










Our Sustainability Framework



OUR STRATEGIC PILLARS	LONG TERM GOALS	FOCUS AREAS	OUR MEASURES	OBJECTIVES (& IMMEDIATE TARGETS)
<p>Growing well</p> <p>Grow our portfolio of market-leading retirement communities</p>	<p>Our Portfolio</p> <p>50 integrated retirement communities offering a continuum of care</p>	<p>Healthier and more sustainable homes</p>	<p>Embodied carbon; construction waste, healthy homes</p>  	<ul style="list-style-type: none"> Sustainability framework for independent buildings (Review Homestar 6+ rating for selected developments) Sustainability framework for care buildings (Project review of Greenstar or Homestar) Sustainability framework for communal buildings (Pilot project to explore Greenstar rating)
<p>Engaging well</p> <p>Empower our people to give their best effort everyday</p>	<p>Our People</p> <p>A safe workplace with a culture that supports team members to strive for continuous improvement</p>	<p>Understand and respond to the needs of our teams</p>	<p>Staff retention, staff satisfaction; diversity & inclusion</p>  	<ul style="list-style-type: none"> Staff engagement (Improve engagement of lower quartile communities) Staff turnover (Improve staff retention) Support diversity and inclusion through obtaining a better understanding of workforce
<p>Living well</p> <p>Inspire our residents to live their best lives</p>	<p>Our Residents</p> <p>Thriving communities that express The Attitude of Living Well</p>	<p>Active resident and community engagement</p>	<p>Engagement; community outreach; Good Friends members</p>  	<ul style="list-style-type: none"> The Attitude of Living Well model (All communities at silver rating on Living Well framework) Community outreach (One initiative per community)
<p>Nurturing well</p> <p>Be a sustainable organisation</p>	<p>Our Sustainability</p> <p>Leader in environmental and social guardianship</p>	<p>Clean and resource-efficient operations</p>	<p>Greenhouse gas emissions, energy use, waste to landfill, financial returns</p>   	<ul style="list-style-type: none"> Waste to landfill (20% reduction by FY23) Quantify Scope 3 emissions (Mandatory & voluntary Scope 3 emissions) Electricity (100% renewable by FY25) Emissions (Net zero by FY30)