

# Dexus

## Media release



21 February 2018

### WGEA recognises Dexus for its commitment to workplace gender equality

Dexus today announced that it has been included amongst a group of leading Australian companies that have been granted an Employer of Choice for Gender Equality (EOCGE) citation by the Workplace Gender Equality Agency (WGEA).

The citation is designed to recognise and promote active commitment to achieving gender equality in Australian workplaces with criteria that cover flexible work practices, tailored parental leave policies, programs to increase women in leadership, initiatives to attract women into male-dominated roles and robust analysis and correction of gender pay gaps.

Darren Steinberg, Dexus CEO said: "We are proud to be a part of a small group of Australian leaders who are setting the benchmark for other Australian workplaces to follow. Our active commitment towards workplace gender equality has seen us launch organisation-wide programs, policies and initiatives that have contributed to the creation of a diverse and inclusive workplace."

In 2017, Dexus achieved gender pay equity in like-for-like roles for the first time and reached its initial gender diversity target of 33% or above participation by women in senior leadership roles and on its Board.

Underpinning Dexus's commitment to workplace gender equality are formal policies including the company's My Personal Flexibility Plan, which gives every person the flexibility to choose their place of work that best supports their productivity and records employees' flexibility goals in their individual annual performance scorecards.

Recognising that Australian women generally have significantly less superannuation savings than men, Dexus also maintains the payment of superannuation contributions to primary carers throughout the duration of their parental leave period, helping to overcome the gender retirement gap potentially faced by women in the workplace.

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### About Dexus

Dexus is one of Australia's leading real estate groups, proudly managing a high quality Australian property portfolio valued at \$26.5 billion. We believe that the strength and quality of our relationships will always be central to our success, and are deeply committed to working with our customers to provide spaces that engage and inspire. We invest only in Australia, and directly own \$13.1 billion of office and industrial properties. We manage a further \$13.4 billion of office, retail, industrial and healthcare properties for third party clients. The group's \$4.2 billion development pipeline provides the opportunity to grow both portfolios and enhance future returns. With 1.8 million square metres of office workspace across 55 properties, we are Australia's preferred office partner. Dexus is a Top 50 entity by market capitalisation listed on the Australian Securities Exchange (trading code: DXS) and is supported by 28,000 investors from 20 countries. With more than 30 years of expertise in property investment, development and asset management, we have a proven track record in capital and risk management, providing service excellence to tenants and delivering superior risk-adjusted returns for investors. [www.dexus.com](http://www.dexus.com)

