

Diversity within QIC Real Estate

89%

of Real Estate believe QIC values and actively encourages the diversity and inclusion of its people



AVERAGE TENURE

4.6yrs

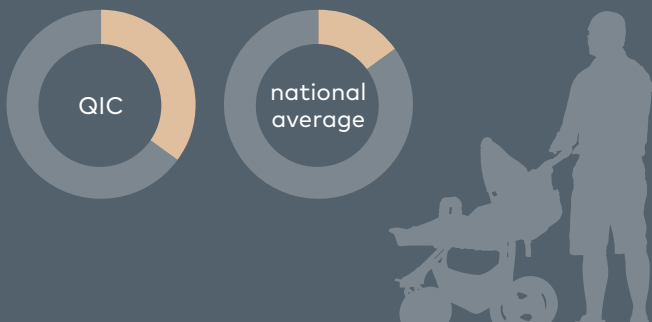
10+ years	18%
5-9 years	35%
2-4 years	20%
< 2 years	25%

LEAVE BENEFITS

Over the past two years, 46% of QIC Real Estate Dads who took Parental Leave took >4 weeks leave compared to the national average of only 15%

86% of Real Estate took Recharge Leave

Over 75 employees utilised QIC's additional Carer's Leave benefit, over 40% were male employees



INDIGENOUS WORKFORCE

Indigenous School Based Trainee — As part of a new QIC initiative to improve Indigenous education outcomes through employment, Grand Central welcomed an Indigenous school-based trainee to the Centre Management team



CULTURE

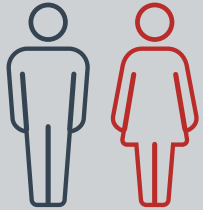
Four key **cultural pillars** embedded through **cultural workshops** facilitated and supported by **six Culture Ambassadors**

WORKFORCE AGE

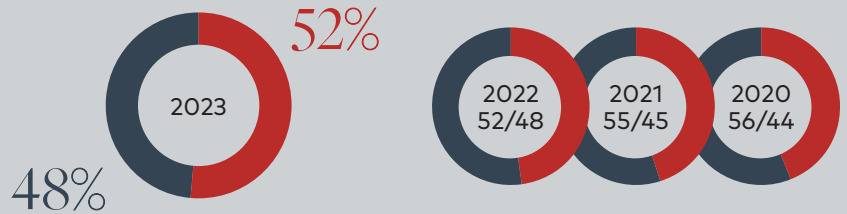

Average total workforce	43
Average female	41
Average male	45

Gender Diversity within QIC Real Estate

Data based on gender self-identification




WORKFORCE COMPOSITION

56%
of new hires were Female

PROMOTIONS

41%  59% 

VOLUNTARY TURNOVER

48% **14 Female** 52% **15 Male**

NEW GENDER PLAN CREATED FOR 2023-2025



INVESTMENT IN EMERGING FEMALE LEADERS

38 Over the past 12 months, 38 QIC Real Estate Female leaders participated in the QIC Emerging Leaders Program

12 12 Emerging Female leaders being sponsored by 12 senior leaders in a tailored 2023 QIC Real Estate Sponsorship Program

5 Women participating in Property Council of Australia 500 Women in Property Program

