



CHARITY POLICY

MIRVAC GROUP

Charitable partnerships are an integral part of Mirvac's commitment to support and enrich the communities in which we operate.

Mirvac focuses its charitable support around youth, education and welfare. This is the Group's core focus with additional support provided to organisations that operate or address social needs locally to our developments. Our Charity Committee provides a platform for approving all national charitable donations to ensure alignment with Mirvac's focus areas described above.

Organisations and activities that are looked upon most favourably by Mirvac are those that have:

- The ability to deliver long-term sustainable benefits to our communities
- Principles which are aligned with our values, objectives, targets and measures
- A geographical reach which corresponds to our asset locations
- A mission or focus which corresponds with the needs of our communities
- An ability to engage with our key stakeholders
- Can provide measurement and reporting which supports our reporting requirements
- An understanding of creating shared value: commercial value for Mirvac and social value for our communities
- Programs which are simple and targeted to achieve agreed outcomes
- The ability to provide genuine and inspiring opportunities for our staff to connect with our communities
- Can demonstrate management capability, financial responsibility and that that have a system of strong corporate governance in place
- The organisations has, or is supported by an organisation that has Deductible Gift Recipient status (DGR) Item 1 status

Mirvac does not generally support or sponsor the following activities:

- Political events or activities
- For-profit organisations
- Overtly religious activities or programs*
- Individuals (except through scholarship programs or employee match-giving)
- Projects that promote animal welfare
- Sponsorship or funding support for fundraising activities
- Events, activities or groups that may present a reputational risk, pose a significant danger, or promote high risk behaviour Eg: sports groups sponsored by alcohol companies, horse riding and gambling, shooting clubs

*Mirvac does support recognised charities / events that are supported by religious-based organisations.

Charity Committee

The charity committee is responsible for monitoring corporate charitable activities to ensure initiatives meet the guidelines established in the Charity Policy and funding is allocated appropriately.

The Committee is run by External Affairs and Sustainability. Chaired by a representative from the Executive Leadership Team, the committee includes a representative from:

- Finance
- Office and Industrial
- Residential
- Corporate Affairs
- Capital
- Retail
- Operations
- Commercial development

The charity committee is primarily responsible for approving donation matching, charitable partnerships and adhoc charity support. Workplace giving, community day and volunteer programmes are run through corporate affairs.

The charity committee is focused on the Group's activities. Activities run at a project level will only be reviewed by the charity committee if they request additional corporate funding or approval.

The charity committee meets bi-monthly and is responsible for a total budget of \$160,000 covering Donation Matching and our Charity Partnerships. The charity committee will submit a quarterly report to ELT (via Corporate Affairs) with an update on all activities during the period.