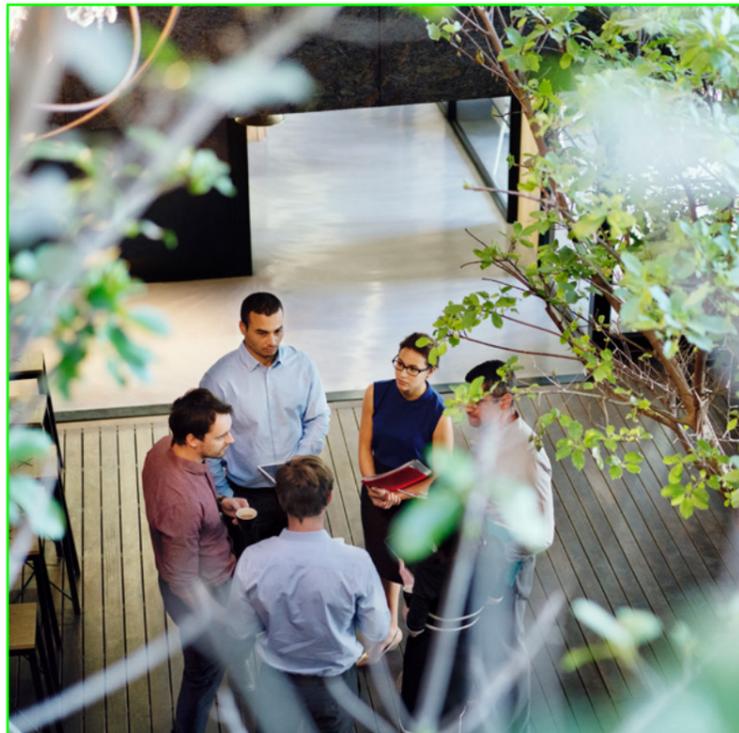
We foster an inviting, inclusive environment.

## A CULTURE OF COMMITMENT

From how we engage with our partners to how we approach our internal culture — we're committed.

## LIMITLESS OPPORTUNITY

We ensure our employees have ample opportunities to begin and grow their careers with us.





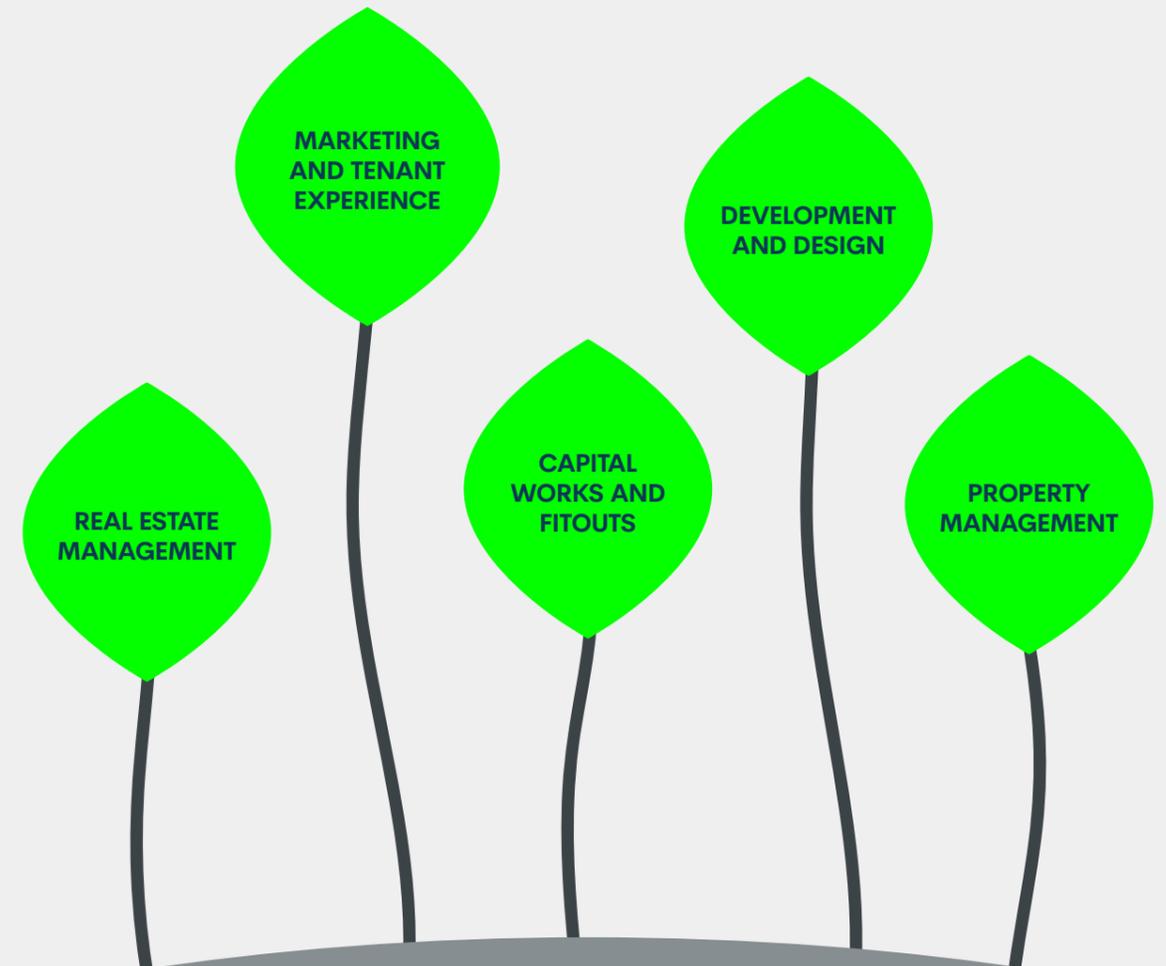
# Our stakeholders

Relationships are essential to Brookfield Properties' success. By engaging with our core stakeholders, we can anticipate emerging trends, improve operational practices to enhance environmental impact, and better understand our customers' needs.

Brookfield Properties' engages with stakeholders through both formal and informal processes including quarterly and annual reporting, surveys and participation in networks, industry associations, and community partnerships.

We have identified our six key stakeholder groups as our Board of Directors and executives, employees, investors, customers, key vendors and community, and engage with our identified stakeholder groups on our four ESG pillars as presented opposite.

## SUSTAINABILITY IS EMBEDDED INTO EVERY PART OF OUR OPERATING MODEL



### OUR SUSTAINABILITY PILLARS



Mitigate the impact of our operations on the environment



Be good stewards in the communities in which we operate



Ensure the wellbeing and safety of employees



Conduct business according to the highest ethical and legal standards



At Brookfield Properties, we recognise that sustainable practices not only lower operating costs — they're also a critical component in protecting our planet.

Respect for the environment is embedded into all aspects of our operations, from conserving energy, to managing resources, to reducing waste. And ultimately, this commitment to sustainability proves time and again that building responsibly doesn't mean compromising value.

# environment

# We measure because it matters

Our mission focuses on providing the highest quality commercial office space while bringing responsible environmental solutions and innovative energy saving strategies to our tenants and the communities where we work.

## WE UNDERSTAND THE IMPORTANCE OF BUILDING A RESILIENT PORTFOLIO

We know a cleaner future can't wait. It's why we're committed to reducing waste, saving energy, and managing resources across our portfolio.

We closely manage our environmental performance through green building certifications, industry sustainability benchmarks, and internal reviews.

Our baseline is a rolling five-year methodology which is well accepted in the industry.

As the performance of our assets improves through enhanced operations and capital investments so too does our baseline meaning we're always looking to improve the sustainability performance of our buildings.

Measuring what we do allows us to identify roadblocks to overcome and opportunities to improve.

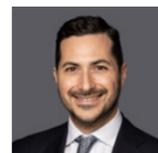
We acknowledge our impacts on the community and seek to be good stewards in those communities in which we operate. We engage with community groups that might be affected by our actions to ensure

that their interests, safety and well-being are appropriately integrated into our decision making. We also empower our employees to participate in and use the company's resources to give back to the communities in which we operate.

We prioritise the health and well-being of our employees, tenants, suppliers and communities and aim to have zero serious safety incidents within our business by working towards implementing consistent health and safety principles across the organisation

We operate to high ethical standards meeting or exceeding all applicable labour laws including human rights, implementing non-discriminatory, fully inclusive hiring practices

Our 2020 ESG report is aligned to the Global Reporting Initiative (GRI) reporting framework.



**Danny De Sousa**  
ESG and Innovation Manager / Operations

## OUR WATER JOURNEY

We have achieved a  
**29% reduction**  
in water consumption  
from 2016 to 2020.

These savings could fill  
**33 Olympic sized swimming pools.**



## OUR ELECTRICITY JOURNEY

We have achieved a  
**19% reduction**  
in electricity consumption  
from 2016 to 2020.

These savings are enough to power  
**952 homes annually.**



## OUR CARBON JOURNEY

We have achieved a  
**21% reduction**  
in carbon outputs  
from 2016 to 2020.

This reduction is equivalent to removing  
**1,240 standard cars**  
from the road every year.



## OUR GAS JOURNEY

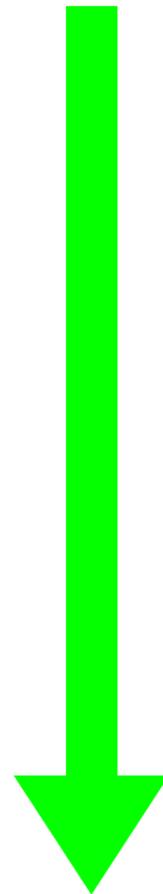
We have achieved a  
**13% reduction**  
in natural gas consumption  
from 2016 to 2020.

These savings are enough to power  
**256 household water heaters**  
for a year.



# The impact of COVID-19 on building performance

The COVID-19 pandemic had a significant impact on the world's population. The lockdowns and remote work practices introduced during this time also had a significant impact on the way our buildings consumed electricity, gas and water.



The reduced occupancy in our buildings during this time resulted in a significant decline in electricity consumption. With fewer people in our buildings there was a reduced need to provide cooling through our air conditioning systems. Conversely, as we had fewer people in our buildings over the cooler months, there was a lower heat load and we therefore used more gas for heating than we did when compared to 2019.

The biggest impact of the reduced occupancy was witnessed in water consumption; the reduced occupancy meant less water was used and consumed by people and the lower cooling demand meant less water was used through our cooling towers.

It is impressive to see the year-on-year change in resource usage however we do expect an increase in the coming year as occupancy returns to normal and our buildings operate accordingly.

Also, we commenced the operation of our tri-generation plant in Brookfield Place Tower 2 during 2020. Given the fuel mix of the Western Australia electricity grid, this is still a cleaner alternative for generating electricity, while at the same time producing heat and cooling (via absorption chiller) for conditioning the office space. This resulted in an impressive 40% reduction in grid electricity usage which also helped reduce the strain on the grid during Perth's hotter summer days. Due to this outlier behaviour of Brookfield Place Tower 2, we have excluded it from our reported electricity and gas consumption but still included its data in our water and carbon emissions figures.

**14%**

compared to 2019

**REDUCTION IN  
ELECTRICITY USAGE  
ACROSS OUR ASSETS**

**37%**

compared to 2019

**REDUCTION IN WATER  
USAGE ACROSS  
OUR ASSETS**

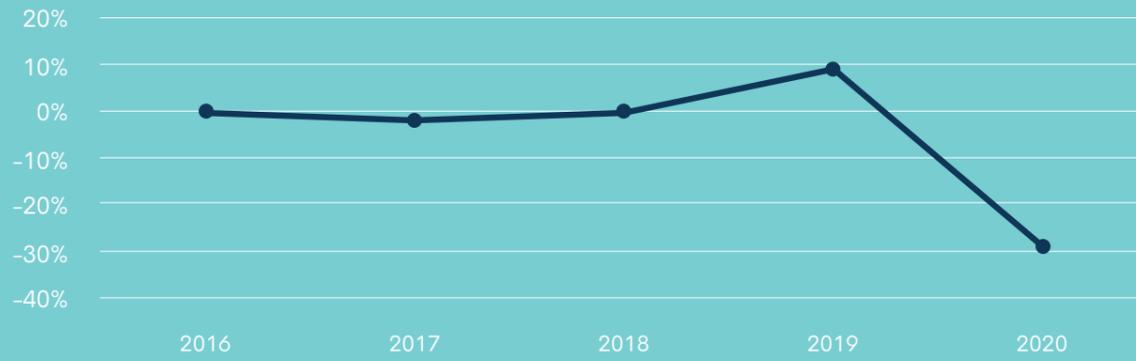
**11%**

compared to 2019

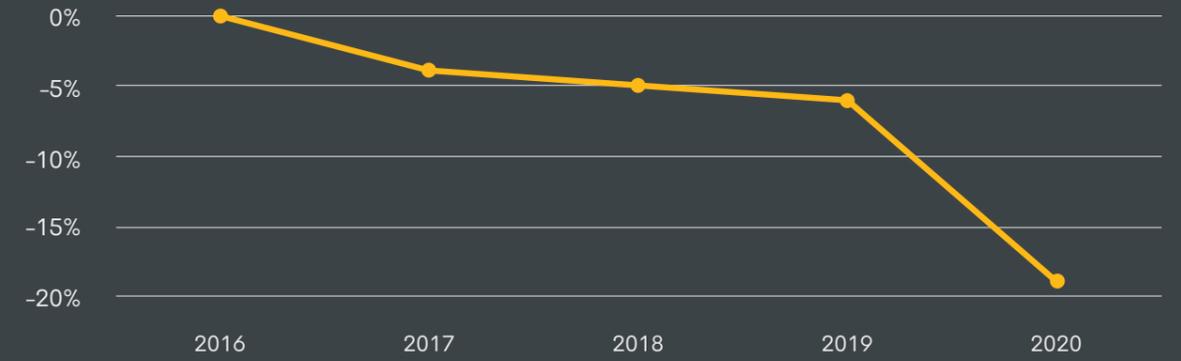
**REDUCTION IN CARBON  
EMISSIONS ACROSS  
OUR ASSETS**



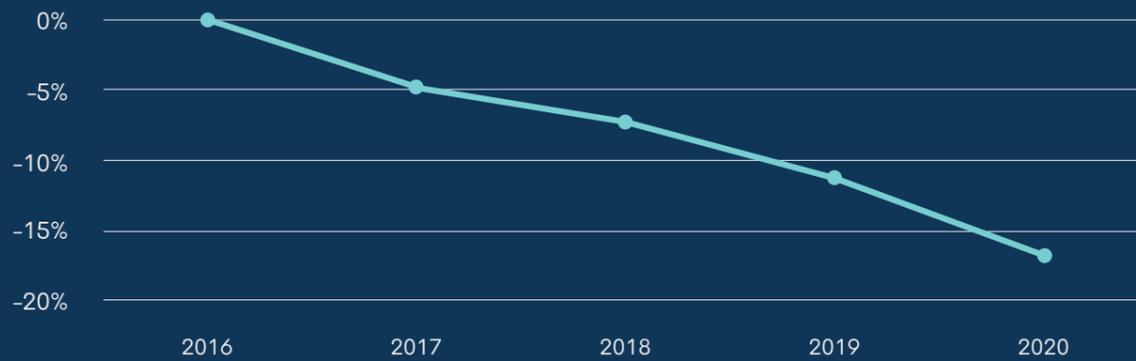
# Water



# Electricity



# Carbon



# Gas



# Our office portfolio has one of Australia's highest rated NABERS Energy ratings

**4.8 stars**

AVERAGE NABERS ENERGY RATING

**4.0 stars**

AVERAGE NABERS WATER RATING

**5.3 stars**

AVERAGE NABERS INDOOR ENVIRONMENT RATING



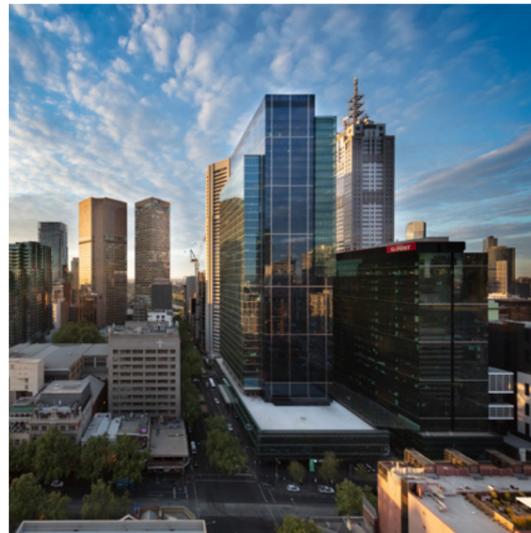
## PERTH, WA

5 office assets

**4.8 stars**  
NABERS Energy average

**4.1 stars**  
NABERS Water average

**5.4 stars**  
NABERS Indoor Environment average



## MELBOURNE, VIC

2 office assets with associated retail

**4.7 stars**  
NABERS Energy average

**3.7 stars**  
NABERS Water average

**5.7 stars**  
NABERS Indoor Environment average



## SYDNEY, NSW

7 office assets

**5.2 stars**  
NABERS Energy average

**4.1 stars**  
NABERS Water average

**5.3 stars**  
NABERS Indoor Environment average



## BRISBANE, QLD

1 office asset, 1 retail asset

**4 stars**  
NABERS Energy average

**4 stars**  
NABERS Water average

**4.5 stars**  
NABERS Indoor Environment average

Note: Total portfolio figures exclude Portside Wharf, 32 Carrington Street, 36 Carrington Street because these assets are exempt from mandatory disclosure legislation and are not rated using the NABERS tool.



# Developing with purpose

In 2021, we have set ourselves targets to increase sustainability performance of our new developments.

ASSET	COMPLETION	SUSTAINABILITY TARGETS			
		NABERS ENERGY	GREEN STAR	WELL	NABERS WATER
Brookfield Place Tower 2, Perth	2015	5	5		
388 George Street, Sydney	2020	5	5	Gold Shell and Core	
Brookfield Place, Sydney	2021	5.5	6		
405 Bourke Street, Melbourne	2021	5	5		
One The Esplanade, Perth	2023	5.5	5	Gold Core	5
Elizabeth Quay, Perth (Lot 5)	TBC	5	5		
Elizabeth Quay, Perth (Lot 6)	TBC	5.5	6	Gold Core	4.5



## Shooting for the (Green) stars

Across Australia, Brookfield Properties is delivering over \$4 billion in property development projects. With sustainability deeply etched into our development psyche, our new build projects are designed to perform.

### LEADING BY EXAMPLE

- ★ **In Sydney**, Brookfield Place has achieved a world-leading 6 Star Green Star Office Design rating and we will accompany this with targeted 6 Star Green Star As-Built rating, 5 Star and 4 Star NABERS Energy and Water ratings respectively.
- ★ **In Melbourne**, our office development project at 405 Bourke Street has achieved an Australian excellence rating of 5 Star Green Star Office Design, and we are currently exploring pathways to extend this to achieve the world-leading 6 Star rating including the use of 100% renewable electricity for the base building. Like Brookfield Place Sydney, this is also accompanied by respective target 5 Star and 4 Star ratings for NABERS Energy and Water.

#### Green Star projects have ongoing performance considerations for the following elements:

- Management
- Energy
- Water
- Land use and ecology
- Innovation
- Indoor environment quality
- Transport
- Materials
- Emissions

5 Star Green Star represents Australian Excellence whilst 6 stars represents World Leadership.

### WE'RE COMMITTED TO REDUCING WASTE TO LANDFILL

Within our capital works projects we set in place strict criteria to ensure a minimum of 60% of materials are recycled. Here's how we're tracking:

Project	388 George Street, Sydney, redevelopment	108 St Georges Terrace spandrel replacement project
Status	Started August 2016. Completed February 2020.	Started March 2020. Ongoing – PC in Aug 2021.
Recycling rate achieved	89.7%	~95% of glass 100% of aluminium



# Encouraging healthy lifestyles

We support our tenant customers in their pursuit of active lifestyles. Across our portfolio we're investing in first class End of Trip facilities.

In 2021, the latest developments to achieve completion – Brookfield Place Sydney and 405 Bourke Street – will provide first star hotel-like experiences for our tenants.

By way of example, here's what our tenants are looking forward to at Brookfield Place in Sydney.



## SHOWERS

We provide 49 showers and fresh towel service every weekday.

Our showers include premium products from Leif. Leif's clean-formulations are vegan, cruelty-free and made in Australia.

### Free from:

- Sulphates
- Parabens
- Sensitising soaps
- Mineral oil fillers
- Animal testing



## LOCKERS

We offer 782 lockers.



## HAIR STATIONS

Hair dryers, straighteners and irons are provided in our End of Trip change rooms for tenant use.



## BIKE STORAGE

Our first-class end of trip facilities allow our tenants to arrive and depart from work in style. The storage facilities include an area for charging electric bikes, a bike service area and water refill stations.



BIKE RACKS

LOCKERS

SHOWERS

EV CHARGING

TYRE PRESSURE

CAR WINDOW WASHING

CAR SHARE

WALKING DISTANCE TO PUBLIC TRANSPORT (m)

	BIKE RACKS	LOCKERS	SHOWERS	EV CHARGING	TYRE PRESSURE	CAR WINDOW WASHING	CAR SHARE	WALKING DISTANCE TO PUBLIC TRANSPORT (m)
<b>PERTH</b>								
Brookfield Place Tower 1	1,212	1,144	61	✓	✓	✓	X	33
Brookfield Place Tower 2	350	389	36	✓	✓	✓	X	65
EY Building	81	134	9	N/A	N/A	N/A	N/A	65
108 St Georges Terrace	182	317	25	✓	✓	✓	X	20
235 St Georges Terrace	138	228	21	✓	✓	✓	X	55
<b>MELBOURNE</b>								
Southern Cross East	293	100	30	✓	✓	✓	✓	200
Southern Cross West	252	418	30	✓	✓	✓	X	63
<b>SYDNEY</b>								
32 Carrington Street	0	0	0	N/A	N/A	N/A	N/A	12
36 Carrington Street	29	76	5	N/A	N/A	N/A	N/A	12
50 Carrington Street	10	28	6	X	X	X	X	12
60 Carrington Street	13	102	4	X	X	X	X	51
388 George Street	240	350	22	X	X	X	X	200
680 George Street and 50 Goulburn Street	276	453	29	X	X*	✓	X	400
52 Goulburn Street	0	0	0	X	X	X	X	300
<b>BRISBANE</b>								
240 Queen Street	366	112	11	✓	✓	✓	✓	51

60 Carrington Street was sold post the period, with sale completed 7 May 2021.  
 Properties marked N/A do not have parking facilities within the building.  
 \*On site vehicle mechanic services available.

# We continue to implement initiatives that go beyond our core sustainability goals

## WE'RE BREAKING THE PLASTIC HABIT

Our planet needs us so we're stepping up. We are committed to helping Australia reduce the amount of plastic waste ending up in our oceans.

On average, Australians use a staggering 130kg of plastic per person each year and only 9% of that is recycled.

Every piece of plastic ever produced is still with us and, sadly, thousands of tonnes of it end up in our oceans and waterways every year. Once in the ocean, plastics endanger our marine wildlife and the functioning of our ocean ecosystems. Studies have also shown that it has entered the food chain and is ending up on our plates.

Borrowing from the success of a similar program at Canary Wharf in the United Kingdom (jointly owned and operated by Brookfield), we have developed an Australia-wide initiative that commits our business to avoid single use plastics where we can. That program is called **Breaking the Plastic Habit**.

### PLASTIC IS UBIQUITOUS, SO AVOIDING ALL PLASTICS IS CHALLENGING.

Our Breaking the Plastic Habit program is not about removing all plastic from our properties and offices but it commits us to start the journey by targeting specific, avoidable single-use plastic items where possible.

Our hope is that our actions will influence positive behavioural changes for individuals, businesses and communities to join us in breaking the plastic habit.

## THE PROGRAM WILL ROLL OUT IN FIVE STAGES:



### 1. AUDIT BROOKFIELD OFFICES IN AUSTRALIA FOR SINGLE USE PLASTICS

#### Launched early 2021

At the time of publishing this report, >25 products from our offices nationally that will result in nearly 100,000 individual items of single use plastics being avoided in 12 months



### 2. AUDITING OUR BASE BUILDINGS

#### Underway

Our operations team has audited our base buildings at our Brookfield Place assets to identify single use plastics.

We aim to remove three items of SUPs from base buildings this year.

Bottle refilling stations will be installed at pilot assets.



### 3. ADVOCATING WITH OUR TENANTS

#### Underway

In a pilot program for Brookfield Place Perth and Brookfield Place Sydney, we will work with our tenants to commit to removing at least three SUPs in year one. We'll also share our own experiences as we, too, learn how to break the plastic habit.



### 4. TAKING OUR CAMPAIGN PUBLIC

#### In planning

In June 2021, to coincide with Plastic Free July, we will initiate a public campaign of our Breaking the Plastic Habit program. This will include PR, the distribution of educational content and in-property activations.



### 5. ROLLING OUT TO ALL BROOKFIELD PROPERTIES MANAGED ASSETS

#### Early consideration

Once we have the data set and lessons learned from the Brookfield Place pilots we will roll out the program to all our assets and tenants.

## Coffee cup recycling

At Brookfield Place Sydney, we are partnering with Simply Cups to make recycling easy for everyone.

Simply Cups have a simple tube system for recycling cups, which will eventually be recycled and transformed into other products such as household and office furniture.

Around 50 of Simply Cups' recycling units have been placed strategically around the building – in all office kitchen team points and high traffic common areas.

## Single use plastics

Post the reporting period, we identified a range of single use plastics in our base buildings at Brookfield Place Perth and Brookfield Place Sydney that we were able to avoid or replace through changes in our procurement model.

This included replacing plastic bin liners and wet weather umbrella bags with compostable bags.

As a result, we anticipate we will avoid over 1.5 million single use plastics at these two buildings in one year.



# We're reducing waste. Every day.

Measuring waste outputs from operational assets has presented us and our peers with many challenges. Unlike gas, electricity or water, waste cannot be easily measured through a simple metering system.

To achieve waste savings, it was important to us that we were able to refine both our measurement and reporting structures. We have achieved this by implementing measures in accordance with the Better Buildings Partnership (BBP) Waste Management Guidelines.

This has provided us with a means of creating consistency across our assets and has led to the installation of scales at various sites to support weighing of all waste on site and developing more accurate reporting data.

The data we collected from these weighing stations is shared with our tenants to highlight opportunities where they can improve their own business practices and assist us to improve recycling and minimise waste generation.

38% of waste generated in our buildings was diverted from disposal at landfill during 2020 (see appendix for specific figures).

## CASE STUDY: MAPPING THE WASTE JOURNEY AT BROOKFIELD PLACE

In 2021, we opened our newest development, Brookfield Place, in Sydney. We've mapped the waste journey from this building below.





# 1

## Celebrating an industry first in sustainability

In October 2020 we collaborated with various stakeholders to set a new benchmark in sustainability in Australia.

The unique recovery project resulted in some 19 tonnes of existing desktop materials being diverted from landfill from our 388 George Street redevelopment project and recycled for other uses.

This Australian first was the culmination of a three-year grant issued by the City of Sydney to Edge Environment to uncover recycling options for melamine coated particle board, a material heavily found in office fit-outs and currently un-recyclable across much of Australia.

Through this innovative study coordinated by Edge Environment and with the co-operation of key partners including Profile of Design, City Move and DTL Timbers, Oxford Investa Property Partners, and Brookfield Properties 19 tonnes of discarded desktops at 388 George Street were processed into new, useable product.

**Combining the innovative recycling initiative and the re-homing of furniture, the refurbishment in its entirety saw:**

**93 tonnes**

OF FURNITURE  
RECOVERED

**75 tonnes**

OF GLASS  
RECOVERED

**112 tonnes**

OF CARPET  
RECOVERED

**200 tonnes**

OF METALS  
RECOVERED



THE COMBINED TOTAL OF RECOVERED MATERIALS EQUATES TO ALMOST THE WEIGHT OF AN AIRBUS A380 AIRCRAFT.

# What's next?

Across Australia, we have been working with our stakeholders to identify and remove Aluminium Composite Panel; a product made infamous by the Grenfell Towers disaster in the United Kingdom. This product was used extensively throughout Australia in construction and we are committed to replacing these panels progressively across the portfolio.

Aluminium composite panels (ACP) is a building cladding material used to create great-looking and durable facades. It consists of two thin aluminum sheets bonded to a core.

ACP was a popular material due to it being lightweight, adaptable, durable and low maintenance.

However, ACP's with a 30% or more polymer core have a poor resistance to fire due to aluminium's low melting point, thus creating the potential for fire to spread up from panel to panel. Following the fire at London's Grenfell Tower in 2017 there was significant attention given on the use of ACP by Governments and authorities globally, resulting in regulatory changes affecting the use of ACP.

## WHAT THIS MEANS

NSW has retrospectively banned the use of ACP with a 30% or more polymer core, resulting in the need to remove and/or replace such ACP with an approved alternative product. This means there may be a significant volume of ACP being disposed in coming years. We are committed to minimising our impact on the environment and are working with our suppliers and consultants to identify sustainable solutions for the disposal of this material.



We continually look for ways to better the communities our properties serve.



# social



# A co-ordinated response to COVID-19

We are committed to ensuring the safe and secure operations of our properties for our employees, tenants, residents, guests and other users of our space.

Throughout 2020, a large portion of our social efforts were related to easing the immediate effects of the COVID-19 pandemic on our portfolio, including working in partnership with our tenants as they responded to various health orders for lockdowns or work from home directives.

## We responded in Australia to COVID-19 in a number of ways.

In March 2020, our operations and business continuity teams united as our pandemic response plan was enacted.

We immediately deployed the Brookfield Emergency Notification System (BENS) to advise tenants when known or suspected cases of COVID-19 had been evident in any of our buildings or tenancies. We increased our rates of cleaning, developed and deployed physical distancing signage and installed sanitiser stations in common areas across our portfolio. We also increased the volumes of fresh-air into our buildings in line with industry guidance.



We asked our people to work from home and created split team shifts for essential workers.

As lockdowns began, we assisted our tenants in their decant strategies and, as restrictions eased, assisted them in their return to office. When our own teams returned to office, we created meeting room limits, restricted external visitations and emboldened more flexible working arrangements to enable physical distancing limits to be maintained.

## WE SUPPORTED THE BROADER COMMUNITY THROUGH A VARIETY OF ACTIVITIES



- Cash donations via Brookfield Cares to various causes including Red Cross, OzHarvest and other non-profits focused on providing food to those in need.



- Provided 100 free parking passes at Sofitel Brisbane for Brisbane Private Hospital health staff to use.



- Connected the Sofitel Brisbane Central and Qantas to Aveo to explore the potential redeployment of any employees who have been 'stood down'.



- Coordinated with food retailers to make and donate meals to OzHarvest to help support homeless community members across Australia.



- Coordinated the delivery of PPE equipment to staff and frontline service contractors to where it is most needed. For example, our China office sent 700 thermometers to Brookfield-owned retirement operator, Aveo.



- Donated mobile phones to Anglicare in Western Australia through our Telstra relationship for persons in vulnerable housing situations



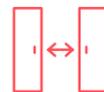
# Touchless technologies

One of the notable trends to emerge during COVID-19 has been elevated requests for touchless technologies to be deployed in more places throughout our office assets.

As an immediate response we:



- Introduced the Caroma Smart Command system at 32 Carrington Street in a pilot program. This includes touchless taps, flush buttons, urinals and soap dispensers. With this technology, we are also able to obtain a wide range of data around water consumption and usage of individual fixtures which improves our preventative maintenance.

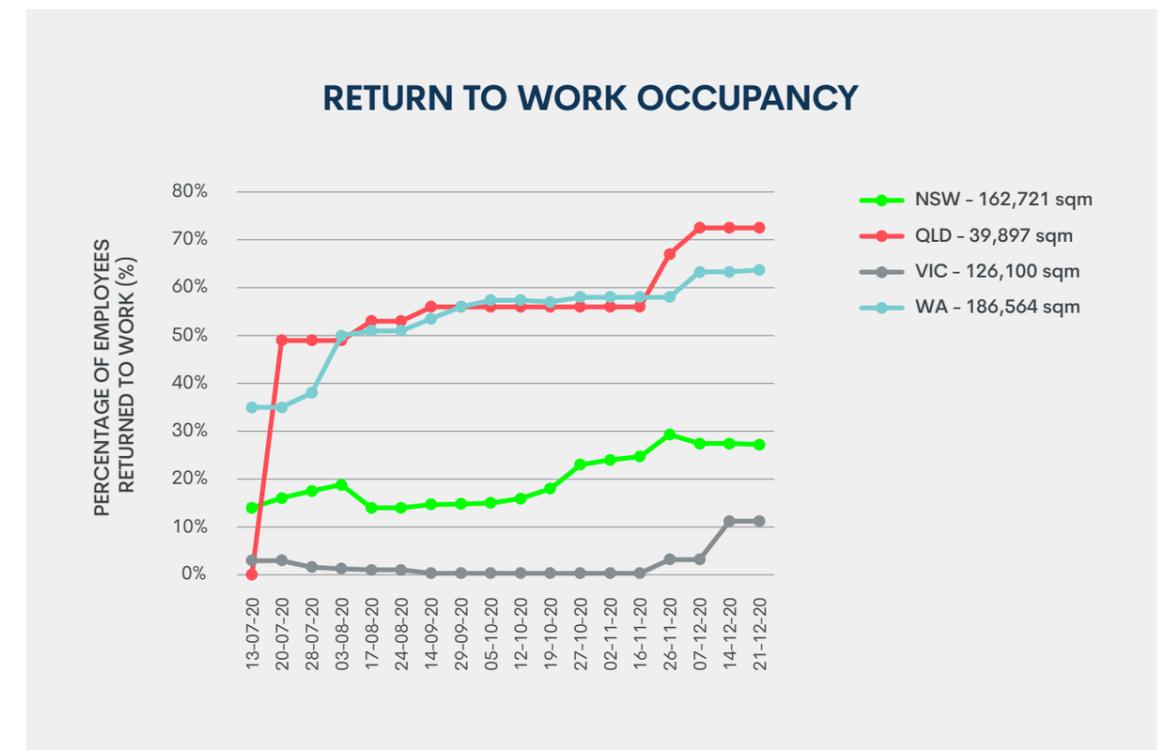


- Installed sensor-activated automatic doors at 680 George Street to reduce touch points to the basement levels where the End of Trip facilities are located.

# The steady return to office

The return to office was seen differently across Australia, as the east coast largely bore the brunt of new waves of infection throughout the latter part of 2020.

In step with the different State controls and lifting of restrictions, Brookfield Properties began to reignite our placemaking activities.



Statistics recorded from July 2020 to December 2020. Represents a % of workers returned to office in Brookfield Properties-managed buildings, as reported by Brookfield Properties' tenants nationally.

# Bringing our spaces to life

## WE MAKE SPECIAL PLACES HAPPEN

For more than three decades, we have invested in developing world-class placemaking strategies. In Australia, we deliver dozens of free events, activations and cultural experiences to our assets and precincts, supporting music, visual arts, theatre, community and charitable causes.

We pivoted quickly as our tenants began their steady return to office introducing a range of activations that supported the economic productivity of our retail tenants and providing welcoming experiences for those returning to the CBD.

PRINT HALL



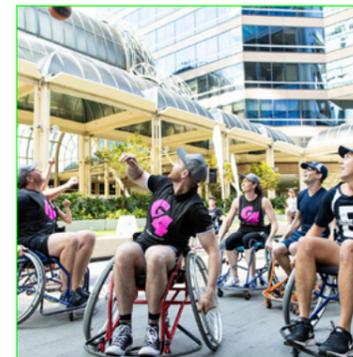
**In Western Australia** we delivered six bespoke glasshouses at Brookfield Place Perth which had the combined benefit of enabling diners to enjoy sophisticated meals at appropriate physical distances while delivering an additional income source for our COVID-impacted F&B operators.



**At Portside Wharf** in Brisbane we delivered two months of F&B giveaways to encourage patronage amongst our retail tenancies.



**In support of mental health** we partnered with the Blue Tree Project and R U OK? Day to help spark positive conversations around mental health, with in-lobby activations in Sydney, Brisbane and Perth.



**To contribute to the re-energising of our CBDs**, we rolled out Christmas activations nationally, held a progressive dinner with the stars of WA Opera and continued our annual Wheelchair Basketball program at Brookfield Place Perth, and held a charity spin bike event at 108 St Georges Terrace.



**In addition, we led industry conversations** to encourage businesses to return to the office, joining hands with the WA Premier, Mark McGowan, the Property Council of Australia, Chamber of Commerce and Industry and Australian Hoteliers Association to sponsor the highly successful 'Reignite Perth' business event.



**And we went digital**, replacing in-person wellness classes with a range of virtual classes where possible and progressively rolling out our tenant engagement app, axiis, across our national portfolio of office assets.

# Creating better connections

## WE KNOW THE BEST WAY TO CULTIVATE COMMUNITY IS FROM THE INSIDE OUT.

As the world searched for better ways to connect during COVID-19, we piloted a new mobile app in Australia that will help us to build stronger, longer-term connections for tenants occupying our office towers and mixed-use precincts.

The app, axiis, was piloted at our recently completed 388 George street complex in Sydney and is the evolution of our placemaking program into the digital environment. It will help us deliver a superior placemaking experience to more people who can interact in their own time.

Through axiis we'll engage directly with our tenant customers with written, audio and visual content, while connecting them better to the building, precinct and neighbourhoods where they work.



### More than just an app, axiis is a:

- Digital tenant handbook
- Event booking tool
- Guide to building services and amenities
- Retail directory and link to special offers
- Building noticeboard
- Direct link to security, concierge and your management team
- Maintenance and request portal
- Building access pass – coming soon
- Place for tailored building content.

After a successful pilot, the app will be progressively rolled out to our buildings in the first half of 2021.





# Our people

At Brookfield Properties, our success starts with our people.

We develop, operate, and manage more than 650 properties and 325 million square feet of real estate across the globe. It's a feat that wouldn't be possible without our team; a diverse group of creative visionaries and innovative experts who are relentless in pursuit of one goal: to ensure our buildings don't simply meet the needs of our tenants, residents, and communities — but exceed them, every day.

Here, transparency and integrity are more than just tenets of our organisation — they're the bedrock of our culture.

We value openness, honesty, and responsibility among our employees, and are committed to providing them — and all of our partners — with the same. From keeping our workforce informed about our business performance to communicating clearly with clients, tenants, and residents, at Brookfield Properties, transparency and integrity are always our top priorities.

Working at Brookfield Properties means becoming part of a collaborative, results-oriented team.

We put as much time and care into our hiring decisions as into our investment decisions, taking a long-term approach to both.

We offer opportunities for growth through on-the-job learning and roles that provide exposure to different businesses, geographies and teams. We have a "grow from within" approach to the development of our people, with a focus on internal mobility across business groups, functions and regions, and within our portfolio companies.

## BROOKFIELD PROPERTIES IN AUSTRALIA

**5%**

ANNUAL EMPLOYEE  
TURNOVER RATE

(2019: 7%)

**5 years**

AVERAGE EMPLOYEE  
TENURE

(2019: 5 years)

**8%**

EMPLOYMENT  
GROWTH

(2019: 3.29%)

**23 years**

AGE OF YOUNGEST  
EMPLOYEE

(2019: 22 years)

**66 years**

AGE OF MOST  
SENIOR EMPLOYEE

(2019: 72 years)



## We value diversity

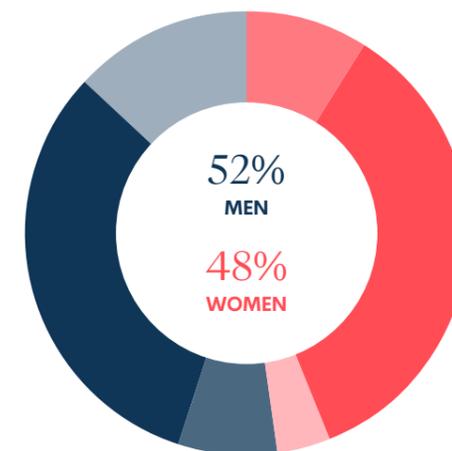
We are dedicated to supporting diversity within the workplace and are committed to ensuring our employees are gaining the best experiences possible.

A workplace that values diversity and is free of discrimination is more productive and leads to greater employee satisfaction and staff retention. Through retaining employees and harnessing their skills and perspectives, creativity and innovation is also increased within the workplace. We believe a reputation for respect and diversity also enhances an employer's business and opens up new opportunities.

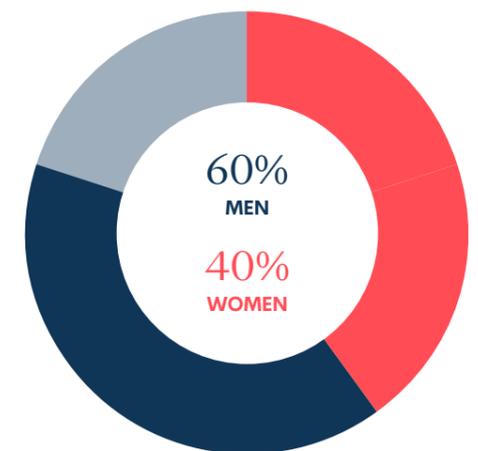
### AGE DIVERSITY OF BROOKFIELD PROPERTIES AUSTRALIA

Age bracket of employees	22-32 yrs	33-42 yrs	43-52 yrs	53-62 yrs	63-71 yrs
Number of employees	43	57	35	21	2

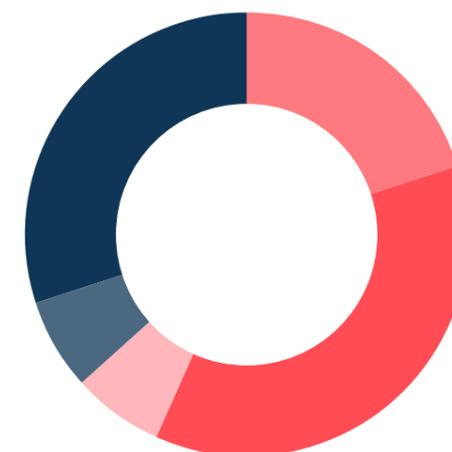
### GENDER DIVERSITY TOTAL WORKFORCE



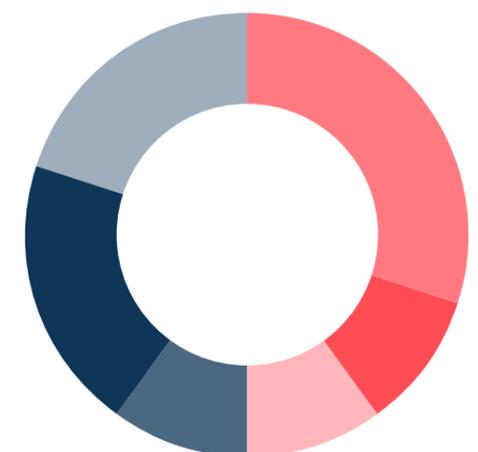
### GENDER DIVERSITY LEADERSHIP TEAM



### GENDER DIVERSITY NEW HIRES



### GENDER DIVERSITY EMPLOYEE TURNOVER



Please access our public 2020 Workplace Gender Equality Agency report for further information relating to allocation of employees to gender and role category.

# Playing our role in industry leadership

Brookfield Properties recognises the importance of playing a lead role in how our industry is shaped, while providing our employees with exposure and learning opportunities.

Our Australian employees are engaged in local and national committees, roundtables, workshops and mentoring programs with the Property Council, Urban Land Institute, Green Building Council, Facilities Management Association and Better Buildings Partnership.

## Committees and Roundtables that our employees participate in include:

- Academy: Operations and Facilities Management
- Academy: People and Culture Committee
- Academy: Property Development Committee
- Accounting Committee
- Asset Management and Sustainable Development Committee
- Board of Directors
- Capital Markets Committee
- Cities Roundtable
- Commercial Office Property Committee
- Debt Markets Committee
- Diversity and Inclusion Committee
- Division Council
- Future Directions Committee
- Planning Committee
- Public Affairs Roundtable
- Social Sustainability Roundtable
- Sustainability Roundtable
- Hotel Property Committee
- Tax Committee



# Employee benefits

Every year we review our employee benefits to ensure that we are delivering the best offerings, from novated leases, salary sacrificing, wellness reimbursements, free health check-ups, study assistance and vaccinations, to zoo passes and corporate discounts on travel, car hire and parking.



Wellness reimbursements to the value of \$295 annually



Salary sacrificing for a broad range of products ranging from airline lounge memberships to novated motor vehicle leases



A confidentially counselling service is provided via our Employee Assistance Program



Salary continuous insurance that provides coverage for major illness or accidents



Annual flu vaccinations



Eye, skin and health checks



Paid parental leave



Health insurance discounts



Career and development planning



Professional memberships



Workplace giving and donation matching



One day per year for volunteering activities



A medical referral service for a second opinion



Nutrition consultations

# Training and education

Supporting people to be the best they can be is a key business priority for Brookfield Properties. Each year, we run a range of programs that supports our people in their career growth.

The average hours of training for each employee is 10 hours per year and all of our employees (100%) received a regular performance and career development review during the reporting period.

## SOME HIGHLIGHTS FROM OUR 2020 PROGRAM



### DIVERSITY AND INCLUSION

Understanding cultural differences, unconscious bias and its impact on relationships, and the importance of diversity and inclusion.



### TIME MANAGEMENT

How to reduce email noise and determining what to prioritise in your day to day.



### LISTEN AND SPEAK UNDER PRESSURE

How to build your thinking-and-speaking-on-your-feet 'identity'.



### GROWTH MINDSET – LEADING THROUGH CHANGE

How to build effective communications and a growth mindset.



### INFLUENCE AND PERSUADE; SKILLS FOR STAKEHOLDER MANAGEMENT

How to build rapport with a range of stakeholders and use key principles of influence to create a persuasive message.



### FINANCE FOR THE NON-FINANCIAL MANAGER

Interpret a profit and loss statement balance sheet and cash flow statement.



### INFLUENCING IN A VIRTUAL WORLD

Learn new strategies to influence your colleagues and stakeholders in a virtual world.



# Brookfield Women's Network

Providing a forum to explore, discuss, and learn about opportunities and challenges facing professional women.

Brookfield Women's Network (BWN) aims to foster a learning and networking community of women in all business groups and at all levels of seniority in the company. Through a variety of events and initiatives, the group provides a valuable forum to explore and discuss opportunities and challenges facing professional women.

BWN is an employee-led initiative at Brookfield offices globally. The group convenes regularly to hear from internal and external speakers, opening a dialogue on a broad range of topics that pertain to their careers and personal lives. The group pursues discussions and tangible initiatives that can have a real impact on its members. Our areas of focus include professional development, mentorship, networking, business and industry education and philanthropy.

Our vision is to increase confidence, engagement, retention and progression of women at Brookfield.



Professional development



Mentorship



Networking



Business and industry education



Philanthropy

## IN 2020, BROOKFIELD WOMEN'S NETWORK:

- Had to adapt to a new way of working and found innovative ways to virtually connect, learn, share ideas, work together, and show each other support.
- Expanded across Australia and also increased its global connectivity, hearing from speakers based in London and New York and also working alongside the BWN Asia chapter to bring events and networking opportunities to women across the whole of Asia Pacific.

## IN 2021, BROOKFIELD WOMEN'S NETWORK WILL:

### FOCUS ON OUR FOUR KEY PILLARS

- 1 Confidence**  
Focusing on developing the skills for self-belief and your abilities
- 2 Networking**  
Connecting with like-minded individuals
- 3 Progression**  
Developing a pathway forward in both your personal and professional life
- 4 Support**  
Looking at how we can provide assistance and encouragement to each other

Every event and opportunity will tie back to one of the core pillars to ensure the Network continues to reach its visions and goals. Global connectivity and meaningful relationships will continue to be fostered with the aim to bring back hybrid virtual and in-person events in 2021.



# Brookfield Cares

Using both our financial and human resources to help enrich the lives of those in need within our communities.

We believe that making a positive contribution to our local communities is a fundamental responsibility and we continually work to instil a culture of charitable giving and volunteerism among our employees.

Through our charitable giving and volunteering program, Brookfield Cares supports a number of charities covering the arts, environment, diversity, community and health and wellbeing sectors.

At the beginning of 2020, much of Australia was ravaged by bushfire, burning thousands of hectares of land and destroying important wildlife habitat. As a result, key charitable platform from our Brookfield Cares program was for the bushfire recovery effort, with donations made to WIRES in NSW, Wildlife Victoria and the World Wide Fund for Wildlife Emergency.

## HIGHLIGHTS FROM OUR 2020 ACHIEVEMENTS



**177 lives**

Saved through blood and plasma donations



**19+**

Boxes of toys donated to Hubei Charity Foundation



**\$45,000+**

Matched donations



**300+**

Meals served to vulnerable community members



**6 boxes**

Of toiletries and clothing donated to homeless charities



**1,000kg+**

Of food rescued by OzHarvest



**4 days**

Rehabilitating and tidying local park and bushlands



**7.5kg**

Rubbish collected from Sydney Harbour



**100**

Parking passes at Sofitel Brisbane to Brisbane Private Hospital staff



**700**

Thermometers sent by China team to Aveo in Australia



**1,000,000+**

Steps walked for Heart2Heart Shanghai



**20**

Mobile phones donated to connect vulnerable community members during lockdown



HAPPY AUSTRALIA DAY



HAPPY FATHER'S DAY



ANZAC DAY

LEST WE FORGET



International Women's Day

## Supporting our communities

In addition to Brookfield Cares we support a range of local, national and international initiatives through our annual placemaking activities, with information displayed in our lobbies, lift screens and in communication content.

### In 2020, these initiatives included:

- Australia Day
- Lunar New Year
- Valentine's Day
- International Women's Day
- Easter
- Clean Up Australia Day
- Earth Hour
- ANZAC Day
- Mother's Day
- World Environment Day
- Daffodil Day
- Mental Health Awareness Month
- Recycling Week
- Christmas
- New Year
- Legacy Week
- World Green Building Week
- R U OK? Day
- Father's Day
- NAIDOC Week

With every property we develop, we charge our development teams and their contractors to identify and raise funds for a local charity that is aligned to the project.

### BROOKFIELD PLACE SYDNEY



World-class not-for-profit integrated cancer treatment centre, and is a fully operational cancer hospital.

### 405 BOURKE STREET, MELBOURNE



Safe steps provides 24/7 telephone crisis counselling, referral, information and support for women and children in Victoria.

### ONE THE ESPLANADE, PERTH



Ruah Community Services has been supporting and empowering vulnerable and disadvantaged people to create positive change in their lives for more than 60 years – leading innovation and delivering tailored, wrap-around support for people experiencing homelessness, family and domestic violence, mental health issues and, as a result, needing legal advice and support.

Environmental, Social, and Governance (ESG) initiatives are governed by executive management within Brookfield Properties in alignment with Brookfield's ESG Principles. This ensures that sustainability is a priority and is explicitly addressed in our long-term business strategy and risk management.

# governance



# Performance through good governance

At Brookfield Properties good corporate governance practices form a fundamental part of our culture and our operations. For us, good corporate governance means optimising performance and having an effective environment to monitor, identify and manage business risks which arise from implementation of our business strategy. We use a risk management framework as a structured process to identify, quantify and mitigate potential risks to Brookfield Properties. Key enterprise risks are addressed to determine posture and mitigating strategies considering internal and external factors every year. Top enterprise level risks are then presented to the Executive Team and the Board of Directors ("Board"). The Board is responsible for setting the risk appetite and ensuring our risk management framework is adequate to identify and manage risks on an ongoing basis.

Each department (i.e. operations, development, marketing, legal etc.) is responsible for implementing a risk framework by identifying, assessing, escalating (where appropriate) and responding to the risks in their area of responsibility. Health, safety and compliance related risks from our core business - providing real estate, facilities, project and development management services to owners, tenants and other stakeholders - are managed by our Operations Team.

The Enterprise Risk team ensures consistency in risk reporting, provides direction on applying the framework, and facilitates the identification, assessment and communication of enterprise risks.

We are aware of the Precautionary Principle and we apply it via subscribing to the tenements of ISO31000 Risk Management and ISO45001, following which, we implemented a raft of proactive measures to appropriately identify, assess and control all types of risk (Physical, Reputational, Environmental, Financial etc.). An example of this is via our weekly FM checks and third-party audit programs which are leading indicators in this regard, providing a precautionary approach to our operations ensuring risks which may eventuate are appropriately considered.



# Our GRESB performance

GRESB is an industry-driven organisation that independently assesses the sustainability performance of real estate portfolios. The dynamic benchmark is used by institutional investors to elevate the sustainability performance of property companies.

## CHANGES TO 2020 GRESB SURVEY

The 2020 GRESB assessment structure fundamentally changed, establishing a new baseline for measuring performance. The split between management and performance components brings a stronger focus on consistent data collection and reporting.

GRESB advises against a direct comparison between 2020 GRESB scores and prior year results. Changes to the 2020 assessment produced inconsistent impacts regardless of geographic region, property type or investment strategy. Most participants experienced score shifts ranging +/- 4 points. A small number of participants experienced greater point swings, typically driven by shifts in portfolio structure rather than performance issues.

## OUR SCORE

Brookfield Office Properties Australia

**81/100**

GRESB SCORE

**24/30**

MANAGEMENT SCORE

**57/70**

PERFORMANCE SCORE

## ESG BREAKDOWN

**51/62**

ENVIRONMENTAL

**15/19**

SOCIAL

**15/20**

GOVERNANCE

## GRESB RESULTS HIGHLIGHTS

**99.5%**

FOR BUILDING CERTIFICATIONS

**99.3%**

FOR RISK MANAGEMENT

**100%**

FOR RISK ASSESSMENTS

**100%**

FOR TARGETS

**84.8%**

FOR DATA MONITORING & REVIEW



## SCORING MODEL

The scoring model is based on an automated system, deployed for GRESB by a third party that specialises in data analysis software development. Following data validation, scoring is completed without manual intervention.

The sum of the scores for each indicator adds up to a maximum of 100 points; the overall GRESB Score is expressed as a percentage – from 0 to 100.

To provide additional understanding of performance, the score is divided into two dimensions: Management & Policy (MP) and Implementation & Measurement (IM).

Using these two scoring dimensions allows performance to be visualized using the GRESB Quadrant Model.



## GREEN STARS

Participants with a score that is equal or larger than 50% on Management and Policy and a score that is equal or larger than 50% on Implementation and Measurement. Brookfield obtained Green Star status in our first submission 2014.



# Health and safety

By embedding Safety, Health & Environmental (SH&E) excellence into our business values, we propel our entire industry forward, raising the bar for real estate everywhere.

Our goal is to reduce the risk of incidents which could harm our constituents, our brand or our properties through a proactive, industry-leading SH&E program.

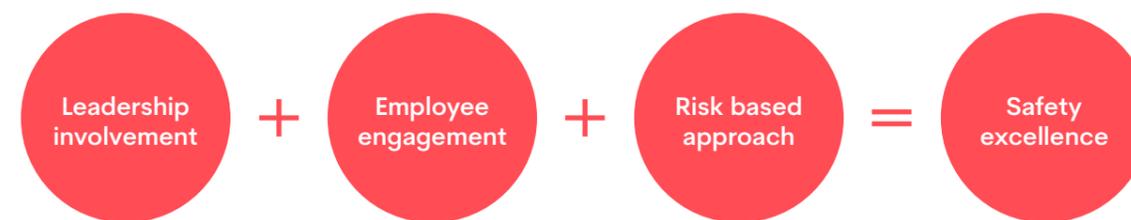
Our SH&E program creates a safer, healthier working environment for our employees, partners and communities, ensuring everyone returns home safely each day.

For us, outstanding safety, design, and service always come standard with every property. We never sacrifice excellence for the sake of expediency.

Through our culture of collaboration and partnership with our communities, we provide those who work in, live at or visit our properties sustainable systems and processes that promote health and safety.

Sustainability isn't a box we check, it's how we do business. Respect for the environment is embedded into all aspects of our operations, including our SH&E program, because we believe real estate has the power to shape the world we share, making it better for all.

## SAFETY EXCELLENCE FORMULA



## ENSURING THE WELLBEING AND SAFETY OF OUR EMPLOYEES



### ENSHRINED IN POLICY AND PROCESS

- We have developed an end-to-end work health and safety platform across for our development and operational assets



### CONSISTENT MONITORING AND MEASUREMENT

- All assets have been incorporated into a single system to ensure consistent reporting and adherence to WHS obligations
- Contractor management measurement and monitoring through SASSI



### BEST IN CLASS REPORTING STRUCTURES

- Development and operational representatives on Brookfield Asset Management Safety Committee
- Incident reporting through Brookfield Emergency Notification System (BENS)
- Compliance management delivered through InterRisk, BOSS – AESC
- Quarterly reporting suite customised for co-owners



### RESOURCES BUDGETED

- Budget inclusions for WHS agreement, management and measurement



### FOCUSED ON THE FUTURE

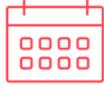
- Our next key area of focus will be to embed safety into all our activities

## OUR WORK HEALTH AND SAFETY FRAMEWORK

PRINCIPLE	OUR APPROACH
 <b>LEARNING AND DEVELOPMENT</b>	<p>Maintain up to date knowledge about Work Health Safety (WHS) with regular training provided to directors, management and staff, including:</p> <ul style="list-style-type: none"> <li>• Directors' duties (external legal)</li> <li>• Training annually to all facilities management personnel (including face-to-face training)</li> <li>• On-line training for development managers and periodically all staff</li> <li>• Participation in global H&amp;S initiatives of Brookfield and Brookfield Properties by development and operations managers</li> <li>• Established WHS Key Performance Indicators for corporate and site-based operations teams</li> <li>• Formal joint management-worker health and safety committees including all directors and officers within the business (100% employee representation)</li> </ul>

 <b>REPORTING</b>	<ul style="list-style-type: none"> <li>• Quarterly work health and safety site visits completed by executive management to review the implementation of health &amp; safety practices at the building level</li> <li>• Facilities Managers undertake site inspections – weekly for operating assets and periodically for external site of the development assets (perimeter)</li> <li>• Development Managers attend site regularly</li> <li>• Comprehensive reporting including: <ul style="list-style-type: none"> <li>– Quarterly Operational Risk Reporting</li> <li>– Project Control Groups (including discussions of Health and Safety)</li> <li>– Incidents are reported, investigated and escalated if required</li> </ul> </li> <li>• A Brookfield Properties risk leadership team meets quarterly to review risk reports and discuss continual improvements</li> </ul>
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 <b>AUDIT</b>	<ul style="list-style-type: none"> <li>• Guidance Orientation Survey Performance Education Legislation (GOSPEL) audit of all operational assets annually to review health &amp; safety processes and ensure functioning as expected. All audit observations are remediated and monitored through to completion</li> <li>• Periodic (quarterly) audits of development assets by subject matter experts. Observations are remediated by builder and monitored through to completion by development manager: <ul style="list-style-type: none"> <li>– Construction H&amp;S (builder practices) audits</li> <li>– Site perimeter audits (public liability)</li> </ul> </li> </ul>
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PRINCIPLE	OUR APPROACH
 <b>INCIDENT MANAGEMENT</b>	<ul style="list-style-type: none"> <li>• Incidents are classified from least (level 1) to most (level 5) severe and escalated to relevant management level based on severity by the Rapid Alert Platform (RAP)</li> <li>• Immediate escalation and reporting of high risk incidents on development sites by the builder utilising Brookfield Properties' incident management systems and protocols</li> <li>• Incidents are analysed and reported (including data comparison, analysis, trend etc.) through quarterly Board meetings to executive management and quarterly Senior Management Operational Risk Report</li> </ul>
 <b>ANNUAL REVIEW</b>	<ul style="list-style-type: none"> <li>• WHS costs are within annual operational and capital expenditure budgets for the assets</li> <li>• Developments are to include WHS audits in the project feasibility</li> <li>• WHS obligations of a builder are part of the contractual arrangements</li> </ul>



# Our approach to Supply Chain Management and Modern Slavery

Our supply chain is diverse, supporting both the operational management and development functions of our business. Over 99% of our business' 2020 expenditure was with Australian suppliers.

Significant suppliers for Brookfield Properties include those suppliers of services required to operate our building portfolio including utilities, cleaning and security and construction companies for new developments and major refurbishment projects. There were no significant changes to our supply chain from the previous year.

In Australia, *Modern Slavery Act 2018* (Cth) establishes Australia's national Modern Slavery reporting requirement. Under the reporting requirement, entities with annual consolidated revenue of at least AU\$100 million, must publish annual Modern Slavery Statements describing their actions to assess and address modern slavery risks.

During 2020 we conducted a risk-based assessment of the relevant third parties with whom we do business. The assessment analysed the inherent risk of modern slavery across our procurement categories and considered information on the prevalence of issues including child labour, forced labour, wage assessment, excessive working time, exploitation of migrant labour, freedom of association, gender equality, legal systems and corruption. This category-based assessment was a first step to understanding the potential for modern slavery risk within our operations and supply chains.

Brookfield Properties strives to embed the protection of human rights throughout our core business activities, through training, communications, contracts, and due diligence processes as appropriate. These practices extend to our interactions with our key vendors and other business partners.

To consistently communicate our expectations surrounding the prohibition of child and other forced labour we have a comprehensive framework of policies & processes including:

- Australian Anti-Slavery & Human Rights Policy
- Code of Business Conduct & Ethics
- Procurement and Payment Policy and Control Principles
- Vendor Management Framework
- Risk Management and Due Diligence
- Mitigation Strategies
- Training and Education
- Grievances and Remediation



**ETHICAL BUSINESS**

We maintain an ethics hotline to report suspected unethical, illegal, or unsafe behaviour. Our hotline is managed by an independent third party and is available 24/7.



## OUR FOCUS IN 2021

In addition to our business-as-usual activities in embedded sustainability, we have set ourselves a number of specific objectives in sustainability as we work within a continuous improvement framework.



### ENVIRONMENT, SOCIAL AND GOVERNANCE

- Implement Modern Slavery Program and publish initial Modern Slavery statement
- Pilot Single-Use Plastic minimisation program at Brookfield Place Perth and Sydney and roll-out across portfolio
- Review minimum sustainability targets (NABERS & Green Star) for new developments assets



### WORK, HEALTH & SAFETY

- Pilot WELL Health & Safety tool and roll-out
- Implement enhanced contractor and incident management system to deliver process automation
- Improve utilisation of centralised digital risk register
- Alignment of policies and procedures to Brookfield Asset Management



### INNOVATION

- Develop future-focused buildings / Smart Buildings strategy and framework
- Deliver advanced CMMS to provide process automation and operational efficiency at the asset level
- Portfolio deployment of axiis tenant app and further enhancement (additional functionality via integrations)
- Deploy approved cyber security platform
- Clean up data within MRI and introduce validation reports to improve data accuracy in Cougar
- Automate publishing of leasing and valuation reports



GRI content index

GRI STANDARD	DISCLOSURE	LOCATION	NOTES
GRI 101: Foundation 2016			
<b>GENERAL DISCLOSURES</b>			
GRI 102: General Disclosures 2016			
<b>Organisational profile</b>			
	102-1 Name of the organisation	6-7	
	102-2 Activities, brands, products, and services	6-7	
	102-3 Location of headquarters	6-7	
	102-4 Location of operations	6-7	
	102-5 Ownership and legal form	6-7	
	102-6 Markets served	6-7, 9	
	102-7 Scale of the organisation	6-7, 9	
	102-8 Information on employees and other workers	51-53	
	102-9 Supply chain	74-75	
	102-10 Significant changes to the organization and its supply chain	74-75	
	102-11 Precautionary Principle or approach	67	
	102-12 External initiatives	54	
	102-13 Membership of associations	54	
<b>Strategy</b>			
	102-14 Statement from senior decision-maker	4-5	
<b>Ethics and integrity</b>			
	102-16 Values, principles, standards, and norms of behaviour	8-9	
<b>Governance</b>			
	102-18 Governance structure	10-11, 64, 67	

GRI STANDARD	DISCLOSURE	LOCATION	NOTES
<b>Stakeholder engagement</b>			
	102-40 List of stakeholder groups	10	
	102-41 Collective bargaining agreements	See note	Zero employees covered by collective bargaining agreements
	102-42 Identifying and selecting stakeholders	10-11	
	102-43 Approach to stakeholder engagement	10-11	
	102-44 Key topics and concerns raised	10-11	
<b>Reporting practice</b>			
	102-45 Entities included in the consolidated financial statements	6-7	
	102-46 Defining report content and topic Boundaries	2, 14	
	102-47 List of material topics	11, 14	
	102-48 Restatements of information	See note	No restatements of information
	102-49 Changes in reporting	See note	No significant changes in reporting
	102-50 Reporting period	2, See note	Calendar year 2020
	102-51 Date of most recent report	See note	2019
	102-52 Reporting cycle	See note	Annual
	102-53 Contact point for questions regarding the report	2	
	102-54 Claims of reporting in accordance with the GRI Standards	14	
	102-55 GRI content index	78-83	
	102-56 External assurance	See note	External assurance completed for environmental data only

GRI STANDARD	DISCLOSURE	LOCATION	NOTES
<b>MATERIAL TOPICS</b>			
<b>Mitigate impact of operations on the environment</b>			
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	14	
	103-2 The management approach and its components	67	
	103-3 Evaluation of the management approach	67	
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	85-86	
	302-3 Energy intensity	85-86	
	302-4 Reduction of energy consumption	15, 19, 85-86	
<b>GRI 303: Water and Effluents 2018</b>	303-5 Water consumption	15, 18, 85-86	
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	85-86	
	305-2 Energy indirect (Scope 2) GHG emissions	85-86	
	305-4 GHG emissions intensity	85-86	
	305-5 Reduction of GHG emissions	15, 18, 85-86	
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	30-35, 85-86	
	306-2 Management of significant waste-related impacts	30-35	
	306-3 Waste generated	85-86	
	306-4 Waste diverted from disposal	85-86	
	306-5 Waste directed to disposal	85-86	

GRI STANDARD	DISCLOSURE	LOCATION	NOTES
<b>Be good stewards in communities we operate in</b>			
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	14	
	103-2 The management approach and its components	67	
	103-3 Evaluation of the management approach	67	
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	74	
<b>Ensure wellbeing and safety of employees</b>			
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	14	
	103-2 The management approach and its components	67	
	103-3 Evaluation of the management approach	67	
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	51	
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	70-73	
	403-2 Hazard identification, risk assessment, and incident investigation	70-73	
	403-4 Worker participation, consultation, and communication on occupational health and safety	70-73	
	403-5 Worker training on occupational health and safety	70-73	
	403-6 Promotion of worker health	56-57	
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	57	
	404-3 Percentage of employees receiving regular performance and career development reviews	57	

GRI STANDARD	DISCLOSURE	LOCATION	NOTES
<b>Conduct business according to highest ethical and legal standards</b>			
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	14	
	103-2 The management approach and its components	67	
	103-3 Evaluation of the management approach	67	
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	74, See note	100%
	205-3 Confirmed incidents of corruption and actions taken	74, See note	None
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	52-53	
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incident of discrimination and corrective actions taken	74, See note	None
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	74, See note	None
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	74, See note	None
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	74, See note	None
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	74, See note	100%
	414-2 Negative social impacts in the supply chain and actions taken	74, See note	None



## ENVIRONMENT

The tables below summarise the organisation's energy, water, emissions, and waste figures for the reporting period of Calendar Year 2020. As mentioned earlier in this document, our baseline is a rolling five-year methodology which is well accepted in the industry. Thus, CY 2016 figures are also presented, where appropriate.

To ensure like-for-like comparison between 2016 and 2020, the buildings that were included in the portfolio totals for energy, water, emissions, and waste are the following. This list might have changed from previous reports due to changes within the portfolio. All energy figures represent base building consumption from within the organisation.

108 St Georges Terrace, WA	50 Carrington Street, NSW
11 Mounts Bay Road, WA	50 Goulburn Street, NSW
123 St Georges Terrace, WA*	52 Goulburn Street, NSW
125 St Georges Terrace, WA	60 Carrington Street, NSW
235 St Georges Terrace, WA	680 George Street, NSW
111 Bourke Street, VIC	240 Queen Street, QLD
121 Exhibition Street, VIC	

\*As described earlier in this report, due to the tri-gen plant commencing operation at Brookfield Place, Tower 2, we have excluded it from our reported electricity and gas consumption split, but still included its data in our water and emissions figures.

	CY 2016	CY 2020	REDUCTION	
Grid electricity (MWh)	27,850	22,613	-19%	5,237
Natural gas (GJ)	30,332	26,464	-13%	3,868
Total energy (GJ)	130,592	107,871	-16%	22,721
Energy intensity (MJ/sqm)	308	254	-16%	54
Scope 1 emissions (t.CO <sub>2</sub> -e)	1,674	1,852	11%	-178
Scope 2 emissions (t.CO <sub>2</sub> -e)	25,024	19,143	-24%	5,881
Scope 1+2 emissions (t.CO <sub>2</sub> -e)	26,698	20,994	-21%	5,704
Emissions intensity (kg.CO <sub>2</sub> -e/sqm)	58	46	-21%	12
Water (kL)	280,104	198,482	-29%	81,622

	WASTE DIVERTED FROM DISPOSAL (TONS)	WASTE DIRECTED TO DISPOSAL (TONS)	TOTAL WASTE (TONS)
Paper and cardboard	94	496	805
Organic and other	215		
<b>Total diverted</b>	<b>309</b>		

## NOTES:

The energy, water, and waste figures have been sourced from direct measurements. The carbon emissions have been calculated using publicly available emissions factors.

No fuel was consumed from renewable sources during CY 2020.

The electricity MWh were converted to GJ using the universal conversion factor of 1MWh = 3.6GJ.

The energy intensity ratio for the organisation is 424,113 sqm. It includes all buildings listed in the table at the start of the appendix apart from 123 St Georges Terrace.

Scope 1 emissions are the result of using natural gas within the organisation as part of the operation and conditioning of buildings. The GHG mix is typical from burning natural gas and is reported as CO<sub>2</sub>-equivalent.

Scope 2 emissions are due to using grid electricity across our portfolio. The grid emissions factors differ by state and are publicly available. The GHG mix is typical from the various sources of grid electricity and is reported as CO<sub>2</sub>-equivalent from the official emissions factors.

The GHG emissions intensity ration for the organisation is 457,462 sqm. It includes all buildings listed in the table at the start of the appendix.

All waste figures are for non-hazardous waste, and for waste created onsite during calendar year 2020.

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