





Headquartered in Sydney, our people are located in four operating regions: Australia, Asia, Europe and the Americas.

WE are a publicly listed company on the Australian Security Exchange (ASX). Our ASX code is LLC.

We create award winning urban precincts, living options for many staged of life, retail precincts, and workplaces to the highest sustainability standards.

Our people and our partners are the greatest contributors to our success.



Every day, tens of thousands of people around the world come to a Lendlease place to work. As our business grows, so do the number of workers in our care.

Everyone has the right to be safe: our people, and all who interact with us.

Our Global Minimum Requirements set out the minimum environment, health and safety standards designed to control risks associated with our operations.

We're building a culture of care so we can look out for ourselves and each other.

It's about people's physical safety and their mental wellbeing.



An inclusive work environment inspires employees and drives innovation and business growth. We support our people by fostering a culture of collaboration, knowledge sharing and continuous learning.

We recognise and reward individual and team achievements, including outstanding safety performance, project excellence and exceptional customer outcomes.

We aim to create a work environment that:

- · Values and cares for its people;
- · Is team oriented, inclusive and diverse;
- · Has inspirational leaders; and
- Fosters a unique culture that balances innovation, knowledge sharing and risk management.

# All the ways in which we differ are a source of great opportunity WE WELCOME

ALL RACES AND ETHNICITIES
ALL RELIGIONS
ALL COUNTRIES OF ORIGIN
ALL GENDER IDENTITIES
ALL SEXUAL ORIENTATIONS
ALL ABILITIES AND DISABILITIES
ALL SPOKEN LANGUAGES
ALL AGES
EVERYONE.

WE STAND HERE WITH YOU

\* Content adapted from the original "We Welcome" sign created by IPRC members Lisa Mangum and Jason Levian-

YOU ARE SAFE HERE

To read more about our Diversity and Inclusion commitments please search the following link https://www.lendlease.com/company/about-us/diversity-and-inclusion/



## **Diversity & Inclusion @ Lendlease**

Lendlease is committed to providing an inclusive workplace, where all employees can be their true and best self at work. We encourage and embrace diversity and inclusion in thought and experience, building stronger teams and better outcomes.

## **Embracing** difference

Increasing representation and visibility of underrepresented groups; building diverse teams, reflective of societal demographics

# Building a culture that cares

Creating opportunities for everyone through an inclusive workplace where people thrive.

# Valuing diverse thinking

Different ideas and experiences enable growth. Leveraging this thinking for smarter ideation and decision making that reduces risk

### **Key Drivers**

- · Diverse teams; level playing field
- Awareness programs & resources
- Inclusive workplace culture
- Valued experiences
- Advocacy

#### **Diversity Areas**

- Flexible Work
- Gender Equality
- First Nations People
- LGBTQ+
- All Abilities

- Culturally and linguistically diverse
- Age and intergenerational
- Parents& carers

Flexible work options available for all role types

40% - 60% Female representation 3% First Nations People representation Maintain AWEI Platinum Employer status